

**C O N S T I T U T I O N**  
**THE FIRST BAPTIST CHURCH of**  
**CAMDENTON, MISSOURI**  
**2016**

**PREAMBLE**

In order to assure the preservation and security of the principles of our faith, and that this body shall be governed by God's Word in an orderly manner, consistent with the accepted tenets of the Southern Baptist denomination, and to preserve the inherent liberty of each member of this body, also to assure and maintain the autonomy of this body in its relationship with other churches of compatible belief, we do declare and establish this constitution.

**ARTICLE I - NAME**

This body shall be known as The First Baptist Church of Camdenton, Missouri, the same being a corporation organized under the laws of the State of Missouri.

**ARTICLE II - PURPOSE**

The fundamental purpose of this body shall be to present the Gospel of Jesus Christ to the residents of Camden County and throughout the world; providing, as a means for accomplishing this end, a program of worship, education and fellowship consistent with the Holy Scriptures.

**ARTICLE III - STATEMENT OF FAITH**

This body accepts the Holy Scriptures as the sole authority in all matters pertaining to faith and practice, and subscribes to the doctrinal statement of "The Baptist Faith and Message" as adopted by the Southern Baptist Convention in 2000 which can be found at [www.sbc.net/bfm2000/bfm2000.asp](http://www.sbc.net/bfm2000/bfm2000.asp) or a printed copy is available on request in the church office.

**ARTICLE IV - GOVERNMENT AND ORGANIZATION**

The government of this church is vested in the body of believers who compose it, under the leadership of our Savior and Lord, Jesus Christ and shall not be subject to the control of any other ecclesiastical body. To this end appropriate by-laws shall be adopted for the implementation of the goals and purposes of this autonomous body.

The church shall organize itself appropriately for the purposes of worship, evangelism, discipleship, ministry and fellowship.

All organizations of the church shall be under church control, all officers being elected by the church and reporting regularly to the church.

## ARTICLE V - AFFILIATION

This church recognizes the obligations of mutual counsel and cooperation which are common among Baptist churches; therefore, this church will cooperate exclusively with and support an Association and State Convention affiliated with the Southern Baptist Convention.

## ARTICLE VI - ADOPTION

The formal adoption of this Constitution and associated by-laws shall, in effect, repeal and make null and void any and all previously adopted and instituted Constitution, By-Laws, and instruments of implementation.

## ARTICLE VII - RECORDS

A Constitution Record Book will be kept in the church office showing any and all amendments adopted to this Constitution and By-Laws. These amendments must be kept posted currently, completely and accurately.

## ARTICLE VIII - REVIEW

Every five (5) years after adoption, this document shall be evaluated by the church council and upon their recommendation be reviewed by a committee elected by the church.

## ARTICLE IX - AMENDMENTS

This document and related By-Laws may be amended or revised only upon an affirmative vote of no less than three-fourths (3/4) of the members present and voting at any regularly scheduled business or specially called business meeting of this body, provided that each amendment or proposed revision shall have been presented in writing, at a previous regularly scheduled or special called business meeting.

## ARTICLE X - IN THE EVENT OF DISSOLUTION

It is anticipated that the church will remain strong in its Southern Baptist doctrine and polity; and will grow in numbers and ministry. In the event that is not true, and the church departs from the beliefs of Southern Baptists, or is forced to end its ministry, the assets of the church, after payment of any and all legitimate obligations, will be transferred to the Lamine Baptist Association, or its successor, for use as they see fit.

**B Y - L A W S**  
of  
**THE FIRST BAPTIST CHURCH of**  
**CAMDENTON, MISSOURI**

**ARTICLE I - MEMBERSHIP**

**SECTION 1 - QUALIFICATIONS:** The membership of this church shall be limited to individuals who profess Jesus Christ as Savior and Lord, who have obeyed Him in scriptural baptism and whose names appear on the membership roll of this church.

**SECTION 2 - RECEPTION OF MEMBERS:** Individuals may be received into membership upon:

- a. Profession of faith in Christ and scriptural baptism.
- b. Receipt of a letter of recommendation from another church of like faith and order.
- c. Acceptance of a satisfactory statement of faith by one who has previously been a member of another church of like faith and order and as a consequence of peculiar circumstances has no access to a letter of transfer.

**SECTION 3 - DUTIES:** Members are expected to be faithful in meeting those duties essential to a Christian life; to attend regularly the worship services of the church; to provide financial support for the church and its undertakings; to share in and actively support the church's spiritual work and fellowship.

**SECTION 4 - RIGHTS:** Every active member is entitled to speak and to vote at all elections and on all questions submitted to the church in conference. No provision is made for absentee balloting. An active member is defined as one who fulfills the duties of membership as defined in ARTICLE 1, SECTION 3 - DUTIES.

**SECTION 5 - TERMINATION:** Membership in this church shall terminate:

- a. At death.
- b. With the granting by the church, upon proper request, of a letter of transfer to another church of like faith and order.
- c. By disaffiliation when affiliation with a church of differing faith and order has been certified.
- d. Upon voluntary resignation of membership, in writing or verbal request.
- e. Upon disciplinary vote of the church as provided by scripture.  
Matthew 18:15-17, 1 Corinthians 5

**SECTION 6 - WATCHCARE RELATIONSHIP:** This special category of "Watchcare" is available to those desiring to identify with the ministry of this church on a temporary basis without formally transferring their membership. It is extended to those willing to abide by the rules and regulations set forth in these by-laws. Since no formal membership exists, watchcare relationship does not include the privilege of voting or holding church office. The benefits of ministry and fellowship are fully extended to participants. Subject to review by the church council of their doctrinal compatibility with Baptist beliefs, (CONSTITUTION, ARTICLE III) watchcare members may serve as teachers/workers in church program organizations.

## ARTICLE II - MEETINGS

SECTION 1: This church shall hold regular meetings for worship, teaching, training, fellowship and the transaction of business.

SECTION 2: The church shall hold a quarterly business meeting with open dates to be announced two weeks in advance. Special business meetings may be called by the pastor, the chairman of deacons, a majority of the deacons, a majority of the church council, or when requested by ten (10) adult members representing ten (10) different families.

Formal notice of special meetings setting forth the time, place and agenda shall be communicated to the church membership at all worship services two weeks prior to the announced date of the meeting. Voting members present shall constitute a quorum.

SECTION 3: The pastor shall serve as moderator to conduct all regular and special business meetings or he may appoint an associate pastor or other church member to fill the position. Any moderator other than the pastor will be approved by the church body. When the office of pastor is vacant, an associate pastor or chairman of the deacons will serve as moderator.

SECTION 4: Robert's Rules of Order, Revised, shall serve as the basis of procedure.

SECTION 5: The early church set a precedent of being of one heart and one mind. Early believers were bold and unified. Therefore, all church business will be decided by open vote (voice or raised hand) unless a motion is made, seconded and passed, to vote on a specific issue by secret ballot. Any secret ballots will be counted by three (3) active deacons and results announced immediately by the moderator.

SECTION 6: All other meetings of the church or of approved groups and organizations shall be set according to the needs of the church.

## ARTICLE III - STAFF AND OFFICERS

### SECTION 1 - PASTOR:

#### DUTIES OF PASTOR(S):

Pastor(s) shall be:

- Shepherd(s)--*"And now beware! Be sure that you feed and shepherd God's flock--his church, purchased with his blood--over whom the Holy Spirit has appointed you as elders."* A shepherd leads, feeds, nurtures, comforts, corrects and protects. (Act 20:28, 1 Peter 5:2,3)
- Elder(s)-- The Greek word is translated as *episkopos* above, which means 'watch over, oversight'. He/they is/are to 'watch over' all the staff, teams and ministries of the church. He/they is/are ex-officio member(s) of all organizations, departments and committees within the church. (Act 20:28, 1 Peter 5:2,3)
- Teacher(s)-- He/they must be able to teach the saints how to do the work of the ministry. He/they must accurately handle the Word of Truth to give instruction in sound doctrine and be able to rebuke those who contradict it. (Eph 4:12, 1Tim 3:2, 1 Tim 5:17, 2 Tim 2:15,24, Acts 6:4, Titus 1:9).
- Administrator(s)--He/they have the ability to set things in order. (Titus 1:5) He/they are able to administer the ordinances and administer proceedings when a believer pursues the steps for church discipline outlined in Matt 18:15-17.

- Preacher(s)-- He/they will spend their time ministering the word to the flock. This includes reproving, rebuking and exhorting with patience and teaching. He shall arrange for pulpit supply when absent. (Act 6:2b, 1 Tim 5:17, 2 Tim 4:2).
- In Prayer-- "*Then we can spend our time in prayer and preaching and teaching the word.*" (Act 6:4, James 5:14)

Pastor(s) is/are also expected to perform certain administrative functions of the church. These functions shall be determined by the pastor(s) and the administration team and presented to the church council for approval.

The church may call one or more associate pastors to complement the spiritual gifts and abilities of the pastor in equipping the saints to do the work of the ministry. The qualifications of associate pastor shall be the same as those of the pastor.

#### PASTORAL QUALIFICATIONS:

The writers of Scripture gave the qualifications of elders in (1Timothy 3:1-7; Titus 1:5-9). Those men who reflect these qualities are doing the work of a church leader.

*1Timothy 3:1-7 It is a true saying that if someone wants to be an elder, he desires an honorable responsibility. For an elder must be a man whose life cannot be spoken against. He must be faithful to his wife. He must exhibit self-control, live wisely, and have a good reputation. He must enjoy having guests in his home and must be able to teach. He must not be a heavy drinker or be violent. He must be gentle, peace loving, and not one who loves money. He must manage his own family well, with children who respect and obey him. For if a man cannot manage his own household, how can he take care of God's church? An elder must not be a new Christian, because he might be proud of being chosen so soon, and the Devil will use that pride to make him fall. Also, people outside the church must speak well of him so that he will not fall into the Devil's trap and be disgraced.*

Titus 1:5-9

*"The reason I left you in Crete was to set right what was left undone and, as I directed you, to appoint elders in every town: one who is blameless, the husband of one wife, having faithful children not accused of wildness or rebellion. For an overseer, as God's administrator, must be blameless, not arrogant, not hot-tempered, not addicted to wine, not a bully, not greedy for money, but hospitable, loving what is good, sensible, righteous, holy, self-controlled, holding to the faithful message as taught, so that he will be able both to encourage with sound teaching and to refute those who contradict it."*

#### PASTORAL CALLING:

The church is instructed to "*never be in a hurry about appointing an elder...*" (1 Tim 5:22). When a pastoral vacancy occurs, a Pastoral Search Committee of seven (7) shall be elected to seek a suitable pastor. Candidates to serve on the search committee shall be nominated from the floor by the church in a business session. These nominations will be considered by the church council and a slate of ten (10) will be presented for election at the next business session. The seven (7) who received the most votes will form the committee. The Pastoral Search Committee will present only one (1) candidate to the church body for consideration on any given occasion. Election shall be by secret ballot, with affirmative vote of not less than three fourths (3/4) of the qualified voters present required for election.

Pastor(s) called by the church shall serve until the relationship is dissolved either by request of the pastor or by formal action of the church. A pastor may relinquish the office of pastor by giving at least a two week notice to the church at the time of resignation.

#### PASTORAL TERMINATION:

A pastor can be terminated for any of the following three reasons. (1) When there is a personal issue involving sin that cannot be resolved according to Matt. 18:15-17, a pastor could be terminated. (2) When a pastor no longer meets the qualification of a pastor as defined above (PASTORAL QUALIFICATIONS), he may be terminated. (3) When a pastor is not fulfilling his biblical responsibilities as defined in (DUTIES OF PASTORS), he may be terminated. These three are discussed briefly below.

(1) PERSONAL SIN ISSUE. Personal issues with the pastor should be handled according to the method outlined in Matt 18:15-17. That is, it should be handled personally, if possible, then if resolution is unsuccessful, take one or two others with you for confirmation. If there is still no resolution, the problem should be taken to the church. It is possible, depending on the response of the pastor in this situation, that the church could decide that he needs to step aside from his position for a time, or permanently. As with any sin issue, the goal when someone (including a pastor) sins against you is to win them back.

*"If another believer sins against you, go privately and point out the fault. If the other person listens and confesses it, you have won that person back. But if you are unsuccessful, take one or two others with you and go back again, so that everything you say may be confirmed by two or three witnesses. If that person still refuses to listen, take your case to the church. If the church decides you are right, but the other person won't accept it, treat that person as a pagan or a corrupt tax collector." Mat 18:15-17*

#### (2) PASTORAL QUALIFICATIONS

The church may also terminate the services of any pastor(s) if he no longer meets the qualifications (PASTORAL QUALIFICATIONS). However, this action should proceed following the biblical injunction to not receive an accusation against a pastor unless there are two to three witnesses.

*"Do not listen to complaints against an elder unless there are two or three witnesses to accuse him. Anyone who sins should be rebuked in front of the whole church so that others will have a proper fear of God. I solemnly command you in the presence of God and Christ Jesus and the holy angels to obey these instructions without taking sides or showing special favor to anyone." (1 Timothy 5:19-21).*

#### (3) PASTORAL DUTIES

The church may also terminate a pastor who continues to fall short in meeting his biblical or administrative responsibilities (SEE DUTIES OF PASTORS). A pastor should first be made aware of any oversights, intentional or unintentional. He should be approached with a view towards resolution regarding shortfalls in fulfilling his expected duties. To avoid misunderstandings, any shortfalls should be listed in writing and a copy provided for the pastor. If after repeated discussions for the

purpose of resolving the problem, he continues to fall short of those explicit duties listed, the church may be left with no other option other than termination.

A church member seeking direction regarding an issue with the pastor may seek assistance from the administration team who will give direction as to how the issue should be handled.

In the event of a pastor not fulfilling his Biblical or church administrative duties, and following unsuccessful biblical restoration attempts, the administration team may recommend to the church council that the pastor's employment be terminated.

The request for termination of a pastor for any of the reasons listed above shall take place at a special business meeting called for that purpose. Notice for this meeting shall be given at all services as spelled out in ARTICLE II, SECTION II of the by-laws. The meeting may be called upon the recommendation of a majority of the church council or by written petition signed by not less than one-fourth (1/4) of the resident church members. After sharing the reasoning, supporting information, and any steps taken to resolve any of the three issues listed above, and after a discussion, a vote will be taken. The vote to dismiss a pastor shall be by secret ballot. An affirmative vote of three-fourths (3/4) of the members present being necessary to declare the office vacant. Except in instances of gross misconduct by the pastor so excluded from office, the church will compensate the pastor with not less than one-twelfth (1/12) of his total annual compensation. The termination shall be immediate and the compensation shall be rendered in not more than thirty (30) days.

In the absence of the pastor, any associate pastors will assume the duties of the pastor. In the absence of a pastor and associate pastors, the church council will seek ordained pastors to provide spiritual leadership to the church until an interim pastor is called. An interim search committee shall follow the same process as described above in selecting a pastor. The administration team, assisted by program directors, will assume the administrative duties of the pastor.

**SECTION 2 – PROGRAM DIRECTORS:** Staff in charge of church programs (i.e. Director of Education, Director of Music Ministries, Director of Youth Ministries, and Director of Children's Ministries etc.) shall be called and employed as the church determines the need for such programs. A job description shall be written by the administration team when the need for a staff member is determined. The administration team may recommend a person to the church council to fill a position. Church council may then present that person to the church for approval.

The church may vote to vacate such positions upon recommendation of the administration team. Such action shall take place at a business meeting called for that purpose, of which at least one (1) week's notice has been given. The vote to declare the office vacant shall require an affirmative vote by a three-fourths (3/4) majority of the members voting. Such termination being immediate and the compensation conditions being the same as for the pastor, except that the amount shall relate to the individual's compensation. Such employment and termination of services shall be with the recommendation of the supervising staff member and, as appropriate, with the consultation of related teams of the church.

**SECTION 3 - NONMINISTERIAL STAFF:** Nonministerial staff members (i.e. secretaries, custodians, etc.) shall be employed as the church determines the need for their services. The administration team shall have the authority to employ and to terminate services of nonministerial and interim staff members. Such employment and termination of services shall be with the

recommendation of the supervising staff member and, as appropriate, with the consultation of the church ministry team related to that position (e.g. music staff relates to the Loving God Team).

#### SECTION 4 - DEACONS:

Following the example given in Acts 6:1-4, the church shall elect deacons by ballot at regular business meetings of the church.

In either the third or fourth quarter business meeting and as need arises, church members will be invited to place in nomination the names of any men they feel are qualified to serve as deacons. If such nominees indicate a willingness to serve during a conference with the pastor and chairman of deacons, they will be invited to meet with the body of deacons for examination. After this examination the deacons will act regarding recommending the nominees to the congregation. A ninety percent (90%) majority of the deacons present and voting will be required to present the individual to the congregation for approval as a deacon. Upon recommendation by the deacons their names will be placed on a deacon-election ballot in the next business meeting. A three-fourths (3/4) majority of those present and voting will constitute election. Newly elected men will receive ordination as soon as practicable.

A man who has been ordained as a deacon in another church of like faith and order may be considered to serve as a deacon after he has been a member for one year. A ninety percent (90%) majority of the deacons present and voting will be required to recommend election to the congregation. Upon recommendation by the deacons, their names will be placed on a deacon-election ballot in the next business meeting. A three-fourths (3/4) majority of those present and voting will constitute election.

Each deacon shall be expected to serve to the best of his ability by actively supporting the total ministry of the church, aiding the pastor in ministering to the needs of all church families, by leading an exemplary life and by attending all deacons' meetings unless providentially hindered. If, at any time, a deacon feels that he cannot function according to these principles during an ensuing year, he will be expected to request that his name be withdrawn from the active deacon body before a new church year begins.

Deacons and their wives shall meet the qualifications stated in 1 Timothy 3:8-13.

*"Deacons, likewise, are to be men worthy of respect, sincere, not indulging in much wine, and not pursuing dishonest gain. They must keep hold of the deep truths of the faith with a clear conscience. They must first be tested; and then if there is nothing against them, let them serve as deacons."*

*"In the same way, their wives are to be women worthy of respect, not malicious talkers but temperate and trustworthy in everything."*

*"A deacon must be the husband of one wife and must manage his children and his household well. Those who have served well gain an excellent standing and great assurance in their faith in Christ Jesus." (NIV)*

Deacons shall serve on an elected basis. Each year the assigned term of office of one-third (1/3) of the number of deacons shall expire, and election shall be held to fill vacancies and to add to the deacons such numbers as the church size warrants. In case of death or removal or incapacity to serve, the church may elect a deacon to fill the unexpired term. In accordance with the meaning of the word and the practice in the New Testament, deacons are to be servants of the church. Their task is to serve with the pastor and staff in performing the pastoral ministries tasks of (1) leading



the church in the achievement of its mission, (2) proclaiming the gospel to believers and unbelievers, and (3) caring for the church's members and other persons in the community.

**SECTION 5 - CLERK AND ASSISTANT CLERK:** The church clerk shall be elected annually. The church clerk shall maintain a suitable record of all business meeting proceedings. It shall be the clerk's responsibility to maintain a current official register of the names of church members together with dates of membership admission, dismissal, death or disaffiliation and a record of baptism. The church clerk shall issue all letters of disaffiliation voted by the membership and preserve on file all communications and written reports. With proper authorization certain clerical duties associated with the office may be delegated to the church secretary. The church clerk is responsible for recording and maintaining accurate and complete records in the Constitution Record Book. Documents and records are church property and shall be maintained in the church office or other secure location with proper authorization.

An assistant clerk shall be elected annually to perform the duties of the clerk in the clerk's absence or upon the clerk's request.

**SECTION 6 - TREASURER AND ASSISTANT TREASURER:** The church treasurer shall be elected annually. It shall be the duty of the treasurer to supervise the collection of the church funds and the disbursement, by check, of such funds upon authorization of the majority of the administration team. The treasurer shall keep at all times a current, itemized account of all church monies, receipts and disbursements. At each business meeting, the treasurer shall submit for approval a report of all receipts and disbursements for the preceding month

An annual report shall be made at the end of the fiscal year; the same, after acceptance and approval, shall be conveyed to the church clerk and it shall be included as a part of the permanent records of the church. Certain clerical duties associated with this office may be delegated to the church secretarial staff. All documents, reports, and materials pertaining to this office and its function are church property and shall be maintained in the church office or other secure location with proper authorization. The treasurer shall be an ex-officio member of all ministry teams and will meet with the teams at their request.

An assistant treasurer shall be elected annually to perform the duties of the treasurer in the absence of the treasurer or at the request of the treasurer.

**SECTION 7 - TRUSTEES:** The church shall elect three (3) or more trustees to serve as legal officers for the church. They shall hold in trust the church property. Upon a specific vote of the church authorizing each action, they shall have the power to buy, sell, mortgage, lease, or transfer any church property. When the signatures of trustees are required, they shall sign legal documents involving the sale, mortgage, purchase, or rental of property, or other legal documents related to church-approved matters.

Trustees shall serve on a three (3) year rotation system, with one-third (1/3) to be elected each year.

The trustees shall be responsible for recommending to the church a comprehensive and adequate insurance program. Such program shall be reviewed annually.

SECTION 8 - CORPORATE OFFICERS: The officers of the church trustees and the church treasurer shall be the officers of the corporation. The chairman of trustees shall be the chairman of the corporation, the vice-chairman of trustees shall be the vice-chairman of the corporation, the secretary of trustees shall be secretary of the corporation, and the church treasurer shall be treasurer of the corporation.

#### ARTICLE IV – CHURCH COUNCIL

The church council shall facilitate communication and coordination between the ministry teams of the church and keep focus on the church mission statement. The church council will be responsible for approving and presenting to the church body nominations for the ministry teams and the administration team. Any church member is welcome to attend church council meetings as a non-voting participant.

The church council will be responsible for an annual audit.

The church council shall consist of ministry team members as described in ARTICLE V, SECTION 5, as well as two (2) deacons as described in ARTICLE III, SECTION 4.

The church council leadership team shall consist of the four ministry team leaders as described in Article V Section 5. The church council leadership team will be responsible for setting church council meeting times and agenda.

#### ARTICLE V - MINISTRY TEAMS

The FBC Mission Statement is divided into four sections: loving God, loving each other, loving our community and loving our world. The ministry teams in the church are based on those four areas plus one additional team which coordinates the administrative responsibilities of the church. The purpose of each of the five teams follows:

1. The “**Loving God Team**” will lead the church in activities that will implement, enhance and promote spiritual growth in individual’s relationship with God. This team will be responsible for the following existing church activities and encouraged to begin new ministries with the above mentioned purpose.

Music	Media	Baptism
Drama	Decoration	Fine Arts
Offering	Greeters	Lord’s Supper

2. The “**Loving Each Other Team**” will lead the church in activities that will deepen relationships and promote unity with each other and look for ways we can serve one another. This team will be responsible for the following existing church activities and encouraged to begin new ministries with the above mentioned purpose.

Bible Study Groups (SS)	Youth Ministry	Library	KidzQuest
Joy Group	Bereavement	Kitchen	
Women’s Ministry	Hospitality	Children’s Ministry	

3. The “**Loving Our Community Team**” will lead the church in activities which will encourage members to find opportunities to represent Christ and our church in the community. This team will be responsible for the following existing church activities and encouraged to begin new ministries with the above mentioned purpose.

Dogwood Days	Block Parties	Ironmen	Trunk-or-Treat
Lamb House	Health & Wellness	AWANA	
Wee Care	Sports	VBS	

4. The **“Loving Our World Team”** will lead the church in activities that will enlighten the members to the needs in other communities and countries, as well as ways they can be involved in spreading the Word of God around the world. This team will be responsible for the following existing church activities and encouraged to begin new ministries with the above mentioned purpose.

Mission Trips	Reuben South Offerings	Disbursement of local mission
Mission Education	Lottie Moon Offerings	funds
Women on Mission	Annie Armstrong Offerings	All church mission activities

Each of the four teams will consist of six (6) church members and will be responsible for budgeting for activities within their responsibility.

Ministry teams will seek to support the pastor(s) and program directors in charge of a ministry or program within their area of responsibility.

5. The **“Administration Team”** will be composed of nine (9) church members. Within this team there will be three (3) sub-teams of three members each. The three sub-teams are the facilities team, the personnel team, and the financial team.
  - a. The facilities team will be responsible for maintenance and, safety and security of all church property.
  - b. The personnel team will be responsible for determining all staff needs, employment, salaries, benefits, other compensation, policies, job descriptions, evaluation procedures, and personnel services, as stated in (ARTICLE III, SECTION 2 & 3.)
  - c. The financial team works with the treasurer in the preparation and presentation to the church of required reports regarding the financial affairs of the church. This team will plan, prepare, and present to the church an annual detailed and itemized budget proposal, and see to its promotion upon adoption. Copies of the proposed budget will be available to the church body two weeks prior to the fourth quarter business meeting. Such budget shall be submitted for discussion and adoption at the regular fourth quarter business meeting. The financial sub-team is to be responsible for the supervision of the budget program of the church.
  - d. The deacon body may select a deacon to serve as an ex-officio member of the administration team.

Administration business will be handled by each of the sub-teams and brought to the entire administration team for a vote. The church council will nominate members of the administration team to the church body for a vote.

The administration team will be responsible for budgeting for items not within the scope of the four ministry teams.

All team members including the administration team shall serve terms lasting three (3) years. Team members shall serve on a rotation system with one-third (1/3) to be elected each year. Team members may only serve two (2) consecutive terms on the same team. Finishing a term by substituting for someone who has withdrawn does not count towards serving your own two terms. Individuals may serve on only one (1) team at any given time. Each team will hold regular meetings. Each ministry team should have a team leader with a clear direction and purpose of what is to be done with a realistic and achievable goal.

All team members, with the exception of the administration team, will be members of the church council. Team leaders, with the exception of the administration team leader, will be members of the church council "leadership team." The church council leadership team will be responsible for setting the church council meeting times and agenda.

Each of the ministry teams will present names to the church council for consideration for any open positions on their teams. The entire church council will then approve the nominations by majority and then present the nominations to the church body for approval by majority.

Each year, one third (1/3) of all the ministry team members will be elected. The nominations and election will follow the above mentioned process.

Ministry team members shall be recommended by the teams, approved by the church council and elected by the church. Ministry team members shall be expected to serve to the best of their ability and to be active members as defined in ARTICLE I, SECTION 3 - DUTIES. Pastor(s) shall also be ex-officio member(s) of all ministry teams. The end goal of each team is to seek opportunities to serve others and point them to Christ.

Amendment added September 15, 2013

Marriage Policy: Our Statement of faith, the Baptist Faith and Message (2000), expresses our fundamental Biblical conviction that Christian marriage is, by definition, the spiritual and physical uniting of one man and one woman in an exclusive covenant commitment for their joint lifetime. Christian marriage is God's unique gift to reveal the union between Christ and His Church. As such, this local church believes that wedding ceremonies on church property are spiritual observances of worship of God who created this divine institution. As worship services, weddings on church property shall be officiated by one or more ordained ministers of the Gospel. The church may decline to make its facilities or ministers available for any wedding if it is determined that one or both of the parties are not Biblically and/or legally qualified to marry. Such determinations may be made by the (pastor, church council, or wedding team, etc.) subject to the direction of the church.

No minister (or employee) of the church shall officiate at any marriage ceremony unless such marriage is consistent with this policy.

## **Code of Conduct for Members, Residents & Visitors in First Baptist Church, Camdenton, MO**

### **Purpose**

This code of conduct is designed to protect members, residents, visitors, and the core mission of First Baptist Church, Camdenton, MO from any individual bad judgments that would compromise the atmosphere of comfort, refuge, and worship that we continually strive for.

### **Biblical Foundation**

At First Baptist Church, Camdenton, MO, we believe that as an organization that promotes high moral fiber, we should articulate the behavior expectations of members, residents, and visitors when they enter our facilities or attend First Baptist Church, Camdenton, MO events. Our code of conduct is based on our beliefs regarding biblical doctrine, and it reflects our biblically inspired belief that every person should treat their fellow man with love and respect just as they want to be

treated. This includes obeying the laws of the land in which they reside as well as obeying other rules and regulations imposed upon them due to special circumstances such as military service, job related responsibilities, incarceration, parole, etcetera.

**Expectations** – The following outlined expectations of behavior are not intended to be judgmental in nature; however, they are intended **to maintain a structured, organized, educational and worship environment while members, residents, and visitors are physically present on** First Baptist Church, Camdenton, MO **property and/or attend** First Baptist Church, Camdenton, MO **events, whether on** First Baptist Church, Camdenton, MO **property or offsite.**

We recognize that situations may arise which threatens the wellbeing of members, residents, or visitors and/or First Baptist Church, Camdenton, MO itself. These situations must be dealt with firmly and promptly. Respecting the worth and dignity of each individual includes compassionately holding individuals responsible and accountable for their behavior.

### **Definitions**

**Violent/Dangerous** – when an individual or group threatens, through words or actions the safety and wellbeing of a person or persons, or when an individual or group is destructive towards the property of members, residents, visitors or First Baptist Church, Camdenton, MO.

**Disruptive/Disrespectful** – actions or speech of an individual or group that significantly interferes or compromises the core mission of the church “...*to provide an atmosphere of comfort, worship, refuge and learning.*” This activity or speech may be defined as, but is not limited to: verbal or written words, signs or gestures, offensive jokes, inappropriate language, cursing, swearing or vulgar verbiage; pictures, posters, provocation, or pranks; or inappropriate sexually suggestive body/verbal language, clothing, or conversation.

### **Code of Conduct**

- 1) Conduct, which includes both action and/or speech, should be in accordance with biblical standards.
- 2) Actions and/or speech should be conducted in such a way as to help fulfill the core mission of the church, which is to provide an atmosphere of comfort, worship, refuge, and learning for all **members, residents, and visitors of** First Baptist Church, Camdenton, MO.
- 3) All persons are expected to conduct themselves in a manner that is mindful of all other persons in attendance.
- 4) Actions or speech that is dangerous or disruptive will not be tolerated and will be dealt with immediately. If disruptive behavior or speech is not stopped immediately, or if the behavior or speech is threatening or dangerous, the offender or offenders will be asked to leave the event and/or property. Failure to comply may result in an arrest.