

CONSTITUTION
FIRST BAPTIST CHURCH
MIDDLEVILLE, MICHIGAN

Approved November 2, 2025

Preamble

The Bible admonishes us, saying,

“LET ALL THINGS BE DONE DECENTLY AND IN ORDER”

To this end, we, as members of the First Baptist Church of Middleville, Michigan, solemnly and sincerely set forth the following Constitution, by which we willingly and cheerfully agree to be governed.

Mission Statement

To Magnify the Glory of God by Multiplying and Maturing Followers of Christ

Covenant

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

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

We also engage to maintain family and secret devotion; to religiously educate our children; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment; to avoid all tattling, backbiting, and excessive anger; to abstain from any sinful or unwise use of addictive or mind-altering substances; to live wisely in this world and to reject any practice that the Bible identifies as sin; and to be zealous in our efforts to advance the Kingdom of our Savior.

We further engage to watch over one another in brotherly love; to remember each other in prayer; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and courtesy in speech; to be slow to take offense, but always ready for reconciliation, and mindful of the rules of our Savior, to secure it without delay.

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

Constitution

This version approved: 11/2/2025

ARTICLE I: NAME

This church shall be called the First Baptist Church of Middleville

ARTICLE II: CONFESSION OF FAITH (see the separate FBC Doctrinal Statement)

We accept the confession of faith of the Grand Rapids Association of Regular Baptist Church, as revised September 1, 1952.

We also believe in the pre-tribulation rapture and the pre-millennial return of our Lord.

ARTICLE III: ASSOCIATION

Section 1:

This church shall not co-operate or fellowship with any organization that permits the presence of modernistic/post modernistic teaching or apostate leadership. II Corinthians 6:14-18

Section 2:

This church shall fellowship with the General Association of Regular Baptist Churches.

ARTICLE IV: PURPOSE

Section 1: To Edify the Members

Ephesians 4:11-12

Section 2: To Spread the Gospel

Acts 1:8, Matthew 28:19-20
Acts 16:5, Acts 2:47

Section 3: To Administer the Ordinances

Baptism – Matthew 28:19-20, Acts 2:41,
Acts 8:12
The Lord's Supper – Matthew 26:26-28,
I Corinthians 11:23-26

Section 4: To Worship God

John 4:23, 24

ARTICLE V: MEMBERSHIP

Section 1: Reception of Members

Paragraph 1:

Any person professing faith in Christ and giving evidence of being born again, and fully agreeing with the doctrinal statement and adhering to the Constitution of this church, may be eligible for membership through one of the three modes listed below:

A: Baptism

Members may be received upon baptism (by immersion) and the recommendation of the Elder Board.

B: Letter

Members may be received by letter from any other fundamental Baptist church, and upon recommendation of the Elder Board.

C: Experience

Persons baptized upon profession of their faith in Christ may be received on their experience and former baptism (by immersion), if they can give satisfactory evidence of Christian conduct and scriptural faith and upon recommendation of the Elder Board.

Paragraph 2:

The church shall vote on reception of new members on the recommendation of the Elder Board. If there are five dissenting votes, the matter will be referred to the Elders and the objection will be considered. If the objection is unfounded or unscriptural, it shall be over-ruled by a majority vote of the members present at a business meeting.

Paragraph 3:

No person may be a member of the church while he/she is a member of a secret organization.

Paragraph 4:

Associate Membership

Associate membership may be granted to individuals living in the area on a temporary basis. A request for associate membership shall be accompanied by a letter of standing from the applicant's home church of like precious faith, and is subject to the usual procedure of admission. Associate members shall have all the privileges of church membership except the right to vote and to hold elective office.

Associate membership may be granted to current members who fulfill the requirements listed in Article V, Section 3, Paragraph 5.

Section 2: Dismissal of Members

Paragraph 1:

Letter of transfer may be granted to a member upon approval by the Elder Board. Such letter must be addressed to a Baptist church of the same faith and order as this and sent to the Pastor or the Clerk of the church to which the member is uniting.

Paragraph 2:

Letter of dismissal may be given to a member, upon approval by the Elder Board, desiring to unite with a church not of our faith.

Section 3: The Duties of Members

Paragraph 1:

It is the duty of each member to grow in the knowledge of the Scriptures and progress in spirituality following Peter's admonition to "grow in grace, and in the knowledge of our Lord and Savior Jesus Christ." II Peter 3:18

Paragraph 2:

It is the duty of members to honor, esteem, and love their Pastor, to pray for him fervently and daily, to attend constantly upon his ministration, to manifest a tender regard for his reputation, and to contribute toward his support in proportion to their ability. I Thessalonians 5:12-13, Hebrews 13:7, 17, I Timothy 5:17-18

Paragraph 3:

It is the duty of each member to cultivate and cherish brotherly love for all members of the church, and to show this love by using all proper measures to promote their spiritual prosperity. John 13:34-35, I John 4:7-11, Galatians 5:13-14, Ephesians 5:11-16

Paragraph 4:

It is the duty of the members to be exact in fulfilling obligations and performing promises; and as opportunities arise, they are to commend the Gospel of Christ unto the unsaved and be obedient to civil authorities. I Corinthians 4:1-2, Galatians 6:10, I Peter 3:15, Romans 13:1-7

Paragraph 5:

It is the duty of members removing from this church to unite with another Baptist church of the same faith and order. But if there is no church of the same faith and order within a reasonable distance of their new homes, their membership may remain with us as associate members; and in such circumstances, they are to report to this church. If they fail to report, the church shall communicate with them and use its discretion in retaining them as members.

Paragraph 6:

It is the duty of each member to uphold the church in tithes and offerings (Malachi 2:8-10, I Corinthians 16:2, II Corinthians 9:6-8) and in faithfulness to its services (Hebrews 10:24-25). Each member should be at every business meeting as much as is possible.

Paragraph 7:

It is the duty of each member to pursue holiness and to keep oneself unspotted from the world. (James 1:27, II Corinthians 7:1, I Peter 1:13-16).

Section 4: Discipline of Members

The discipline of members will be according to biblical exhortation.

The Elder Board shall serve as the discipline committee.

1. The goal of discipline is restoration. Galatians 6:1
2. The method of discipline will be according to Matthew 18:15-17.

Paragraph 1:

If a member has been absent from the church services, the Elders and/or Deacons shall meet with the member and discuss the problem. All effort should be made for restoration. If the member refuses, the Elder Board shall recommend to the church that the member's name be removed from the membership roll and the member sent a notification of the dismissal.

Paragraph 2:

The above action shall in no way affect any member who, because of ill health or conflicting circumstances, is unable to attend the services of the church nor shall it apply to those who have associate membership status.

Paragraph 3:

If a member has been charged with conduct unbecoming a Christian, the Pastor and/or Elders shall ensure the Matthew 18:15-17 process is followed. If the charges are found to be true, it shall be the duty of the discipline committee, through patient and loving, but firm admonition, to endeavor to bring the accused unto repentance. If the accused refuses to repent, the Elder Board shall recommend to the church that the member's name be removed from the church roll and the member sent a notification of the dismissal.

ARTICLE VI: OFFICERS

Section 1: List of Officers

Pastor, additional pastoral staff, Lay Elders and Deacons (ideally twelve total but not less than eight, with a close to even split), General Treasurer, and Financial Secretary.

Section 2: Qualifications of Officers

Paragraph 1: Pastor

The Pastor shall meet the biblical requirements as set forth in 1 Timothy 3:1-7 and Titus 1:6-9. The Pastor shall also be in full agreement with the church's doctrinal statement and publicly state his agreement prior to entering office and at each annual business meeting during the duration of his ministry. Additional pastoral staff shall be subject to the same requirements.

Paragraph 2: Elders

Likewise, non-staff Elders (or "Lay Elders") shall also be men who meet the biblical requirements set forth in 1 Timothy 3:1-7 and Titus 1:6-9. All Elders shall be in full agreement with the church's doctrinal statement and publicly state his agreement prior to entering office and at each annual business meeting during the duration of his ministry. Lay Elders shall be at least 30 years of age and shall have been a member for more than 1 year immediately preceding the election.

Paragraph 3: Deacons

The Deacons shall meet the biblical requirements as set forth in 1 Timothy 3:8-13 and Acts 6:1-3. A Deacon shall be a man at least 21 years of age and shall have been a member for more than 1 year immediately preceding the election.

Paragraph 4: Other Officers

All other officers shall be members of First Baptist Church of Middleville and their lives shall display the spirit of the Duties of Members in Article V, Section 3.

Section 3: Election of Officers

Paragraph 1: Nominating Committee

The nominating committee for the annual election of officers shall be composed of the Senior Pastor, retiring Elders and Deacons, the current Chairman Elder and Head Deacon, and two persons elected from the membership of the church. For Lay Elders, the current Elder Board will consider and examine candidates from the list approved by the Nominating Committee and prepare the final slate of Elder nominees. The final slate of nominees for Deacons will be prepared by the Full Board.

Paragraph 2:

Church officers shall be elected at the Annual Meeting. For any up/down votes, candidates shall require a two-thirds majority approval. The new officers will take office the first Sunday in February.

Paragraph 3: Terms of Office

Lay Elders and Deacons shall be elected each year for a 3-year term. If elected to serve a second term, each shall be permitted to serve two consecutive full terms. One year shall elapse following the completion of two consecutive full terms before a man may be re-elected as an Elder or Deacon. All other officers shall be nominated by the Elders and ratified annually by the Congregation.

Paragraph 4: Vacancies

The Full Board shall recommend to the church a qualified person to fill a vacancy. The person recommended by the Board to fill a vacancy shall be approved at a church business meeting. Upon approval by the church, the person will fill the remaining term of office. If the person approved is to fill a vacancy on the Elder Board or the Deacon Board and the balance of the term is more than half of said term he is eligible to serve one more term, if the balance of the term is less than half of said term he is eligible to serve two more consecutive terms.

Section 4: Duties of Officers

Paragraph 1: Senior Pastor

- A. It shall be the duty of the Senior Pastor to preach regularly at the church. (In his absence, the Senior Pastor shall confer with the Elders as to pulpit supply). He is also to administer the ordinances of the Gospel and perform the various duties incumbent upon his office. He shall be an ex-officio member of the Elder and Deacon Boards and all church committees, and he shall serve as Moderator at all church business meetings, except those meetings that pertain to him. I Peter 5:1-4, Acts 20:28, 2 Timothy 4:1-4
- B. Additional pastoral staff responsibilities shall be directed by the Senior Pastor.

Paragraph 2: Elders

- A. The terms "Elder" and "Overseer" refer to the same office. Pastors of the church are also Elders/Overseers although not all Elders are installed as "Pastors" of the church and paid as church staff. For the purpose of this document, unpaid non-staff Elders are referred to informally as "Lay Elders," and the term "Pastor(s)" refer to paid staff Elders. The Elder Board should always contain more Lay Elders than Pastoral Staff Elders. Together, all of the Elders are to give oversight to the church, leading and watching

over the doctrine, people, and mission of the church. Acts 14:23, 20:28, Ephesians 4:11; 1 Timothy 3:1-7, 5:17-18, Titus 1:5-9, 1 Peter 5:1-4

B. Responsibilities of the Elders:

1. Give primary attention to the ministry of the Word of God and prayer.
2. Ensure that the sound doctrine is being taught in accordance with Scripture and our Doctrinal Statement.
3. Protect the church from false and destructive teaching.
4. Develop and lead the church's overall vision and direction for present and future ministry.
5. Oversee the teaching, ministries, and programs of the church. This includes appointing and approving program directors.
6. Interviewing and recommending new member candidates.
7. Provide accountability and support for the staff Pastors.
8. Oversee the Missions Committee and the church's missions program.
9. Oversee the Worship Services.
10. Conduct Church Discipline and function as the Disciplinary Committee when needed.
11. Equip the members of the church for effective ministry.
12. Fulfill their responsibilities as members of the Full Board (see below).

Paragraph 3: Deacons

A. The term "deacon" means "servant" to the church, for the Lord. Also, the term "deacon" means "helper" – helper to the Pastor and Elders in the church doing the work of the Lord. Therefore, the Deacons shall serve the church by helping the Pastor and Elders in the work of the church. Acts 6:1-6.

B. Responsibilities of the Deacons:

1. Administer the Deacon's Fund and make decisions regarding distributions from this fund and related care, with input from the Elders when appropriate.
2. Provide and organize practical congregational care in the spirit of Acts 6:1-7.
3. Oversee the maintenance of our physical facilities and church property, including our buildings, grounds, equipment, kitchens, vehicles, garage, and parking lot.
4. Oversee and work with the custodial staff.
5. Oversee the church's Safety Team and their work.
6. Oversee ushers.
7. Review stewardship related matters.
8. Other responsibilities as assigned by the Elders.
9. Fulfill their responsibilities as members of the Full Board (see below).

Paragraph 4: The Full Board

- A. The Full Board is comprised of both the Elders and Deacons meeting together. The Full Board shall meet monthly, led by the Senior Pastor, and then will typically adjourn to separate Elder and Deacon Board meetings. They may further organize into or appoint such special committees, as they feel necessary for the efficient operation of the church. Any member being absent from regular monthly board meetings for three months in succession, apart from illness or valid excuse, shall be dropped from the Board.

- B. Responsibilities of the Full Board:
 - 1. Maintain contact with their care group members, monitor attendance, and provide general care as needed.
 - 2. Assist the Pastor with the ordinances of the Lord's Supper and Baptism.
 - 3. Present a proposed Annual Budget to the Congregation for approval at the Annual Meeting.
 - 4. Ensure all church funds are disbursed according to the approved church budget.
 - 5. Approve major expenditures, surplus requests, and unbudgeted expense requests.
 - a. The Full Board may, on unbudgeted items, incur a one-time expense not to exceed 1% of the church budget, or a cumulative total of 2% in any quarter, without church approval.
 - b. Emergency Clause: In cases where property and services would be jeopardized by waiting for church approval, the Full Board may authorize expenditures exceeding the above amount. In follow-up the Board will formally present detail of the emergency actions to the church at the next Congregational Meeting.

- C. For each new term the outgoing Executive Committee shall recommend a new Chairman (an Elder), Vice-Chair/Clerk (an Elder), and Head Deacon (a Deacon) for approval by the Full Board.

Paragraph 5: General Treasurer

The General Treasurer shall receive and keep a record of all monies in the General Fund and all other funds except for the Deacon's Fund. The Treasurer and/or Treasurer's designee (as approved by the Full Board) shall disburse all monies committed to his/her charge as directed by the church and the Full Board. All disbursements shall be by check or electronic payment. The Treasurer shall submit a written report monthly to the Full Board and quarterly to the church. There shall be a summary report at the annual meeting.

Paragraph 6: Financial Secretary

The Financial Secretary and/or helpers (helpers approved by the Full Board) shall keep a record of all income except Deacon's Fund offerings. Two persons (Financial Secretary and/or helpers) must be present at all times for the counting of monies. The Financial Secretary shall keep a record of income into the General Fund, and all other funds except for the Deacon's Fund. It shall be the duty of the Financial Secretary to keep a confidential record of individual contributors on request and to give a report to each contributor at the end of the calendar year. It shall be the duty of the Financial Secretary to provide a monthly giving report to the General Treasurer and the Full Board.

Paragraph 7: Removal of an Officer other than Pastor or Pastoral Staff

An officer of the church failing to fulfill the duties of their office shall be admonished by the Elder Board. If they still neglect to fulfill their duties, they may be removed from such office upon recommendation of the Elder Board and vote of the church. Vacancies shall be filled in accordance with Article VI, Section 3, Paragraph 4.

Section 5: Calling and Dismissal of a Senior Pastor:

Paragraph 1: Calling a Senior Pastor

The Elder Board shall serve as the pulpit committee. They shall contact as many pulpit supplies as they deem necessary. The pulpit committee shall invite one back as a candidate after completely discussing his convictions. The Elder Board will investigate the candidate in matters of doctrine, character, family, education and fellowship. After hearing the candidate, the church shall vote on him, at a business meeting in accordance with the requirements of Article VIII, Section 3, Paragraph 1, before considering another candidate. A seventy-five percent (75%) majority vote shall constitute a call.

Paragraph 2: Dismissal of the Senior Pastor

1. The duration of his ministry shall be indefinite but may be terminated by:
 - A. The resignation of the Pastor, in which case, a four-week notice is requested.
 - B. A seventy-five percent (75%) majority vote by the members present at a business meeting in accordance with the requirements of Article VIII, Section 3, Paragraph 1.
2. The following are considered sufficient reasons for the church to terminate the Pastor:
 - A. If his doctrinal position is no longer in accord with the church's statement of faith.
 - B. If his life or behavior is of such a nature that it is unbeneficial for the spiritual welfare of the church. Doctrinal and moral situations such as these should first be addressed in good faith with the

Pastor by the Elder Board. The Elders (minus the Pastor in question) may vote to recommend dismissal to the Full Board. The Full Board may then vote to recommend dismissal to the Congregation.

3. A request by the membership for the resignation of the Pastor must be made in the form of a petition submitted to the Elder Board, signed by twenty-five percent (25%) of the voting members and representing not less than fifteen percent (15%) of the church families (verified by the Church Clerk). The request for resignation will be presented at a business meeting, called in accordance with the requirements of Article VIII, Section 3:, Paragraph 1, and be enacted upon by a seventy-five percent (75%) majority vote.
4. In any event, no Pastor shall be dismissed by the church without being granted an opportunity for personal defense to the Full Board prior to the Congregational vote.
5. If the Pastor is terminated by the church, the church shall grant at least two-month severance.
6. If deemed necessary by the Elder Board, the Pastor may be immediately relieved of his duties and put on paid administrative leave until appropriate resolution is made.

Paragraph 3: Physical or Mental Disability of the Senior Pastor

In the event that the Pastor becomes unable to fulfill his duties due to physical or mental disabilities as determined by the attending medical personnel and the Full Board, the Full Board shall recommend to the church that he be placed on paid administrative leave. Upon majority approval of the church, the Elder Board will assume temporary responsibility for the operations of the church. The Elder Board will provide status updates at each quarterly business meeting (or more frequently if determined necessary by the Elder Board). After determination by attending medical personnel and the Full Board that he is able to resume his full responsibilities, the Full Board shall recommend to the church that he be taken off paid administrative leave. Upon majority approval of the church, he will resume his full responsibilities. Paid administrative leave shall not exceed one year. If it has been determined by attending medical personnel and the Full Board that he will not be able to resume his full responsibilities or that the paid administrative leave has lasted one year, the Full Board will recommend to the church, dismissal of the Pastor per Article VI, Section 5, Paragraph 2.

Section 6: Additional Pastoral Staff

Paragraph 1: Calling Pastoral Staff

The Senior Pastor shall identify and recommend additional pastoral staff as necessary. The Elder Board will investigate the candidate in matters of doctrine, character, family, education and fellowship. Upon approval of the Elder Board, and after the church has heard the candidate, the church shall vote on him before calling another candidate. A seventy-five percent (75%) majority vote shall constitute a call.

Paragraph 2: Termination of Pastoral Staff

1. The duration of his ministry shall be indefinite, but may be terminated by:
 - A. The resignation of the pastoral staff member, in which case a four-week notice is requested
 - B. A seventy-five percent (75%) majority vote by members present at a business meeting in accordance with the requirements of Article VIII, Section 3, Paragraph 1.
 - C. Direct termination by the Senior Pastor or the Elder Board.
2. The following are considered sufficient reasons for the church to terminate pastoral staff:
 - A. If his doctrinal position is no longer in accord with the church's statement of faith.
 - B. If his life or behavior is of such a nature that the Elder Board deems it unbeneficial to the spiritual welfare of the church.
 - C. If he is insubordinate or is not fulfilling the responsibilities laid out by the Senior Pastor.
3. A request by the membership for the resignation of pastoral staff must be made in the form of a petition submitted to the Elder Board, signed by twenty-five percent (25%) of the voting members and representing not less than fifteen percent (15%) of the church families (verified by the Church Clerk). The request for resignation will be presented at a business meeting, called in accordance with the requirements of Article VIII, Section 3: Business Meetings, Paragraph 1, and be enacted upon by a seventy five percent (75%) majority vote.
4. No pastoral staff shall be dismissed by the church without being granted an opportunity for personal defense to the Full Board.
5. If pastoral staff is terminated by the church, the church shall grant at least two month severance.
6. If deemed necessary by the Elder Board or the Senior Pastor, pastoral staff may be immediately relieved of his duties and put on paid administrative leave until appropriate resolution is made.

ARTICLE VII: USE OF THE CHURCH

Section 1: Weddings and Funerals

Paragraph 1: Only members will have the privilege of the church auditorium for wedding and funeral ceremonies. All wedding ceremonies and funerals shall be performed by a Pastor of the church. Any exceptions shall be approved by the Elder Board and the Senior Pastor. No unsaved person shall be married in the church.

Paragraph 2: Because God has ordained marriage and defined it as the sacred union of one genetic male and one genetic female, First Baptist Church will only recognize marriages between one genetic male and one genetic female. Further, the Pastors and staff of First Baptist Church shall only participate in weddings and solemnize marriages between one genetic male and one genetic female. Finally, the facilities and property of First Baptist Church shall only host weddings between one genetic male and one genetic female.

Section 2: General/Special Use

No individual, group, or organization may have any use of the church facilities without approval of the Elder Board and the Senior Pastor.

ARTICLE VIII: MEETINGS OF THE CHURCH

Section 1: Stated Services

The church shall maintain a Sunday school, morning service, evening service on Sunday, a weekly prayer meeting, and regularly scheduled youth meetings.

Section 2: The Lord's Supper

The Lord's Supper shall be observed monthly, preferably on the first Sunday.

Section 3: Business Meetings

Paragraph 1: Order of Business

- A. Business meetings may be called by the Senior Pastor, the Elder Board, or twenty-five percent (25%) of the voting membership of the church (verified by Church Clerk) asking for the same by written petition. Notice of the meetings shall be read at two (2) Sunday services, one week in advance of the meeting, along with the express nature of the business to be addressed. No business shall be transacted other than that for which the meeting has been called to address.
- B. "Robert's Rules of Order" shall govern the transaction of all business.

- C. Only members eighteen years of age and over shall have the right to vote.
- D. At any business meeting of the church, twenty percent (20%) of the members eligible to vote (verified by the Church Clerk) shall constitute a quorum.
- E. Absentee ballots are intended for informed members who are unable to attend business meetings because of sickness, hospitalization, out of state travel, and work schedules. Absentee ballots for business meetings may be requested from the Senior Pastor or a member of the Executive Committee. Absentee ballots will not be allowed for votes on dismissal of a Pastor or pastoral staff.

Paragraph 2: Annual Meeting

The church year will be January 1 through December 31. The annual meeting shall take place in January, the date to be set by the Full Board.

Paragraph 3: Quarterly Meetings

The quarterly business meetings shall be held in January, April, July, and October, the dates to be set by the Full Board. The January meeting will be the annual church meeting. The covenant shall be read at each quarterly business meeting.

Paragraph 4: Special Meetings

Special meetings may be called at any time per Paragraph 1: Order of Business. At any of the regular meetings for worship, the church may, without notice, conduct business on the reception of members, the dismissal of members to other churches, or disciplinary action.

ARTICLE IX: COMMITTEES

Section 1: Executive Committee

The Executive Committee is composed of the Senior Pastor along with the Chairman Elder, Vice-Chair/Clerk, and Head Deacon. Lay Elders and Deacons who are related to a paid staff member (as spouse, parent, child, or sibling) are not eligible to serve in these offices. The Executive Committee will advise and assist the Senior Pastor as needed in personnel matters, executive decisions, advance work for Board meetings, and general counsel.

Section 2: Budget Committee

The Executive Committee along with the General Treasurer shall constitute the Budget Committee. The Budget Committee shall meet before the December Board meeting to prepare the preliminary budget to present to the Full Board.

Section 3: Missionary Committee

The committee shall plan and promote missionary interest, make recommendations for support of new missionaries, and have charge of other missionary interests in the church. The Missionary Committee shall consist of at least ten members including the Senior Pastor, a minimum of one Lay Elder and the remaining people from the church membership. New members of the committee are to be approved by the Elder Board.

Section 4: Christian Education Committee

This committee shall be responsible for the operating procedures and coordination of all education agencies of the church. All curriculum must be approved by a Pastor of the church. This committee shall be composed of the Senior Pastor, any other Pastor with oversight of CE related programs, at least one Lay Elder, relevant program heads, and any at-large members approved by the Elder Board. Program heads shall be appointed by the Pastors and approved by the Elder Board.

Section 5: Building and Grounds

This committee shall be responsible for the proper maintenance of the church's facilities and grounds. At least one Deacon will be a member of this committee. The Building and Grounds Chairman shall be appointed by the Deacon Board. The Building and Grounds Deacon will serve as Chairman if another is not appointed. This committee may add additional members at the discretion of its Chairman and Deacon.

Section 6: Safety Team

The Safety Team exists to ensure a safe and secure environment for our congregation and guests. At least one Deacon shall serve on or as a liaison to the Safety Team. The Safety Team coordinator shall be appointed by the Deacon Board annually. Safety Team members are also to be approved by the Deacon Board.

Section 7: Ad Hoc Committees

The Pastors or Elders may appoint or dissolve other ministry teams or temporary committees as they deem necessary.

Section 8: Church Sanctioned Groups

No auxiliary or affiliated society group shall be permitted to meet in the name of the church without prior approval of the Elder Board and the church.

ARTICLE X: SUNDAY SCHOOL

The Sunday School shall be organized and operated by the church as a means of teaching the Scriptures, evangelizing the unsaved and providing an organized program of Christian service for the membership of the church. It shall be considered a part of the church organization and program. The Senior Pastor, by virtue of his office, shall be the head of the Sunday School.

ARTICLE XI: FINANCES

The church shall be financed only through approved means – primarily tithes, offerings, and gifts. The Head Usher or Assistant Usher is responsible for ensuring the transferring of offerings to a secure location. Two ushers must be present at all times during the handling of monies. Fundraisers must be approved by the Senior Pastor and the Elder Board. Loans, or other revenue, must be approved by the Senior Pastor, the Full Board, and the church membership. There shall be an annual evaluation by a qualified party other than the Church Treasurer.

ARTICLE XII: CONSTITUTIONAL AMENDMENTS

Paragraph 1: If recommended by the Full Board, the constitution or covenant may be amended by a sixty-six percent (66%) vote of members at a business meeting. Notice of the proposed change must be given two weeks in advance.

Paragraph 2: If recommended by the Elder Board, the doctrinal statement may be amended by a seventy-five percent (75%) vote of members at the annual business meeting. The membership should move very slowly, cautiously and prayerfully when considering amending the doctrinal statement of this church.