

2024 Proposed Changes to the BYLAWS

Article III. AFFILIATION:

Section 2. Association: The Church recognizes the value and mutual helpfulness in the voluntary association of churches which are in such agreement in faith and practice as to make possible a spirit of fellowship and good will. It is recognized that association and cooperation between such churches will influence the missionary, education, and benevolent interest of each other. The Church does, therefore, declare its intention as far as conscience will allow to work in ~~mutual~~ cooperation with other Christian groups.

Article V. ADOPTION, AMENDMENT AND REVIEW OF BYLAWS:

Section 1. Adoption: For adoption of these bylaws the approval of two-thirds of the members voting at the regular business meeting is necessary. ~~The written e~~Copies of these bylaws must be presented to the clerk and then to the Church in a regularly ~~scheduled~~ business meeting thirty days prior to being voted on by the Church. A one-week notice of voting will be given in The Messenger or by first class mail.

Article VI. MEMBERSHIP:

Section 2. Receiving New Members:

C. By statement: by candidate's statement of prior conversion experience and baptism by immersion either in a Baptist church from which he ~~or she~~ is unable to secure a letter of recommendation or in a non-Baptist church which practices baptism by immersion. In either case the recommendation of the pastor, after prior consultation, is necessary.

Section 6. Termination of Membership:

B: All terminations of membership except those ~~as a result~~ because of death shall be approved by vote of the Deacons in regular monthly meeting.

Article VII. ORDINANCES:

Section 2. The Lord's Supper:

D. All members of the body of Christ, whether ~~or not~~ members of this church ~~or not~~, are invited to participate in the observance of the Lord's Supper.

Article VIII. CHURCH OFFICERS:

Section 1. Pastor:

B. The pastor is the leader of pastoral ministries of the Church. As such he works with the deacons and Church staff to:

3. Minister to the Church's members and other people in the community, with special emphasis placed on counseling and regular visitation both in the hospital and in the home ~~during times of illness, crisis, and/or grief~~.

C. In the event of a pastoral vacancy, an interim pastor shall be ~~selected by the deacons and~~ called to lead the Church and prepare it for the calling of a new pastor. Church staff members will not be considered for interim pastor or for the position of pastor. The interim pastor will not be considered for the position of pastor and must be so advised prior to his call as the interim pastor.

~~E-D.~~ The following procedure shall be followed in filling a pastoral vacancy: A pastor selection committee consisting of six (6) members shall be elected by the Church. The committee members shall be nominated by the Deacons as soon as possible after the Church has taken official action on a pastoral resignation or termination. Nominations may be made from the floor, provided the nominee has given previous consent to serve. Election of the committee shall be by secret ballot in a regular business meeting, except that if there are no nominations from the floor, voting may be determined by standing or show of hands. ~~The Deacons shall establish the procedure for the election of the committee.~~ Once the committee is elected, the Deacons and the Personnel Committee shall assist in formulating

guidelines for the selection of a new pastor. Additionally, the Stewardship and Personnel committees shall be consulted before the selection committee makes any written offers to a prospective pastoral candidate. The committee shall bring only one name at a time for the consideration of the Church, and no nominations shall be made except by the committee. The call decision shall be by secret ballot with an affirmative vote of three-fourths of those present and voting necessary for an extension of a call. Should the minister recommended by the committee fail to receive three-fourths vote, the committee shall be instructed to seek out another minister, and the meeting at which the vote was taken shall be adjourned without debate.

D-E. A pastor shall be chosen and called by the Church whenever a pastoral vacancy occurs. The election shall take place at a business meeting called for that purpose at the close of the Sunday Morning Worship Service. A one-week notice of this meeting shall be given in The Messenger or by first class mail.

~~F. The following procedure shall be followed when the services of the pastor are terminated: The pastor shall serve until the relationship is terminated by his request or by the Church's request. The pastor shall give at least thirty (30) days' notice at the time of resignation before terminating his responsibilities as pastor, unless otherwise mutually agreed upon, with both Pastor and Church seeking to follow the will of God. In the event that some problem arises relative to the services of the pastor, the Personnel Committee shall meet with the pastor and attempt to resolve the problem. If this effort fails, The Personnel Committee shall, as soon as possible, meet with the Deacons to determine if any action should be taken. If a decision is made to terminate the relationship of Pastor and Church, the Deacon Chairman shall call a special business meeting, following the Sunday Morning Worship Service to consider the recommendation of the Deacons and the Personnel Committee. A one-week notice of this special meeting shall be given through The Messenger or by first class mail. The Chairman of the Personnel Committee shall present the recommendation that the services of the pastor be terminated and any recommendation of severance pay. Except in instances of gross misconduct by the pastor so excluded from office, the Church shall compensate the pastor with not less than one-twelfth (1/12) of his annual salary. The termination shall be immediate and compensation shall be rendered within thirty (30) days. The vote shall be by secret ballot. An affirmative vote of a majority of those present and voting shall be necessary to effect termination. The pastor shall serve the Church until such time as the relationship is ended either by resignation by the pastor or termination at the Church's request. In the event of resignation or termination by the Church, the following procedures shall be followed:~~

1. Resignation. The pastor shall give at least thirty (30) days' notice at the time of resignation before terminating his responsibilities as pastor, unless otherwise mutually agreed upon, with both Pastor and Church seeking to follow the will of God.

2. Termination. If some problem arises relative to the services of the pastor, the Personnel Committee shall meet with the pastor and attempt to resolve the problem. If this effort fails, the Personnel Committee shall, as soon as possible, meet with the Deacons to determine if any action should be taken. If a decision is made to terminate the relationship of Pastor and Church, the Deacon Chairman shall call a special business meeting, following the Sunday Morning Worship Service to consider the recommendation of the Deacons and the Personnel Committee. A one-week notice of this special meeting shall be given through The Messenger. The Chairman of the Personnel Committee shall present the recommendation that the services of the pastor be terminated and any recommendation of severance pay. Except in instances of gross misconduct by the pastor so excluded from office, the Church shall compensate the pastor with not less than one-twelfth (1/12) of his annual salary. The termination shall be immediate and compensation shall be rendered within thirty (30) days. The vote shall be by secret ballot. An affirmative vote of a majority of those present and voting shall be necessary to effect termination.

Section 3. Deacons:

C. Election of Deacons:

2. If an inadequate number of nominees is proposed, the Deacon Chair may delay the deacon election process, as specified in this section, Election of Deacons, by no more than four weeks, during which time the congregation should attempt to secure ~~a sufficient number enough~~ of nominees. Each church member may cast one ballot voting

for up to the number of nominees to be elected. If a church member knows in advance that he or she will be absent on Election Sunday, provision for casting an absentee ballot will be established by the Deacon Chair and the church office. If an inadequate number of deacons are elected, the deacons must conduct an additional election in the same manner as in the initial election. If a preliminary election, the nominees selected for the final ballot will be those receiving the most votes from the first ballot tabulated by the deacon counting committee. If no preliminary election is needed, final election may be held on the fourth Sunday as outlined below.

5. If a nominee is elected who has not been ordained, the ordination service shall take place before the beginning of the church year and before the elected Deacon's service begins. There shall be no obligation to constitute as an assigned deacon one who has been a deacon in another church; but in such instances as one might be elected by this church for assignment of a deacon, his **or her** previous ordination by another church of like faith and order shall suffice for this church.

7. (Deleted)

E. Meetings: The Deacons shall hold regular monthly meetings on the second Sunday **night**, or as otherwise scheduled, for ministry emphasis, to consider reports and recommendations from committees, to review issues for business meetings, and to conduct other business matters relating to church function. Other meetings shall be called as deemed necessary by the Chairman of Deacons, or in his **or her** absence, Vice-Chairman of Deacons. Deacons' meetings shall be open to all active deacons and anyone who has been requested to attend or to whom special permission has been granted by the Chairman of the Deacons or, in his **or her** absence, the Vice-Chairman. These persons should attend only the portion of the meeting concerning their item of business.

G. Board of Directors: The Deacons, currently serving, shall, meeting and acting together, function as and constitute the Board of Directors of the First Baptist Church of Mooresville. Such Board of Directors shall change by and in the same procedure as for the terms of Deacons so that the Board of Directors shall perpetually be the same as the Deacons. In their capacity as Directors, they shall have the duties and responsibilities attendant to Directors, subject however to the limitations set forth in the Bylaws. The Directors shall not have power, except as expressly authorized by the congregation or as described in Article X. Meetings, Section 5. Sale or Purchase of Real Estate, Negotiation of Loan, or Transfer of Non-budgeted funds for intra-church loans, to purchase or sell or encumber any real or personal property, to install or remove officers or staff, to amend the bylaws, or to bind the corporation to any contract. Consistent **without with our** spiritual principles, Baptist polity and long-term practice, the congregation **as a whole** retains the authority to govern the affairs, spiritual and temporal, of the Church.

I. Qualifications and Responsibilities of Deacons:

3. Responsibilities of a Deacon:

(b) Care for the Church's members and other persons in community.

(2) Provide care through the Deacon **Family** Ministry Plan. (As outlined in Operations Manual)

(e) Personal Responsibilities.

(1) Should be faithful in attendance at **all the** worship services including Sunday School, **church training**, Prayer Meeting, and related missionary activities, and in regular giving.

Section 4. Clerk:

B. The duties and responsibilities of the Church Clerk shall include the following:

5. To ~~maintain and preserve all papers, letters and records of the Church and preserve a true history of the Church. These records are Church property and should be filed in the church office.~~ **provide pertinent information to the History Committee.**

C. The Church may delegate some of the clerical responsibilities to the ~~Church Secretary~~ **Administrative Assistant** who will assist the elected Clerk. The ~~Church Secretary~~ **Administrative Assistant** in coordination with the Church Clerk and Staff shall maintain a current membership address file.

Section 5. Treasurer:

B. The duties and responsibilities of the Treasurer, and Assistant Treasurer shall be to receive, preserve and pay out by check, upon receipt of vouchers approved and signed by authorized personnel, all money or things of value paid or given to the Church, **always** keeping ~~at all times~~ an itemized account of all receipts and disbursements.

Section 6. Trustees:

B. The authority of the Trustees is derivative. Except in an emergency where action is **absolutely** necessary for the preservation of the remainder of Church property, they shall have no power to buy, sell, mortgage, lease or transfer any property without (1) a specific vote of the Church authorizing each action or (2) action in accordance with provisions of Article X Meetings, Sale or Purchase of Real Estate, Negotiation of Loan, or Transfer of Non-budgeted funds for intra-church loans, item B to "facilitate timely and economical purchase of real estate." It shall be the duty of the Trustees to affix their signatures to and hold custody of legal documents involving the sale, mortgage, purchase, or rental of property, personnel contracts, or other legal documents where the signatures of trustees are required. The signatures of at least two of the three trustees shall be legally binding in all Church transactions.

Article IX. PROGRAM ORGANIZATIONS:

Section 2. Sunday School:

A. The Sunday School shall be organized by departments, ~~as appropriate for all ages~~, and shall be conducted under the direction of the Sunday School Director, elected by the Church.

B. The tasks of the Sunday School shall be to teach the Biblical revelation; reach **persons people** for Christ ~~and church membership; provide and interpret information regarding the work of the Church and denomination; and to perform the functions of the Church within its area.~~

Section 3. ~~Church Training: (Section deleted)~~ Missionary Groups: Mission groups (e.g., Baptists on Mission, Mission Friends, Kids on Mission, and Women on Mission) are responsible for teaching missions, engaging in mission actions, support world missions through praying and giving; and providing and communicating information regarding the work of the Church and denomination.

~~Section 4. Woman's Missionary Union:~~

~~A. The Woman's Missionary Union shall have such officers and organizations as the program requires. Officers are to be elected by the Church. The WMU shall be the mission education, mission action, and mission support organization of the Church for women (Baptist Women), young women (Baptist Young Women), Cross-Trainers, girls (Aeteens and Girls in Action), and preschool children (Mission Friends).~~

~~B. The tasks of the WMU shall be to teach missions; engage in mission action; support world missions through praying and giving; and provide and interpret information regarding the work of the Church and denomination.~~

~~Section 5. Brotherhood:~~

~~A. There shall be a Brotherhood with such officers and organizations as needed for all ages. Officers are to be elected by the Church.~~

~~B. The tasks of the Brotherhood are to teach missions; to lead all men (Baptist Men) and boys (Royal Ambassadors) to participate in mission activities; to provide and interpret information regarding the work of the Church and the denomination.~~

~~Section 6~~ **4. Church Music Program:**

A. The Church Music Program, under the direction of the Church-called ~~music-director~~ **Minister of Music**, shall be the music education, training, and performance organization of the Church. Such officers and organizations shall be included as needed for all ages.

~~Section 7.5. XYZ-JOY Group:~~ The ~~XYZ (Xtra Years of Zest)-JOY (Just Older Youth)~~ **JOY (Just Older Youth)** Group is made up of senior adults. Activities shall be scheduled monthly. They shall be under supervision of an assigned staff member.

Article X. MEETINGS:

Section 5. Sale or Purchase of Real Estate, Negotiation of Loan, or Transfer of Non-budgeted funds for intra-church loans:

B. To facilitate timely and economical purchase of adjacent real estate, the Deacons may authorize the purchase of real estate, adjacent church property, according to the following procedure.

1. The **Properties and Maintenance Committee**, Near-Term Planning Committee, Long Range Planning Committee, Church Trustees and Deacons each agree to a purchase offer at a stated price or price range, and the Stewardship Committee determines that the necessary funds are available.

Section 7. Moderator: The Chairman of Deacons shall preside over business meetings as moderator. In ~~his-the~~ absence **of the Chairman of the Deacons**, the Vice Chairman of the Deacons shall preside and in the absence of both, the Secretary of Deacons shall serve as moderator.

Section 9. Handling of Motions: ~~Handling of Motions:~~ Motions from committees, teams, and program organizations shall be considered in a business meeting within two months of submittal to the Deacon Chair.

Article XI. DENOMINATIONAL AND COMMUNITY MEETINGS:

Section 1. Representation in Denominational Meetings: Messengers may be elected to attend sessions of the South Yadkin Baptist Association, the North Carolina Baptist Convention, the Southern Baptist Convention, and such other denominational meetings as the Church may determine. The number of such messengers shall be determined by the regulations of the Association or Convention for which the messengers are selected. The Denominational Relations Committee shall enlist the appropriate number of messengers to the various sessions. The Pastor, by virtue of his office, shall be ~~considered to be~~ an appointed messenger to all denominational meetings.

Article XII. CHURCH COMMITTEES:

Section 1. General Policies: Unless otherwise stated in these Bylaws or Church Operations Manual, the following shall pertain to all Church elected committees:

~~D. In order to more effectively involve the membership~~ **To involve the membership more effectively** in the entire Church program, no member shall serve on more than two of the Designated Executive Committees.

~~H. Each committee shall report to the Church in a business-Council meeting at least annually, as designated by the Church Operations Manual. Each shall meet at least~~ quarterly.

~~J. Orientation and training shall be taken by committee members, as coordinated by the Church staff.~~

~~K-J.~~ The purpose, membership, duties, and responsibilities of Church Committees shall be included in the Church Operations Manual.

~~L-K.~~ To enable efficient conduct of business, team and committee meetings are open only to their members and invited guests. Committee reports will be presented for review and consideration in the Church business meetings, **as needed.**

Section 2. Designated Executive Committees:

A. **Nominating Committee:**

1. The Nominating Committee shall be elected by the Church. It shall consist of six members recommended by the Nominating Committee ~~in office at that time,~~ and the following Church Officers as they are elected for the new church year: Sunday School Director, **WMU-Women on Mission Director (Circle of Faith), and Brotherhood Baptists on Missions Director.** The six members recommended by the Nominating Committee shall serve for a period of three years, with two members rotating off each year. After the expiration of a full term of office, one year shall elapse before a member is eligible for re-election. In the event of a vacancy in the Nominating Committee, the full committee shall select a nominee to fill any unexpired term, and present this nominee to the Church in a business meeting for approval.

2. The duty of this Committee shall be to select, interview and enlist from the Church membership, **and regular attendees** the following:

(a) General Church Officers - Church Clerk, Assistant Church Clerk, Treasurer, **and Assistant Treasurer, Trustees.**

(b) Church Program Organization Leaders - Sunday School Director, **Brotherhood-Baptists on Mission Director, and WMU-Women on Mission Director.**

(c) All Sunday School ~~Officers and T~~ teachers.

(d) ~~All Church training~~ **Baptists on Mission** leaders.

(e) ~~Brotherhood Officers~~ **Women on Mission** leaders.

(f) ~~WMU Officers~~ **Music program** leaders.

~~(g) Music program leaders.~~

~~(h) The members and Chairmen of all committees and leadership teams, except as otherwise stated in these Bylaws.~~

B. Personnel Committee:

1. **Organization:** The Church Personnel Committee shall consist of ~~six (6)~~ **five (5)** persons who have been members of this church for at least one (1) full year. All ~~of the~~ members shall be from the Church membership as a result of recommendation of the Nominating Committee for a three-year **(3)** term ~~with one third (1/3) being elected each year.~~ Retiring members shall be eligible for re-election to this committee, **but no more than two (2) consecutive terms prior to taking one (1) full year off the committee prior to another term recommendation.**

2. Duties:

(b) ~~Prepare and update~~ **Maintain** an organizational chart, **and** job descriptions **and confirm annual performance reviews are conducted** for Church staff members **and for the Senior Pastor.**

(c) Recruit, interview and ~~recommend~~ **hire (providing the position has been fully budgeted and approved by the Stewardship and Deacons)** all prospective Church ~~employees except Pastor, Minister of Music, Education, Youth or a combination thereof~~ **Support Staff excluding Ministerial Staff in partnership with other committees.** The Personnel Committee serves in an advisory capacity to any committee elected by the Church to secure personnel for the before mentioned specific staff positions.

The Ministerial Staff are required to go before the church for a vote during a called business meeting. The Support Staff positions are not required to go before the church for a vote providing, they have been fully budgeted and concurred by the Deacons and Stewardship Committee.

Ministerial Staff and Support Staff are defined in Article VIII. CHURCH OFFICERS.

(d) Develop and recommend a salary program and related benefit program for all Church ~~employees~~ **Staff** in consultation with the Stewardship Committee.

(g) ~~Keep staff members and Church informed on legal and governmental requirements~~ **Communicate Support Staff positions to the congregation once hired.**

(i) Disciplinary action involving any Church staff member shall be **initiated reviewed** by the Personnel Committee. If, after **review investigation**, action is warranted, recommendations shall be made to the Deacons (**which can include reporting to law enforcement**).

C. Properties and Maintenance Committee:

1. Organization: The Church Properties and Maintenance Committee shall be composed of six (6) persons who have been active members of this church for at least one (1) full year. All six of the members shall be from the Church membership **as a result because** of recommendation of the Nominating Committee for a three-year term with one-third (1/3) of the members being elected each year. Retiring members shall be eligible for re-election to this committee.

2. Duties:

(a) The Church Properties and Maintenance Committee assists the Church in matters related to properties administration. It shall have the responsibility for supervising the maintenance, repair, alteration, improvement, storage, housekeeping, and security of all physical properties of the Church, both real and personal, **including Barger Cottage**. This shall be accomplished using money allocated in the budget and by working with the Stewardship Committee and other committees. It shall make recommendations to the Deacons for emergency non-budgeted repairs that exceed **~~\$500.00~~ \$2,500.00**.

(b) It shall assist **the vocational leaders in the supervision of Church employees having responsibility for and oversee** the **use and** maintenance of the physical properties of the Church. It shall recommend policies regarding use of the Church properties in cooperation with **vocational leaders whose responsibility includes supervision of the use of Church facilities** **the Ministerial Staff**.

D. Stewardship Committee:

1. Organization: The Stewardship Committee shall consist of nine (9) persons who have been active members of this church for at least two (2) years. Seven (7) of the members shall be from the Church membership **a result because** of recommendation of the Nominating Committee for a three-year term. The Nominating Committee shall replace members as they rotate out of service. The eighth member shall be the Church Treasurer. The ninth member shall be the Assistant Church Treasurer. The Stewardship Committee shall elect a chairman and vice-chairman annually. Retiring members shall not be eligible for re-election to the committee for a period of one year after completing an earlier term.

E. Long-Range Planning Committee:

2. The committee shall consist of the following **eight (8)** members: Chairperson of Properties/Maintenance Committee, Chairperson of Deacons, Chairperson of Near-Term Planning Committee, the Pastor, and **four five (5)** other Church members recommended by the Nominating Committee. One of the **four five (5)** other Church members shall be elected chairperson. Other members may be added as the need arises.

Section 3. Church Council:

B. The Church Council shall meet at least quarterly and maintain an updated calendar of all Church activities. **Written report should be available for the congregation as information.**

Article XIII. POLICIES AND PROCEDURES:

Section 3. Memorials and Gifts:

~~A. Flowers or memorial gifts shall be sent by the Church in the event of the death of a member of this Church, or a husband, wife, parent, or child of a member of this church and in the event of the death of a staff member or their mother, father, husband, wife, or child.~~

BA. Following the announcement of resignation by a staff member **at the discretion of the Deacons**, the congregation **shall may** be afforded the opportunity to express appreciation through a love offering. The offering shall be received on the Sunday prior to the effective date of resignation.

Article XIV. VAILDATION:

Section 2. A copy of these Bylaws shall be **always** kept by the clerk ~~at all times~~ among his **or her** records, and another copy shall be kept in the Church office. All amendments to or revisions thereof shall be prepared by the clerk and attached to copies of the Bylaws and made available to the Church members upon request.

~~References on Baptist Faith and Message~~

~~Southern Baptist Convention's Baptist Faith and Message, 2000 version~~

~~The Baptist Faith and Message~~

~~<http://www.sbc.net/bfm2000/bfm2000.asp>~~

~~Mainstream Baptists~~

~~BF&M Revision~~

~~http://www.mainstreambaptists.org/mbn1/bfm_revision.htm~~

~~Cooperative Baptist Fellowship~~

~~Vestal Commentary~~

~~http://vrbctransformation1.weebly.com/uploads/1/2/0/4/12047414/cbf_and_bfm_-_vestal.pdf~~

~~What's All the Fuss About?~~

~~<https://www.yumpu.com/document/view/44559284/whats-all-the-fuss-about-cooperative-baptist-fellowship>~~

~~"All versions of the Baptist Faith and Message"~~

~~All versions of the Baptist Faith and
Message~~

~~<http://www.utm.edu/staff/caldwell/bfm/versions.htm>~~