



HUMBLY GLORIFYING GOD

Constitution and Bylaws of Weaver Baptist Church

Approved: September 11, 2022

Contents

By-Laws Article 1: Purpose.....	1
Section 1 - Preamble	1
Section 2 - Name.....	1
Section 3 - Purpose	1
Section 4 - Mission Statement	1
Section 5 - Values	1
Section 6 - Polity.....	2
Section 7 - Adoption	2
By-Laws Article 2: Statement of Faith	2
Section 1: Baptist Faith and Message 2000	2
Section 2: Statement on Authority of Scripture	2
Section 3: Basic Beliefs	3
Section 4: Statement on Marriage and Sexuality	4
Section 5: Supplemented and clarified	5
By-Laws Article 3: Meetings.....	5
Section 1 – Public Worship.....	5
Section 2 – Members Meetings.....	5
Section 3 – Rules of Order.....	6
By-Laws Article 4: Membership	6
Section 1 - Requirements	6
Section 2 - Candidacy and Acceptance.....	6
Section 3 - Responsibility	6
Section 4 - Termination of Membership.....	8
Section 5 - Membership Voting.....	8
Section 6 - Good Standing	9
By-Laws Article 5: Elders and Deacons.....	9
Section 1: Definitions of Elders.....	9
Section 2: Qualifications of Elders	9
Section 3: Duties of Elders	9
Section 4: Selection and Term of Office of Elders	10
Section 5: Removal of Elders	11
Section 6: Elder Meetings.....	11
Section 7: Definition of Quorum and Passing Vote	11

Section 8: Number of Deacons	11
Section 9: Qualifications and Definition of Deacons	12
Section 10: Term of Deacons.....	12
Section 11: Responsibility of Deacons	12
Section 12: Appointment and Confirmation	12
Section 13: Vacancies Among the Deacons	12
Section 14: Removal of Deacons.....	12
By-Laws Article 6: Ordination and Calling.....	12
Section 1: Ordination	12
By-Laws Article 7: Church Discipline	13
Section 1: Member and Perspective Member Discipline.....	13
Section 2: Church Disruptions	13
By-Laws Article 8: Teams	13
Section 1: Permanent Teams.....	13
Section 2: Temporary Teams	13
Section 3: Finance Team.....	14
Section 4: Responsibilities of the Finance Team.....	14

By-Laws Article 1: Purpose

Section 1 - Preamble

- For the preservation and security of the principles of our faith, and to the end that this body may be governed in an orderly manner consistent with the accepted tenets of the Baptist denomination, co-operating with the Southern Baptist Convention, and for the purpose of preserving the liberties inherent in each member of this church and the freedom of action of this body with respect to its relation to other churches of the same faith, we do declare and establish this constitution and by-laws. This church will forever be a Baptist church in accordance with our Articles of Faith and will remain associated with the Southern Baptist Convention until such time might come that the two bodies no longer share the same core beliefs and principles. At that time Weaver Baptist Church will remain the same church that it is today. No attempt is ever to be made to change the association of this church to another denomination body that is not in accordance with our current Articles of Faith.

Section 2 - Name

- This church shall be known as Weaver Baptist Church.
- The church will use facilities located at 8749 US Hwy 67 Saltillo, TX 75478

Section 3 - Purpose

- Humbly Glorifying God.

Section 4 - Mission Statement

- Weaver Baptist Church is committed to exalting Christ, encouraging one another, reaching the community, and equipping people to serve the kingdom of God and be disciple-makers.

Section 5 - Values

- Evangelism - Go and Make Disciples
 - We exist to grow the kingdom of God in our homes, work, schools, and every other part of our lives.
- Worship - Love the Lord with all that you are.
 - We exist to glorify God in everything that we do and say.
- Fellowship - Baptize Them.
 - We exist to encourage each other, the church, and the rest of the community.
- Discipleship - Teach them to Obey

- We exist to teach the Word of God which is for both encouragement and correction.
- Ministry - Love your Neighbor
 - We exist to love the people of the church and community through both what we say and the way that we care for people.

Section 6 - Polity

- The government of this church is vested in the body of believers who compose it, under the leadership of the church's elders. It is subject to the control of no other ecclesiastical body, but it recognizes and sustains the obligations of mutual counsel and cooperation which are common among Southern Baptist churches. In so far as is practical and scriptural this church will cooperate with and support the Rehoboth Baptist Association, the Southern Baptist of Texas Convention, and the Southern Baptist Convention.

Section 7 - Adoption

- Upon adoption, these Bylaws abolish, supersede, and take the place of any constitution or by-laws that preceded it.
- A copy of these By-Laws shall always be kept in the church office and be available to anyone.

By-Laws Article 2: Statement of Faith

Section 1: Baptist Faith and Message 2000

- We as a church ascribe to and are in agreement with the Baptist Faith and Message 2000.

Section 2: Statement on Authority of Scripture

- At the center of Christian faith and practice stands the belief that God has spoken to the world in the person and work of Jesus Christ, which is accurately and authoritatively revealed in the Christian Bible ("the Bible," "Scripture" or "the Scriptures"). The Bible is the inspired, inerrant, infallible, clear, necessary, complete, and sufficient Word of God and is thus the ultimate authority for life, faith, and morals. Though the various theological statements of the Church reflect succinct summaries of biblical boundaries, it is the Bible itself to which we are in ultimate submission.
- Members have the responsibility and opportunity to engage Elders and Church staff on areas of theological disagreement. However, membership carries with it the implicit understanding that the Elders shall function as the interpretive authority on biblical meaning and application for the purpose of Church doctrine, practice, policy, and discipline.

Section 3: Basic Beliefs

- The following Statement of Basic Belief represents the core orthodox beliefs of the Church from a biblical and historical perspective. While Church Members are not required to fully understand or articulate all aspects of the Statement of Basic Belief, the explicit rejection of any part of it disqualifies one from membership in Weaver Baptist Church. Revisions to the Statement of Basic Belief in order to more clearly align to Scripture shall be at the sole discretion of the Elders, with the understanding that such changes will be communicated to the Members of the Church.

- We believe...
 1. The Scriptures are inspired, inerrant, infallible, authoritative, clear, sufficient, necessary, and complete. (Psalm 19:7-11; 2 Timothy 3:16; 2 Peter 1:20-21).
 2. There is only one God (Deuteronomy 6:4; Isaiah 46:9-10; John 17:3, 1 Corinthians 8:4-6; 1 Timothy 2:5).
 3. The Father is God. The Son is God. The Holy Spirit is God. The Father is neither the Son nor the Holy Spirit. The Son is neither the Father nor the Holy Spirit. The Holy Spirit is neither the Father nor the Son (Genesis 1:26; Psalm 45:6-7; Psalm 110:1; Matthew 3: 13-17; Matthew 28: 17-20; 1 Corinthians 12:4-6).
 4. I am, along with all humanity (Christ excluded), by birth and action a sinner (Genesis 6:5; Psalm 51:5; Jeremiah 17:9; Romans 3:23; 5:8, 12-21, 7:18; Ephesians 2:1-3).
 5. The deserved penalty for sin is death, both physical and spiritual (Genesis 2:15-17; Genesis 3:19, Romans 5:12; 6:23, James 1:14-15).
 6. Jesus Christ is the eternal Son of God, was born of a virgin, and is both fully God and fully human (Matthew 1:20; Luke 2:52; John 1:1-4, 14; Colossians 1:15-20; Hebrews 1:1-3).
 7. Jesus Christ physically rose from the dead (Matthew 28:1-20; Mark 16:1-8; Luke 24:1-53; John 1:20-21:25; 1 Corinthians 15:12-34).
 8. Jesus Christ physically ascended into heaven and will one day physically return (John 14:3; Acts 1:11; 1 Thessalonians 4:16; Hebrews 9:28; 1 John 3:2; Revelation 1:7).
 9. There will be a future physical resurrection of the dead. Those who trust in Jesus Christ alone will be raised to eternal reward. Those who have not trusted in Jesus Christ will be raised to eternal punishment (Matthew 25:31-46; John 5:28-29; Acts 24-15).
 10. Only by trusting in the person and work of Jesus Christ alone can I be reconciled to God and experience true life and joy (John 3:18, 14:6; Acts 4:12; Romans 3:21-26; 1 Timothy 2: 5-6).

Section 4: Statement on Marriage and Sexuality

- It is the biblical position that marriage involves the union of one man and one woman in a permanent sacred union. Though various cultures and customs have evolving definitions of marriage, it is God alone who has the ultimate authority to prescribe and describe the marital relationship (Genesis 2:24, Matthew 19:1-9, Mark 10:1-12).
- Furthermore, sexual intimacy is only properly exercised and pursued within the confines of this marital relationship. Sexual immorality, defined as any sexual activity outside of the boundaries of the sacred marital relationship between one man and one woman, is clearly and expressly prohibited by the Lord (Matthew 15:19, 1 Corinthians 6:9-11, 1 Thessalonians 4:3, Hebrews 13:4).
- Therefore, the Church regards any and all forms of sexual immorality, including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, pornography, or even lustful intent toward such, as sinful and ultimately unsatisfying. Moreover, the Church also regards as sinful the intent or desire to surgically alter one's biological sex to a different sex. Since the body is a creation of God, the Church holds sexual identity to be biologically determined, and associated gender norms are to be observed as appropriate to biblical standards. Disagreement with one's biological sex only leads to spiritual confusion and emotional chaos (Genesis 1:27, Romans 1:26-32, 1 Corinthians 6:9-11).
- To preserve the function and integrity of the Church as the local Body of Christ, and to provide a biblical example to the Church Members and the community, it is imperative that all persons employed by the Church in any capacity or united to the Church in membership should abide by and agree to this section, "Statement on Marriage and Sexuality" and conduct themselves accordingly. Though sinful sexual expression is egregious (as is all sin), the gospel provides redemption and restoration to all who confess and forsake their sin, seeking mercy and forgiveness through Jesus Christ (1 Corinthians 6:9-11, Ephesians 2:1-10, Titus 3:3-7).
- Furthermore, there is a difference between temptation and unrepented sin. Jesus was tempted in all ways as we are, yet He never sinned. Members, employees, volunteers, and attendees of the Church wrestling with all manner of sexual temptation will find a Church ready to point them to Jesus and join with them to fight for their obedience to Christ. Jesus called the weary and heavy-laden to Himself. As a church desiring to follow Christ fully, the Church will be a safe place for men and women fighting sexual temptations of all kinds. For those fighting temptation and repenting of sin, the Church will provide love, care, and direction (Matthew 11:28-30, 1 Corinthians 10:13, Hebrews 2:17-18, Hebrews 4:14-16).
- The Church's Statement on Marriage and Sexuality does not provide grounds for bigotry, bullying, or hate, as we fully believe that every person must be afforded compassion, love, kindness, respect, and dignity, regardless of his or her lifestyle. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated as sinful and are not in accordance with the Scriptures nor the doctrines of the Church.
- This section specifically gives the Elder board the right and authority to prohibit acts or omissions, including but not limited to (a) permitting any Church assets or property, whether real property, personal property, intangible property, or any property or asset of any kind that is subject to the direction or control of the Church, to be used in any manner

that would be—or, in the sole determination of the Elders, could be perceived by any person to be—inconsistent with this Statement on Marriage and Sexuality; and (b) permitting any Church facilities to be used by any person, organization, corporation, or group that would or might use such facilities to convey, intentionally or by implication, what might be perceived as a favorable impression about any definition of marriage other than that contained in this Section.

- The Church's Statement on Marriage and Sexuality is based upon God's will for human life as conveyed to us through the Scriptures, upon which this Church has been founded and anchored, and this section shall not be subject to change through popular vote; referendum; prevailing opinion of Members or the general public; the influence of or interpretation by any government authority, agency, or official action; or legal developments on the local, state, or federal level.

Section 5: Supplemented and clarified

- All Statements of faith and belief are further clarified by "What We Teach" documentation.

By-Laws Article 3: Meetings

Section 1 – Public Worship

- Meetings for public worship shall be held at such times and places as may be provided for under the direction of the Elders.

Section 2 – Members Meetings

- An annual Member Meeting will be held in November to address the next year's budget and any other issues that need to be addressed. The annual Member Meeting will also consist of a report by the Pastor and Elders on what God has done through the church over the last year, including a summary of the church's spending.
- The Elders have the authority to call additional Member Meetings as needed. Any issue that a member of the church in good standing (defined in Article 4) believes needs to be brought up in a Member Meeting should be presented to the Elders for consideration. The Elders will consider any issues and decide if the issue needs to be brought before the members.
- As many questions as possible should be directed to the Pastor and Elders prior to the Member Meetings.
- No Member Meetings may be called without the knowledge of the Pastor and Elders.
- All Member Meetings must be announced a minimum of twenty-one (21) days prior to the date of the meeting.

Section 3 – Rules of Order

- The Pastor, or in his absence one of the Elders, shall act as the moderator of all Member Meetings of the church. The Pastor may appoint one of the other Elders to act as the moderator.
- The Pastor, or one of the Elders, will read through and explain each item before it is voted on.
- Once a reasonable amount of time for discussion has passed the moderator will call for a vote.
- Each item will be voted on before proceeding to the next item.
- A Member must be present to vote. There will be no proxy votes or absentee votes allowed.

By-Laws Article 4: Membership

Section 1 - Requirements

- Membership within the Church is first predicated on one becoming a genuine follower of Jesus Christ by the regeneration of the Holy Spirit through the message of the gospel and obedience in Baptism. In addition, Members shall have signed and be in agreement with the Weaver Baptist Church Covenant.

Section 2 - Candidacy and Acceptance

- Any person wishing to become a member of Weaver Baptist Church shall complete the following prior to becoming a member:

1. Meet the requirements listed above.
2. Attend New Member class. During class prospective members will receive a copy of the church's Constitution/By-Law and, Church Covenant/Statement of Faith.
3. Meet with Pastor or Elders

- Perspective Member will then be presented to the Church after Sunday morning worship and will be voted on by the membership of the Church.

Section 3 - Responsibility

- Membership within a local church carries both privileges and responsibilities. Members of the Church are held accountable to the responsibilities of general Christian obligations comprehensively though not exhaustively outlined within the Church covenant. These responsibilities include praying for and pursuing both corporate health and individual holiness.

- In signing the Church Covenant, Members attest that they have completed the membership process as instructed, read the church covenant, and are willingly agreeing:

1. To submit to the authority of the Scriptures as the final arbiter on all issues (Psalm 119; 2 Timothy 3:14–17; 2 Peter 1:19–21).
2. To pursue the Lord Jesus Christ through regular Bible reading, prayer, fellowship, and practice of spiritual disciplines (Luke 18:1; Acts 17:11; 1 Corinthians 9:24–27; Ephesians 5:1–21; 1 Thessalonians 5:12–22).
3. To follow the command and example of Jesus by participating in the ordinances prescribed to His Church:
 - By being baptized after my conversion and participating in the baptism of others.
 - By regularly remembering and celebrating the person and work of Christ through communion (the Lord’s Supper).
4. To regularly participate in the life of Weaver Baptist Church by attending weekly services, engaging in gospel-centered community, and serving those within and outside of this church (Acts 2:42–47; Hebrews 10:23–25; Titus 3:14).
5. To steward the resources God has given me, including time, talents, spiritual gifts, and finances. This includes regular financial giving, service, and participation in a community that is sacrificial, cheerful, and voluntary (Matthew 25:14–30; Romans 12:1–2; 2 Corinthians 8–9; 1 Pet. 4:10–11).
6. By God’s grace through the power of the Holy Spirit, to walk in holiness in all areas of life as an act of worship to Jesus Christ (1 Peter 1:13–16, 4:1–3). Believers should strive to put certain attitudes and actions to death while stirring and stimulating love and good deeds through the Spirit.
7. To refrain from such activities that the Scriptures would deem foolish (Romans 14:14–23).
8. To take seriously the responsibility of Christian freedom, especially actions or situations that could present a stumbling block to another (1 Corinthians 8:1–13).
9. To submit to the discipline of God through His Holy Spirit by:
 - Following the biblical procedures for church discipline where sin is evident in another—the hope of such discipline being repentance and restoration.
 - 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).
10. To submit to the elders and other appointed leaders of the church and diligently strive for unity and peace within the church (Ephesians 4:1–3; Hebrews 13:17; 1 Peter 5:5).
11. To do the following should I leave the church for righteous reasons:
 - To notify the church leadership (Pastor or Elders).

- To seek another church with which I can carry out my biblical responsibilities as a believer.

Section 4 - Termination of Membership

- Membership at Weaver Baptist Church will be terminated for any of the following reasons:
 - Death of Member
 - Member moving to another church.
 - Member has requested to remove his/her membership. This will be done only after the pastor/elders have patiently and kindly endeavored to secure that person's continuance in fellowship.
 - The Church may vote to terminate the membership of an individual for unrepentant behavior. This will only be done after the pastor/elders have attempted to bring the individual to repentance. No membership may be voted on at the same meeting where the recommendation is made. Any person whose membership has been terminated in this way may be revoted into membership up on the presentation of evidence of that person's repentance and reformation.

Section 5 - Membership Voting

- Voting will be restricted to members in good standing (defined below). Failure to participate in the life of the church for a prolonged period will result in the member being placed in an inactive status.
- The Members of the Church in good standing shall vote on the matters of (a) the annual operating budget; (b) any loan that results in cumulative indebtedness exceeding twenty percent (20%) of the current, annual Church operating budget; (c) disposition of substantially all of the Church's assets; (d) merger or dissolution of the Church; (e) any proposed change to these Bylaws that would reduce, revoke or otherwise attenuate a right granted to the Members in the then-current Bylaws; (f) The institution and hiring of new pastoral staff and other paid staff posts; (g) The installation of new elders; (h) the adding of new members to the role; and (i) other actions deemed major and extraordinary by the Elders. These other actions may be limited to a certain subset of the membership at the sole discretion of the Elders.
- The time, place, and nature of upcoming votes will be communicated to the Church at least twenty-one (21) days in advance and Church Members shall have an opportunity to submit questions, comments, and concerns, which will be considered by the Elders on a case-by-case basis. Actual voting will take place during the public worship service or a special business meeting. Voting for new members will not require twenty-one (21) day notice but may take place at any time.
- A seventy-five percent (75 %) majority shall constitute a passing vote.

Section 6 - Good Standing

- A member in good standing will be defined as:
 - A member of the Church who has been actively attending the Church for no less than 90 days prior to any vote.
 - Not under any form of church discipline.
 - Agrees with and is in compliance with the Church's covenant.
- Any member who is unable to attend services due to illness or injury will be counted as a member in good standing for all purposes except voting.

By-Laws Article 5: Elders and Deacons

Section 1: Definitions of Elders

- Lay Elders are defined as those Elders who are not in the employ of the church as regular part-time or full-time staff members. Vocational Elders are defined as those Elders who are in the employ of the church as regular part-time or full-time staff.
- Lay Elders shall not receive compensation or salaries for their service. Vocational Elders may receive reasonable compensation for fulfilling their vocational responsibilities as employees of the Church. A Vocational Elder shall neither vote on nor determine his salary or benefits.
- The Elder Board will maintain a simple majority of Lay Elders. If for any reason the Elder Board does not consist of a simple majority of Lay Elders, then the Elder Board will begin the process to restore the required composition.

Section 2: Qualifications of Elders

- The minimum qualifications for Elders shall not be less than those listed in 1 Timothy 3:1-7 and Titus 1:6-9, including without limitation the requirement that Elders be men. In addition to the minimum qualifications given in Scripture, Elders must be Members who fully subscribe to the Church covenant and are actively involved in the ministry of the Church. The Elders may at any time create, alter, amend, repeal, or restate resolutions establishing additional qualifications outside of those listed in the above scriptures.

Section 3: Duties of Elders

- The duties of the Elders shall include, but not be limited to, leading the Church to fulfill the purposes of the Church.
- The Elders, as a group, shall supervise all employees of the Church; the Vocational Elders, as individuals, shall supervise those employees reporting to them hierarchically within the Church staff. The Elders may delegate to Church employees any and all duties and responsibilities the Elders deem reasonable, subject to the rights, if any, of the person under contract of employment.

- The Elders of the Church shall vote on the matters of (a) appointment of any Elder, (b) removal of any Elder, and (c) other actions deemed major and extraordinary by the Elders. Elder votes on any matter may be communicated to the Church at the sole discretion of the Elders, other than a vote on the recommendation of a new Elder.
- The Elders shall make the final determination in regard to any ecclesiastical questions. The Elders shall be the express and final arbiter of ecclesiastical polity, religious doctrine, and questions of Church property, and shall make the final decision with respect to any other matter that shall arise concerning the Church, its internal workings, and its governance in every respect, consistent with these Bylaws. In deciding such matters, the Elders shall use the standards of (a) the best spiritual, financial, and operating interests of the Church in light of the Bible and the tenets of faith of the Church; and (b) the furtherance of the religious purposes of the Church as discerned by the Elders according to the teachings of the Bible.
- Regular Duties include, but are not limited to:
 - o shepherding Church staff and Members
 - o oversight of the membership process for Church Members per Section 4
 - o oversight of church discipline per Section 7
 - o care for church missionaries
 - o ministry contextualization and implementation
 - o oversight of church discipleship
 - o financial stewardship of church ministries

Section 4: Selection and Term of Office of Elders

- The Elders shall have the sole authority to nominate new Elders. A man shall be appointed as an Elder by a passing vote of the membership after he has been tested and proven to meet the qualifications stated above. The Elders may appoint a team to vet Elder candidates and report their findings to the Elder body. The Elders may also receive recommendations for Elder candidates from Church Members.
- The proposed appointment of an Elder shall be communicated to the Church at least twenty-one (21) days in advance and Church Members shall have an opportunity to submit questions, comments, and concerns, which will be considered by the Elders on a case-by-case basis
- Once a man is appointed to the Elder body as a Lay Elder, he is expected to serve in this capacity for a minimum of five years, a maximum term may be added in the future as the church grows.
- If the Elder body determines that an Elder needs an extended Sabbath because of a legitimate need (e.g., illness or tragedy), then such Elder may transition to being an active but nonvoting Elder for a set period of time determined by the Elder body.

- To resign from the Elder body, an Elder shall notify, in writing, the members of the Elder body. The Elder Body shall determine the most fruitful and edifying way to notify the Church Members. A vacancy in the Elder body because of death, resignation, removal, or any other cause shall be filled only in the manners prescribed in these Bylaws. Such vacancies may be filled as they occur.

Section 5: Removal of Elders

- Any Elder may be removed from the office of Elder for valid cause. The discipline of Elders must be consistent with the standards outlined in section 7 of these Bylaws. The Elder body will determine the specific procedure for removal of an Elder. This procedure may be altered, amended, repealed, or restated by a resolution of the Elders. The Elders shall have the sole authority to remove an Elder.
- A written notice of the proposed removal of an Elder shall be given to such Elder at least ten (10) days before the meeting at which an action to effectuate such removal is to be taken to ensure that the Elder is given a reasonable opportunity to defend himself. The Elder shall have the opportunity to answer the charges in the presence of his accusers but shall not be present during the discussion and vote on his removal. Such removal shall take place only upon and after a passing vote of the Elder Board. The Elder under consideration for removal shall not have voting rights while such removal is considered.

Section 6: Elder Meetings

- Regular meetings, not less than once a month, of the Elders shall be held in a location that the Elders deem appropriate.
- Any meeting may be held by conference telephone or similar communication equipment, as long as all of the Elders participating in the meeting can hear one another. All Elders participating telephonically shall be deemed present at such meetings.

Section 7: Definition of Quorum and Passing Vote

- As far as possible all votes of the Elder Board should be passed unanimously.
- Votes that are unable to reach unanimous assent among the Elder board will be considered again after a time of prayer and fasting.
- If after a time of fasting and prayer, unanimous assent cannot be obtained, another time of fasting and prayer shall take place. If after this second time of fasting and prayer unanimous assent cannot be obtained a seventy-five percent (75%) majority of both Lay and Vocational Elders will be required to pass the vote.
- If the needed seventy-five percent (75%) cannot be obtained due to a lack of elders, the issue may be brought to the members of the church.

Section 8: Number of Deacons

- The Elders shall appoint the number of Deacons required to meet the permanent and short-term needs of the Church.

Section 9: Qualifications and Definition of Deacons

- Deacons may be men or women, to meet the qualifications as specified in I Timothy 3:8-13.

Section 10: Term of Deacons

- Deacons will serve a term of three to five years with a year off between terms.

Section 11: Responsibility of Deacons

- The responsibility of the Deacons is not explicit within the biblical text, but the main idea stems from the appointment of the seven in Acts 6. The overall responsibility of the diaconate is to assist the Elders in their service and equipping functions.

Section 12: Appointment and Confirmation

- The Elders shall have the sole authority to appoint Deacons. The Elders shall communicate prospective Deacons to the Church no less than twenty-one (21) days before an Elder vote. Comments received from the Church will be considered on a case-by-case basis. Confirmation of Deacons will be at the final discretion of the Elders and requires a passing vote.

Section 13: Vacancies Among the Deacons

- If a Deacon is removed from service, either voluntarily or involuntarily, the appointment of a successor Deacon is under the sole authority and discretion of the Elders.

Section 14: Removal of Deacons

- Any Deacon may be removed from office for valid cause. A written notice of proposed removal of any Deacon shall be given to the Deacon in question at least ten (10) days prior to the meeting at which an action to effect such removal is to be taken to ensure that the Deacon is given a reasonable opportunity for defense. The Deacon shall have the opportunity to answer the charges in the presence of his or her accusers but shall not be present during the discussion and vote on his or her removal. The removal of a Deacon requires a passing vote of the Elders.
- Vacancies in the Deacons of the Church by reason of death, resignation, or otherwise, shall be filled by election of the Elders at their discretion in accordance with the section above (Vacancies).

By-Laws Article 6: Ordination and Calling

Section 1: Ordination

- The Church will consider ordaining duly qualified pastoral, ministerial, and executive staff positions as determined by the Elders in accordance with the guidelines of Scripture. All ordained staff members are expected to assist in baptism, communion, prayer, and

other ministerial duties. Furthermore, ordained males are expected to be available to officiate weddings and funerals.

- The Church reserves the right to revoke ordination in cases such as moral failure or termination of employment.

By-Laws Article 7: Church Discipline

Section 1: Member and Perspective Member Discipline

- Church discipline is a necessary mark of a healthy church and shall be applied in cases of sexual misconduct, gossip, divisiveness, dishonesty, and various other expressions of sin. In accordance with the biblical pattern generally outlined in Matthew 18:15-20, a person who evidences such sin will be confronted in an initial one-on-one meeting, followed by escalating engagement by pastoral staff and Elders.
- Where the steps of discipline are exhausted in cases of unrepentant and/or habitual sin, the Elders will consider removing a person from membership with the hope of eventual reconciliation and restoration. This removal may or may not include a prohibition to attend Church services and events, depending on the circumstances. The final step of church discipline will be the presentation to the membership of the church. The church will then vote on whether or not to remove the individual from membership.

Section 2: Church Disruptions

- Any person deemed by a member of the Deacons or Elder to pose a physical or psychological threat to any person or the Church, or to be causing, about to cause, or capable of causing disruption to the religious services and activities of the Church, shall be considered a trespasser on Church property and may be ejected summarily. No Church employee, deacon, or Elder shall incur any liability for acting in good faith in the interests of the Church pursuant to this section.

By-Laws Article 8: Teams

Section 1: Permanent Teams

- The only permanent team outside of the Elder Board will be the financial team.

Section 2: Temporary Teams

- A temporary team may be created for any purpose deemed necessary by the Elders. Such teams may include the decoration team, event planning team, and search team. These temporary teams will be selected from the members in good standing and approved by the Elder board.
- The creation of a temporary team will require a clear understanding of the reason for and goal of the committee. Once that goal has been fulfilled the temporary team will be automatically disbanded.

Section 3: Finance Team

- The finance team will consist of no less than three (3) members and no more than seven (7) members at any given time.
- Members of the finance team may be suggested by any member of the church but must be approved by the Elder Board.
- The finance team will be headed by the Financial Administrator.
 - o The financial administrator shall be a member in good standing. He / She shall be appointed by the Elders to serve a continuous term until relieved by the Elders.

Section 4: Responsibilities of the Finance Team

- Creation of annual budget. The annual budget must be complete and ready for submission to the Elder board no later than forty days (40) days prior to the annual member meeting. This is so that the Elders have time to review the budget prior to the need to post the budget for the review of the members.
- Keep financial records of all transactions including, gifts, tithes, and offerings, noting the date, check number if applicable, and the amount in order to establish a record for income tax purposes in accordance with the tax laws of the local, state, and federal government. ALL contribution records shall be kept confidential.
- The Financial records must be available for audit or inspection at any time the Elders may deem necessary. Members of the church may review the records with the Financial Administrator at any time.
- Any expenditure exceeding the budgeted amount by more than ten (10) percent must be approved by the financial team, elders, and members.
- Collecting all offerings. No offerings, tithes, or gifts may be collected without the knowledge of the finance committee. At least two people must do all collections together.
- No member or group may make purchases in the name of the Church except upon proper authorization of the Pastor, Elders, or finance team within the limits of the Church Budget.