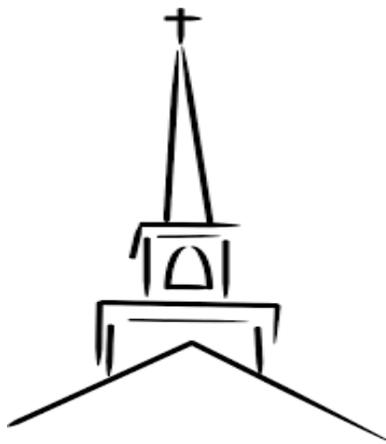


First Baptist Church
Of
Kerens, Texas
Bylaws



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First Baptist Church of Kerens, Texas Bylaws

Mission Statement

To ensure the preservation and security of the principles of our faith, the governing of this body in an orderly manner consistent with the accepted tenets of the Southern Baptist denomination, of this body with respect to its relationship to other churches of the same faith, and the performance of its tasks of reaching the world with the Gospel of Jesus Christ, we do declare and establish this constitution. Our mission at FBCK is to transform our word with the Gospel of Christ through the Word of God one person at a time.

Article I: Membership

A. The Membership: The membership of First Baptist Church of Kerens, Texas, referred to herein as the “Church,” will consist of all persons whose names appear on the Church Membership Roll.

All authority not herein vested in the Deacons or in any officer pursuant to these bylaws is reserved in and to the Church and the Church reserves the right at any time to amend, supplement, or revoke, in whole or in part, these bylaws.

B. Admissions to Membership: Persons shall be received into membership by majority vote of the church members present. Candidates shall be presented to the church at any regular church service for membership in any of the following ways:

1. After a public profession of faith in Christ as personal Savior, and upon Baptism by immersion in water as authorized by the Church; or
2. Upon receipt of a Church letter of dismissal and recommendation from some other Baptist Church of like faith and order; or

3. By statement that they have been saved by faith in Jesus Christ as personal Savior and have subsequently been baptized by immersion in water.

C. Termination of Membership: Membership may be terminated only in the following manner:

1. Upon death of a member
2. Upon issuance of a Church letter of dismissal and recommendation for membership in some other Baptist Church
3. Upon a member's joining a Church of another faith
4. Upon a member's request that the member's membership be terminated

D. Voting of Members: On any matter coming before the Church for its determination, each member present will be entitled to one vote which will be exercised in person and not by proxy; and all such matters will be determined at a regular or special meeting of the Church, held in accordance with these bylaws by the vote of a majority of the members present. The Church members present will constitute a Quorum for the purpose of voting on Church business.

E. Meetings of Members

1. **Worship Services & Meetings:** The church shall hold regular meetings for the purpose of worship, prayer, teaching, training, and fellowship on Sunday mornings, Sunday evenings, and Wednesday evenings. Other meetings of the church as a whole shall be set according to the needs of the church.

Article II: The Deacons

A. The Deacons: The business and secular affairs of the Church will be administered by the active Deacons (herein collectively referred to as "the Deacons") by direction of the Church, in accordance with these bylaws. The church shall elect from its membership deacons in a number the church deems necessary to fill its needs. Deacons will

be elected by the church in regular conference upon recommendation of the Deacon Body. The Deacon Body shall elect its own officers including, but not limited to, a Chairman, a Vice-Chairman and a Secretary.

B. Qualification of a Deacon: A deacon will be a man who is a member of the Church in good standing who has the qualifications for a deacon as set forth in Acts 6:3 and 1 Timothy 3:8-13 and such other qualifications as the Church may from time to time prescribe.

C. Term of Office of a Deacon

- 1. Term:** The term of office will terminate upon:
 - (a). his death
 - (b). his resignation
 - (c). termination of his membership in the Church
 - (d). expressed desire to affiliate with another Church
 - (e). his removal from such office by the church, or
 - (f). the action of the Deacons hereinafter provided for

2. Resignations: On behalf of the Church and without additional Church action, the Deacons may accept the resignation of any deacons.

D. Meetings and Quorum: The Deacons will meet regularly at such time and place as the Deacons may determine. Special meetings may be called by the Chairman of the Deacons. The majority of the deacons or the pastor may contact the Chairman of the Deacons to request a special meeting. A majority of the Deacons present at a meeting will constitute a quorum provided at least half of the active deacons are present. A majority vote of the Deacons present at any meeting held in accordance herewith (and at which a quorum is present) will be sufficient to decide on any matter regularly before the Deacons for consideration.

E. Responsibilities of the Deacons:

1. All recommendations from church committees will be presented to the Deacon Council for approval and then forwarded to the church for final determination.

2. To give to the needs of the membership, especially to widows.
3. To assist in resolving problems which arise within the fellowship and work toward unity.
4. To be supporting of the God-called leadership.
5. To be examples within the fellowship of wisdom, spirituality, faithfulness, and good character.
6. The annual budget for each calendar year will be adopted by the Church. Prior to the end of each calendar year, the Deacons will approve for submission to the Church a budget for the ensuing calendar year. The budget will include estimates as to the anticipated liabilities, costs, and expenses of conducting the affairs of the Church during each year and an estimate of the total amount of the anticipated gifts to the Church during each year.
7. The Deacons will not have the power to borrow money or to sell, or encumber any real estate belonging to the Church unless the Church in accordance with these bylaws authorizes such transaction.

F. Compensation: Deacons will receive no salary or compensations for their services as deacons.

G. Deacon Officers: The Deacons will annually elect a Chairman, Vice-Chairman, and a Secretary.

1. As **Chairman of the Deacons**, such Chairman will preside at all meetings of the Deacons, make reports of the Deacons' recommendations to the church conference, and will perform such other duties as the Deacons may authorize consistent with these bylaws.
2. As **Vice-Chairman of the Deacons**, such Vice-Chairman will perform the duties of the Chairman of the Deacons upon

the death, absence, or resignation of the Chairman, or upon the Chairman's inability to perform the duties of his office.

3. As **Secretary of the Deacons**, such Secretary will keep the minutes of such meeting of the Deacons, keep an accurate record of the membership and attendance of the Deacons, and will perform such other duties as may be required of the Secretary of the Deacons.

Article III: Ministerial Staff

A. Pastor: The pastor will be the spiritual leader of the Church and will lead the Church to function as a New Testament Church. The Church and the Deacons will support the pastor and Church with their prayers and finances and in such manner as to allow the pastor the greatest time for evangelism and the preaching of the Gospel. It will be the duty of the pastor to preach to the Church, to proclaim the Gospel to believers and non-believers, to administer or cause to be administered the ordinances of the Gospel, to lead the Church in the achievement of its spiritual mission, to care for the Church members and other persons in the community, and to perform the various duties incumbent to the Pastor's office.

1. Pastor Selection: A pastor will be chosen and called by the Church whenever a vacancy occurs. A Pastor Selection Committee will be elected to seek out a suitable pastor and its recommendations will constitute a nomination.

2. Committee Selection: A Pastor Selection Committee will be made up of six (6) members of the Church. The Pastor Search Committee shall be composed of two Deacons, selected by the Deacon body. Four additional church members to be nominated by members of the church will consist of one non-Deacon male and three women. In addition, the non-Deacon male and female with the next highest votes will be alternate committee members. The Counting Team will count the votes. Results will be given to the Chairman of the Deacons to consult with the nominees regarding their willingness to serve.

a. Committee Qualifications:

- Must be 21 years of age
- An Active Member of First Baptist Church of Kerens, Texas
- Cannot be a Church staff member
- No two members of the same family shall be elected to the pastor search committee.
- A committee member must not have served on a personnel search committee (pastor or youth) within the previous three years.

3. Nominating a Pastor: The committee will bring to the consideration of the Church only one name of a prospective pastor at a time. Election will be by secret ballot. An affirmative vote of three-fourths of those present being necessary for the choice of pastor. The pastor thus elected will serve until the relationship is terminated by his death, resignation, or by a declaration of vacancy.

4. Pastor's Resignation and Vacancy: The pastor may relinquish the office as pastor by giving at least two weeks' notice to the Church at the time of resignation.

B. Ministerial Staff: The ministerial staff will include the Youth and Music Ministers who will be called and employed as the Church determines the need for such offices. In the event of resignation, at least two weeks' notice will be provided to the Church.

1. Youth Minister Search Committee: The Youth Minister Search Committee will be selected in the same manner as the Pastor Search Committee with the addition of one active Youth church member nominated by members of the church.

C. Non-ministerial Staff members: Non-ministerial staff members will be employed as the Church determines the need for their services. The Personnel Committee will have the authority to employ non-ministerial staff members and terminate the services of non-Ministerial staff members after consultation with the Deacons and the Pastor.

D. Church Clerk: The clerk will keep an accurate record of the proceedings of each business meeting of the church and will prepare the Annual Church Letter to the Piney Woods Association, or any successor agency or other denominational agency with whom such letter should be filed, and will keep and maintain the membership roll of the Church with such other duties as the Church, the pastor, or the Deacons may prescribe. The clerk will be approved by the Church, which will fix the clerk's term of office. If the term of office as the clerk is not fixed at the time of election or re-election, such term of office will be continued until extended, renewed, or terminated by vote of the Church.

E. Church Treasurer: The church treasurer and assistant church treasurer are selected by the Nominating Committee and will be approved by the Church annually. The church treasurer will be a member of the Church and not a member of the ministerial staff.

1. The treasurer will ensure that a full and faithful account of all monies received and all monies disbursed. The treasurer will also ensure that full and faithful accounts of the specific purpose for which monies are expended.

F. Trustees:

1. The trustees will be members of the Church. Trustees will serve as the legal representatives of the Church. Trustees are vested with full power to purchase and receive title to property and to sell and convey title to the property owned by the Church. All of the transactions of the trustees will be directed by the membership of the Church at a regular conference meeting or a special conference meeting called for that purpose.

2. The Church may sell, convey, mortgage, encumber or otherwise deal with or dispose of any real or personal property owned by the Church, and may evidence any such transaction by deed, bill of sale, mortgage, deed of trust, contract, or other appropriate instrument, signed by the trustees of the church when such transaction is authorized by appropriate resolution

of the Deacons and adopted in accordance with these bylaws and approved by the Church.

Article IV: Committees of the Church

The church in regular conference shall elect all standing committees, which shall be comprised of church members. Terms of service shall be three years, and approximately one-third of the members of each committee shall be elected annually in order that continuity is maintained in the work of the committees. First Baptist Church of Kerens, Texas maintains Personnel, Nominating, House & Grounds, and Finance Committees and any other committee that the church deems necessary with the advice and consent of the Deacons.

A. Nominating Committee: The Nominating Committee shall be elected by the Deacons and approved by the church. One-third of the committee shall be elected each year by the Deacons and approved by the Church. This committee shall bring recommendations to the church for members of all standing committees and teams, except for the Nominating Committee.

B. Finance Committee: The Finance Committee shall perform the following duties:

1. Budget expenditures: review financial expenditures each month, evaluate requests for special offerings by church organizations, and keep the church membership informed regarding receipts and expenditures:

2. Budget Reports: they shall report to the Deacons monthly and to the church quarterly on receipts and expenditures through the budget and any other authorized funds.

3. Budget preparation: along with the personnel committee, they shall study expenditures and needs, estimate giving potential of the church, prepare an

achievable budget for the coming year and present to the Deacons for review and then to the church for final approval. The Chairman of the Finance Committee will also chair the Budget Committee.

C. House & Grounds: This committee shall be entrusted with the responsibility of physical property, upkeep of current and future buildings, operation of oversight of physical plant needs. This shall include buildings, furnishing and permanently installed equipment.

D. Personnel Committee: The Personnel Committee shall assist the Pastor in matters related to personnel administration and management including such areas as employment, salaries, benefits, personnel and services, and preparation of job descriptions.

Article V: Church Teams

A. Church teams differ from committees in two important ways.

(1) Committees are generally decision-making bodies that discuss and make recommendations; teams are ministering bodies doing a particular ministry.

(2) Teams are composed of church members who have a passion for what the team is doing and a sense of call to serve the Lord according to their spiritual gifts.

B. The Church has the following teams and/or possible teams:

| | |
|-------------------------|-------------------------------------|
| Baptism | Music |
| Counting | Greeters |
| Hospitality/Bereavement | Library/Media Center/Church History |
| Men's Ministry | Nursery/Preschool |
| Prayer | Recreation |
| Seasonal Decorating | Technology |
| Transportation | Ushers |
| Women's Ministry (WMU) | First Responder |
| Food Pantry | Clothes Closet |
| Children's Ministry | |

Article VI: Policy for Registered Sex Offenders

The Church affirms the need of all people to come to a saving knowledge of the Lord Jesus Christ. We are committed to being a religious community open to those who are in need of worshiping with us, especially in times of serious personal troubles. However, the church does restrict contact of registered sex offenders with children, vulnerable adults and youth in our congregation in an effort to protect all parties. **See Appendix A for complete Policy and Required Form.**

Article VII: Tax Exempt Purpose

The assets of this Church will be used in performing the Church's religious functions and upon discontinuance of the Church by dissolution of otherwise, the assets of this Church are to be transferred to a charitable, educational, religious, or otherwise similar organization that qualifies as a charitable organization under Section 501(c) 3 of the internal Revenue Code or the corresponding provision of any future United States Internal Revenue Law. In the event of the dissolution of the church, the current Trustees of the Church, at the time of dissolution, shall be empowered to make such transfer.

Article VIII: Effective Date, Implementation & Conduct of All Meetings

These bylaws will become effective immediately following adoption by the Church, and will supersede and take effect in lieu of the bylaws in effect prior to the time. All meetings and conferences will be conducted according to the latest edition of Robert's Rules of Order. These bylaws will be implemented by Church policies recommended by the Deacons and approved by the Church; however, in no event will Church policy contravene these bylaws.

Article IX: Amendments

These bylaws as adopted, may be amended by a three-fourths vote of members present and voting at any regular conference meeting or special conference meeting.

First Baptist Church of Kerens, Texas adopted these bylaws on November 4th of 2018 in conference.

Appendix A: First Baptist Church of Kerens, Texas Policy for Registered Sex Offenders

The Church affirms the need of all people to come to a saving knowledge of the Lord Jesus Christ. We are committed to being a religious community open to those who are in need of worshipping with us; we have concerns about your contact with children, vulnerable adults and youth in our congregation. We are called as a church to be a shepherd of souls but we are also called to protect the flock.

In recognition of this fact, the following guidelines are designed to reduce the risk to you, our children, vulnerable adults and our youth of an incident or accusation. We welcome you to our congregation but your participation will be limited to ensure the safety of our children, vulnerable adults and youth and to assure that you will not be subject to future accusations. The church is a place of hospitality, we embrace the Gospel's mandate to protect, "the least of these" particularly children, vulnerable adults and teens. So each sex offender will be dealt within an individual basis.

Within the following rules this Church approves your participation in Sunday school, worship service, adult Bible studies, special or holiday services, and church-wide fellowships. In regards to each of these activities you are asked to report to any one of the following: the pastor, any deacon or appointed chaperone when entering the premises or event. You are to avoid all contact with children, youth, and vulnerable adults on church property or Church sponsored events. This includes the following:

- Do not talk to children or youth.
- Do not volunteer or agree to lead, chaperone or participate in events for children and youth. This includes Bible studies, camps, retreats, and other church sponsored activities including driving or any other transportation.
- You must report to and remain in the presence of an assigned chaperone while on church property or church related event.
- If a child or youth approaches you at church or at a church related event, politely and immediately excuse yourself from the situation.
- Do not enter into the hallway from the foyer to the education wing for any purpose.
- Do not enter the education wing for any purpose.

I accept that appropriate ministry leaders may be told of my circumstances and the limitations of this document. I have reviewed this document and agree to abide by its provisions. I agree that if I violate this agreement in any way, I will be denied access to future church functions and church property.

Signature: _____ Date Received _____

Witnessed by: _____

Witnessed by: _____

Appendix B: First Baptist Church of Kerens, Texas
Statement on Marriage and Sexuality

We, members of the First Baptist Church of Kerens, Texas believe that the term “marriage” has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture.