



**Constitution and Bylaws
of
First Baptist Church
Cameron, Missouri**

[Adopted **September 13**, 2020]

First Baptist Church is incorporated in 1866 under the name First Baptist Church of Cameron, Missouri, Inc., in Clinton County, as a nonprofit religious and charitable organization under the provision of section 501(c) (3) of the Internal Revenue Code of the United States.

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Preamble

We believe that a church is a body of baptized believers organized for worshiping God, evangelizing the lost, and discipling **of** believers. When a church develops a constitution, it helps clarify its purpose, provides the foundation for building an effective church, and defines its structure. A constitution also gives our members and potential members a better understanding of what the church is about and how the church functions. This constitution of First Baptist Church of Cameron (FBC) contains the fundamental principles that govern its operation. The bylaws establish the specific rules of guidance by which FBC is to function.

We believe the basic advantages of a constitution and bylaws are:

- First, to promote effectiveness, a church must have some type of organization. Bylaws specify a church's governing structure, such as defining the roles of pastor, deacon, and other leaders; and specifically, to stipulate the requirements for membership. In other words, bylaws require "all things must be done properly and in an orderly manner" (1 Corinthians 14:40).
- Second, to provide direction, a church needs to articulate its mission and methodology. The bylaws of a church are useful in setting parameters for fundraising, outreach, ordination, expenditures, and the support of missions.
- Third, to preserve unity and maintain its testimony, a church should agree on certain issues of Christian living and separation, including theological beliefs and doctrine.
- Fourth, to protect itself from liability, a church should have written policies on church discipline, screening volunteers for children and youth ministries, etc. Having established bylaws can help the church avert calamity in a crisis. The needs of a church will change over time, and it is important that the constitution and bylaws are kept up to date to reflect the changes in our church.

Mission Statement

We live to worship, proclaim, and become fully devoted followers of Jesus Christ.

Objective

As a fellowship of maturing Christians empowered by the Holy Spirit, the church shall be the fulfillment of Jesus Christ's ministry in our world today.

Relationship

The government of this church is vested in the body of believers who compose the church. It is subject to the control of no other ecclesiastical body, yet it recognizes and sustains the obligations of mutual counsel and cooperation which are common support of the local association and state convention affiliated with the Southern Baptist Convention.

Statement of Faith

The doctrinal statement known as the Baptist Faith and Message, adopted by the Southern Baptist Convention in 2000, represents the doctrinal beliefs of the members of FBC.

The Scriptures

The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.

God

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

God the Father: God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

God the Son: Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, and in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever-present Lord.

God the Holy Spirit: The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ.

He convicts men of sin, of righteousness, and of judgment. He calls men to the Savior, and effects regeneration. At the moment of regeneration, He baptizes every believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

Man

Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God and fell from his original innocence whereby his posterity inherit a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

Salvation

Salvation involves the redemption of the whole man and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace.

Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Savior.

Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer unto a relationship of peace and favor with God.

Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the

presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

God's Purpose of Grace

Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves; yet they shall be kept by the power of God through faith unto salvation.

The Church

A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation each member is responsible and accountable to Christ as Lord. Its scriptural officers are pastors and deacons. While both men and women are gifted for service in the church, the office of pastor is limited to men as qualified by Scripture.

The New Testament speaks also of the church as the Body of Christ which includes all of the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation.

Baptism and the Lord's Supper

Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Savior, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper.

The Lord's Supper is a symbolic act of obedience whereby members of the church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.

The Lord's Day

The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should include exercises of worship and spiritual devotion, both public and private. Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ.

The Kingdom

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come, and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

Last Things

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord.

Evangelism and Missions

It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life and is expressly and repeatedly commanded in the teachings of Christ. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ.

Education

Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence and should receive along with these the liberal support of the churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never

absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

Stewardship

God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

Cooperation

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

The Christian and the Social Order

All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Jesus Christ. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death.

Procreation is a gift from God, a precious trust reserved for marriage. At the very moment of conception, a new being enters the universe, a human being, a being created in God's image. This human being deserves our protection, whatever the circumstances of conception. We are, therefore, called to defend, protect, and value all human life. We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions,

including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. *

(*This paragraph is not in the Baptist Faith and Message but has been inserted in response to issues within our culture and the desire to approach these issues from a Biblical perspective.)

Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

Peace and War

It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war.

The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace.

Religious Liberty

God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

The Family

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption.

Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race.

The husband and wife are of equal worth before God since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

Marriage, Gender, and Sexuality*

We affirm God's plan for marriage and sexual intimacy – one man and one woman, for life.

Homosexuality is not a "valid alternative lifestyle." The Bible condemns homosexuality as a sin. It is not an unforgivable sin. The same redemption available to all sinners is available to homosexuals. FBC will only recognize marriages between a biological man and a biological woman. Further, the Pastors of FBC shall only participate in weddings and perform marriages between a biological man and a biological woman. Finally, regarding weddings, the facilities and property of FBC shall only host weddings between a biological man and a biological woman.

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. Rejection of one's biological sex is a rejection of the image of God within that person.

We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God.

In order to preserve the function and integrity of First Baptist Church of Cameron as the local Body of Christ, and to provide a biblical role model to the church's members and the community, it is imperative that all persons employed by the church in any capacity, or who serve in leadership or as a volunteer, agree to and abide by this statement on marriage, gender, and sexuality.

God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. Every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of First Baptist Church of Cameron.*

(*This section is not in the Baptist Faith and Message but has been inserted in response to issues within our culture and the desire to approach these issues from a Biblical perspective.)

Final Authority for Matters of Belief and Conduct*

The statement of faith as presented above does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of First Baptist Church of Cameron, Missouri's faith, doctrine, practice, policy, and discipline, **our pastors are** the church's final interpretive authority on the Bible's meaning and application.

(*This paragraph is not in the Baptist Faith and Message but has been inserted in response to issues within our culture and the desire to approach these issues from a Biblical perspective.)

Church Covenant

Since we have received the Lord Jesus Christ as Savior and have been baptized, we now, before God and His church, covenant to:

- Walk together in Christian love **and unity** as one body in Christ
- Worship and pray together
- Faithfully attend worship services
- Be willing to help in all church work
- Give cheerfully our tithes and offerings for the work of the church and the spreading of the Gospel to "all nations"
- Help those in need in our church and in our community
- Lead family devotions
- Teach our children about Jesus Christ **and biblical principles**
- Witness to members of our family, friends, and to strangers in "all nations"
- Be honest and faithful in all our dealings
- Stay away from all types of immorality in our thoughts, our speech, and in our actions
- Speak only that which is true and helpful
- Be slow in anger and quick to forgive

Oh God, help us by Your Power to keep these covenant promises. Amen.

2 John 1:6, John 15:12, Acts 2:42-46, Hebrews 10:24-25, Titus 2:7-8, 1 Corinthians 12:12-31, 2 Corinthians 9:7, Malachi 3:10, Luke 10:25-37, Romans 12:9-13, Deuteronomy 6:1-9, Acts 1:8, Matthew 28:19-20, Colossians 3:1-8, Ephesians 5:3-5, James 3:1-12, Ephesians 4:25-29, Romans 14:19.

Church Membership and Qualifications for Membership

Basis for Membership

It is the belief of FBC that membership in the universal church is not defined or limited to a single corporate church organization, denomination, or congregation. Local bodies of believers, actively partnering together, become the basis for accomplishing the mission and ministry of **God's universal church**. Therefore, membership at FBC is an expression of partnership between like-minded believers whose intent is to fulfill this purpose together.

Qualifications for Membership

Each person desiring to become a member of FBC shall:

1. Profess faith in Jesus Christ as Lord and Savior.
2. Have been or is willing to be baptized by immersion.
3. Complete a New Members Class approved by the Pastors and or Deacons.
4. Regularly participate in corporate worship at FBC (unless physically unable).
5. Provide systematic financial support to the mission of FBC.
6. Serve in the FBC church's organized work.
7. **Receive affirmation for Church Membership at a business meeting.**

Membership Self-Examination

Because membership is an expression of an active partnership in ministry, each member shall annually examine themselves with a spiritual development assessment. The church will annually refresh their minds with the Church Covenant and membership qualifications.

Voting Rights of Membership

Members who are faithful in their commitments to the church body and who do not come under the corrective discipline of the church, shall be considered members in good standing and entitled to all the rights and privileges of membership in the church (Acts 2:37-47).

Every church member shall have the right to one vote on all motions made **at a business meeting**. Voting by proxy is prohibited.

Removal of Members

Members shall be removed from the Church roll for the following reasons:

- Death
- Transfer of Membership to another church
- Personal request of the Member

- Uniting with another church without first obtaining a letter of transfer shall be automatically dropped from the roll
- Failure to comply with ongoing qualifications to be a member or as the result of church discipline removal
- The church must affirm a member's removal from the membership role at a business meeting.

Church Discipline

The purpose of church discipline is to:

- Glorify God by maintaining purity in the local church (1 Corinthians 5:6)
- Edify believers by deterring sin (1 Timothy 5:20)
- Promote the spiritual welfare of the offending believer by calling him or her to return to a biblical standard of doctrine and conduct (Galatians 6:1)
- To restore the member to the fellowship of the church (Matthew 18:15-20)

Members who engage in habitual conduct that violates the Membership Covenant or who act in a manner that undermines the reputation of this church shall be subject to Church Discipline as determined by the Pastors and or Deacons, up to and including the possibility of dismissal.

The guidelines explained in Matthew 18 should prayerfully be followed by each Partnering Member of this church.

1. It shall be the duty of any member of this church who has knowledge of the erring individual's heresy or misconduct to warn and correct such erring individual in private, and in love seeking his or her repentance and restoration.
2. If the erring individual does not heed this warning, then the warning member shall again go to the erring individual, seeking his or her repentance, but accompanied by one or two individuals who shall confirm that the sin has occurred or is continuing to occur and/or that the erring individual has been appropriately confronted and has refused to repent.
3. If the erring individual still refuses to heed this warning, then it shall be brought to the attention of the Pastoral staff. If the Pastoral staff determines, after thorough investigation, that there is corroborating evidence that the erring individual has sinned or is continuing to sin, that he or she has been appropriately confronted, and that he or she has refused to repent, then the Pastors shall inform the congregation at a business meeting in order that the church may call the erring individual to repentance with an attitude of love and humility following the council the Lord prescribed in (Matthew 7:1-5).

4. If, however, the erring individual does not repent in response to the church in its collective call to repentance, then he or she shall be publicly dismissed **by a 2/3 majority vote** from the fellowship and membership of the church.
5. If the erring individual, after such dismissal, heeds the warning, demonstrates repentance and requests reinstatement before the Pastoral staff, then he or she may be publicly restored to all the rights, duties, privileges and responsibilities of fellowship and/or membership.

Denial of Membership

Membership will be denied if, after meeting with a prospective member, it is determined that:

1. The applicant does not confess Jesus Christ as Lord and Savior.
2. The applicant does not otherwise meet the qualifications for membership.
3. The applicant lacks evidence of a godly lifestyle.
4. The applicant is found to be under the restorative discipline of another church.

Church Ordinances

The ordinances of the church are baptism by immersion and the Lord's Supper.

- **Baptism.** A person who accepts Jesus Christ as Savior by personal faith, who confesses Him publicly at any worship service, and who indicates a commitment to follow Christ as Lord, shall be received for baptism. Baptism shall be by immersion in water. Baptism shall be administered by one of the Pastors or one designated by the Pastors. Baptism shall be administered as an act of worship in any of the worship services of the church.
- **The Lord's Supper.** The Lord's Supper is a symbolic act of obedience whereby Christians, through partaking of the bread and fruit of the vine, remember the death of Jesus Christ and anticipate His second coming. The Pastors and Deacons shall be responsible for the administration of the Lord's Supper. The Pastors **and deacons** will decide the appropriate times.

Church Business Meetings

The primary purpose for church business meetings is to communicate what God is doing and specific decisions that need to be made at First Baptist Church Cameron.

1. Remembering that FBC is a church family, the moderator (who shall be the Chairman of Deacons or appropriate designation) may make rulings as necessary to expedite a meeting. Roberts Rules of Order will only be used as a guide when and if needed in business meetings.
2. **At all meetings of the members, after proper notification has occurred, whether regular or special, the quorum, for the transaction of church business shall be ten percent (10%) of the church membership.**

3. The church clerk will record minutes of all business meetings.
4. In general, each year, when convenient, a business meeting shall be held on the first or second Sunday in March, June, September, and December. Regular business meetings will include opportunities for reports, including financial. During the December meeting, reports on business and activities of the past year shall be presented as well as a budget report for the current year. The budget for the upcoming year shall also be presented and voted on by the church members during the December business meeting.
5. The Pastors or Deacons may call for a special business meeting any time an issue requires the approval of the church members.
 - a) Members may request by verbal or written petition to the Pastors or Deacons that a special business meeting be conducted. The decision to conduct such a meeting will be at the discretion of the Pastors or Deacons.
 - b) Members must be given at least a one-week notice (verbal from the pulpit and written on screen / bulletin) prior to a special called business meeting.

Example issues requiring special meetings are as follows:

1. Changes and/or amendments made to these bylaws; and at the time of notice regarding the special business meeting to amend this document, copies must be made available to the church members for their review.
2. The call or dismissal of a Pastor or Deacon.
3. Property purchase, sale, or building expansion.

Church Government

Head of the Church

FBC acknowledges only the Lord Jesus Christ as its Head and receives the Holy Scriptures as the only infallible and inerrant guide in matters of faith, church order, and discipline. The government of this church, under the leadership of the Holy Spirit, is entrusted jointly in the body of believers who compose its membership and the Pastors and Deacons who shall have the authority to direct the daily affairs of the church.

Leadership

FBC and its ministries are led by Pastors, along with Ministerial Staff, Deacons and Ministry Teams. Deacons function as servants of the ministries of the church. Other leaders include Moderator, Clerk, and Treasurer. All church leaders must be members of FBC. All these leaders come under the general oversight of the Pastors. The church governance of FBC is congregational. Unless indicated, such as Sunday School leaders and teachers, these leaders will be recommended by the Nominating Team and affirmed by the church and shall take office on January 1 and end on December 31.

Pastors

Duties and Responsibilities:

The pastors are responsible for leading the church in functioning as a New Testament church. They will guide the congregation, church organizations and the church staff in performing their tasks. The major concern of the pastors is to perform pastoral and shepherding responsibilities (James 5:14; Acts 20:28). The pastors are the leaders of the worship, proclamation, education, and pastoral ministry. The pastors are an ex-officio member of all church appointed **teams**. The pastors shall administer the ordinances of the church.

Calling Pastors

The full time Pastors of this church shall be ordained by a Southern Baptist Church as a minister of the Gospel and a member of the Southern Baptist Convention denomination. A **search team** shall be appointed by the church to seek out a suitable pastor whenever a vacancy occurs. Any member has the privilege of making other recommendations to the search **team**. The **team** shall bring to the consideration of the church only one man at a time and their recommendation will constitute a nomination.

The Pastor's election shall take place at a meeting called for that purpose, of which at least 10 days of notice shall be given prior to the meeting date in the church newsletter or special mailing. Election shall be by ballot, an affirmative vote of three-fourths (3/4) of the number needed from a meeting quorum for election of the pastor. The pastor, thus elected, shall serve until the relationship is terminated by his request or the church's request. There shall be thirty-days of notice given by either party to the other prior to termination.

Termination of Relationship

Pastors shall serve an indefinite term of office subject to his own calling and the will of the church. His term shall expire; upon his death in office; his resignation; his retirement; or by the affirmative vote of three-fourths (3/4) of those present at a special called meeting for the purpose of removal. Thirty days of notice shall be given by either party to the other prior to termination. The timing and details of the departure shall be determined by the deacons in cooperation with the **Personnel Team**. Pastors shall only be removed from office, for one or more of the following reasons:

1. Moral Failure (Exodus 20:14; 1 Timothy 3:1-13).
2. Failure to Shepherd the Flock (John 21:15-17).
3. Lying, Deceiving or Misleading the Congregation (Romans 9:1; and 2 Corinthians 11:31).
4. Teaching doctrines inconsistent with the Bible; the Baptist Faith and Message; and/or neglecting to consistently share the GOSPEL (Jeremiah 6:14; Ezekiel 13:10; and 1 Timothy 4:1-11).

Employees

The church shall employ such additional employees as needed. A job description shall be written by the Personnel Committee in consultation with the committee or supervisor responsible for the employee. The Personnel committee shall seek out a person for the position and employ them after consultation with the appropriate committee or supervisor.

Deacons

Requirements

The church shall strive to maintain enough ordained deacons to minister to all the resident church families. The Deacon Body and Pastors will be responsible for the process of selecting deacon candidates. Eligible candidates shall then be voted on at the annual business meeting of the church for purpose of electing church officers. Deacons will meet requirements as set forth in I Timothy 3:8-13 and Acts 6:3 and shall be ordained in accordance with scripture. Deacon candidates who have not been previously ordained will be elected for a one-year term to serve in training in an unofficial capacity. At the end of one year, after consultation with the pastor and the deacon body and if the candidate agrees, his name will be added to the list presented to the church body at the annual election of officers.

Purpose

In accordance with the meaning of the work and the practice of the New Testament, deacons are to be the servants of the church. The task of the deacon is to serve with the pastor and staff in performing pastoral ministries tasks; proclaim the gospel to believers and unbelievers; care for the church members and lead the church to engage in a fellowship of worship, witness, education, ministry and application.

Organization

The deacons shall elect a chairman, vice chairman and secretary. They shall be organized for the consideration of their needs related to their work. They may organize themselves into committees or teams to serve the church in the specific areas of baptism, Lord's Supper and benevolence, and other teams as may be needed, and shall perform such duties in absence or inability of the pastor. It shall be the responsibility of this body to see that the pulpit supply is taken care of in the absence of the pastor or when the church is without a pastor. The deacons shall meet monthly as is convenient and keep records of all business discussed and recommendations made to the church body.

Inactive Status

Those deacons having requested, for whatever reason, to be removed from the active deacon list will be placed on an Inactive Deacon status until they request to be re-activated and voted upon by the Deacon body.

Emeritus

The deacon body may recommend to the church that a deacon be designated the status of Deacon

Emeritus. This designation is intended for a deacon who has served his church as deacon faithfully for many years and desires to retire from the deacon ministry. This person has the privilege to attend deacon functions and may be used in an advisory capacity.

Term

Once ordained, the serving deacon shall serve as an active deacon until such time he shall elect to be placed on inactive status.

Treasurer

The treasurer will be an ex-officio member of the Finance Team. The treasurer shall be authorized to co-sign checks. All checks shall be signed and co-signed by authorized persons selected by the Nominating team. The treasurer will work with the Financial Secretary in accordance with the budget and policies established by the church and as directed by the Finance Team. The Treasurer and Financial Secretary will prepare regular financial reports to be presented at church business meetings.

Financial Secretary

The financial secretary shall be employed by the church. The financial secretary shall be responsible for recording all financial transactions of the church, keeping an itemized record of all receipts and disbursements. The financial secretary shall report directly to the Pastors and functionally to the Treasurer and Finance Team.

Clerk

The clerk shall be responsible for taking minutes in church business meetings and keeping records of all official actions of the church. At the end of each calendar year, the clerk shall see that the minutes for the year are bound. The clerk will also maintain the church membership roll. This membership roll will include names, dates of admission, death, and a record of baptisms. This person shall be responsible for preparing the annual church profile of the church and transmitting it to the Association. The church may delegate some or all the clerical responsibilities to a paid church secretary who will assist the elected clerk. All church records are church property and shall be maintained by the church office.

Finances

- Finances necessary for supporting the vision of FBC shall be obtained through voluntary offerings and from income derived from church owned investments and/or capital reserves. Additional appeals for funds, budgeted or non-budgeted, may be made as deemed advisable by the Pastors and Deacons. Church-approved programs will be financed out of the treasury of the church, according to the approved budget.

- This church shall have the power to buy, sell, receive, acquire, hold, possess, manage, dispose of, and convey such property (materials, resources and equipment) which it has now or may hereafter acquire for the use and benefit of the church or institutions which the church may own, maintain, or operate.
- Church leadership and Ministry Teams have the authority of the church to purchase (as per the church budget), maintain, or dispose of equipment, materials and resources that are deemed no longer useful to the ministry of the church. The church (collectively) shall have the authority to buy or sell real estate as per the recommendation of the appropriate Ministry Team.
- Church finances shall be under the ultimate direction of the congregation. The Finance Team shall be responsible for making reports to the church of the current state of church finances.
- The fiscal year shall begin on January 1 and end on December 31.
- During October of each year, the Finance Team shall begin the budget making process, drawing on the input of all the ministries and teams of the church.
- Separate persons shall be responsible for having custody of church monies (the collecting, counting, and depositing of funds to be done by selected tellers), authorizing transactions (the Finance Team), and recording transactions (Treasurer/Financial Secretary).
- No one person shall have custody of church monies at any time. A minimum of two people, church members and employees are required to collect, count, and deposit funds.

Authority to Legally Obligate the Church

The Executive Board of the church shall consist of the pastor and the three deacon officers. The Executive Board shall have general supervision of the affairs of the church between its business meetings. They are the only officers who have authority, in accordance with these By-Laws, the Church Constitution, and any applicable laws, to execute legal documents relating to real estate, church property, and church finances as directed by the church in properly convened business meetings. The Executive Board shall be subject to the orders of the church and shall report all actions taken by the Board to the church for ratification; none of its acts shall conflict with the provisions of this constitution and bylaws of the church.

Ministry Teams and Church Programs

General

Every church has a spirit and philosophy that permeates its people and ministries. It is the atmosphere in which all of church life is carried out, as well as the vision for what kind of church we want to be. All teams and organizations of First Baptist Church Cameron shall be under church governance. All Pastors, deacons, officers, teachers, and ministry team leaders must be members of FBC Cameron, and they will report regularly to the congregation with open communication.

There will be four standing teams: Missions and Evangelism, Personnel, Finance, and Trustees. FBC Cameron will have as many teams as necessary to fulfill its ministry goals, such as: Church Ushers, Hospitality, Worship, Benevolence, Bereavement, Baptismal, Memorial, Kitchen, Worship,

Insurance, etc., including all Age Group Discipleship Teams. Each ministry team member agrees to serve for one year, with no term limits.

Missions and Evangelism Team

Principle Function: One of the most important responsibilities that any mission team has is how they lead the congregation in its missionary responsibility. Jesus told us that we *would* be his witnesses (Acts 1:8). The only question is, “*What kind of witnesses will we be?*” The missions’ team is charged with answering that question.

Responsibility:

- Promote missions (local, associational, state, North American and international) and encourage increased congregational participation through prayer support.
- Plan special worship services or emphases on missions in consultation with the Pastors.
- Recommend mission trips and necessary support to the church.
- Make recommendations to the budget (Finance Team) as to the needed money for mission support for the annual church budget.
- Recommend mission involvement and leadership policies and guidelines to the church.
- Serve as the church’s experts on missions by studying biblical and missiological issues and learning about areas of the world.
- Elevate the church’s awareness of the biblical basis for missions, the need for world evangelization, and current events in missions.
- Stimulate prayer for missionaries and world missions.
- The Chairman of this team will serve on the Church Council.

Membership: Nominating Team will choose as needed. A Pastor will be an ex-officio member.

Meetings: This team shall meet as needed.

Finance Team

Principle Function: This team will help provide an efficient church financial operation.

Responsibility:

- Review the financial results from the prior month(s) compared to the budget. Receive and approve/disapprove requests for budgeted expenditures and other non-budget requests that may be presented.
- Review any budget line items that are approaching or have exceeded the approved budget. Consider options for discussing and working with persons/teams responsible for the budget line items.
- Formulate an operational budget each year, to be effective January 1 of the following year.
- Recommend having or not having an audit or a review of the financial records by an independent financial professional.
- The Chairman of this team will serve on the Church Council.

Membership: Nominating Team will choose as needed. A Pastor will be an ex-officio member.

Meetings: This team shall meet as needed.

Personnel Team

Principle Function: This team will help assist the church in matters relating to personnel administration and management, including such areas as employment, salaries and benefits.

Responsibility:

- Survey the need for additional or reduced Church staff positions.
- Develop and recommend to the church, policies and procedures for employed personnel. The Personnel Policy Manual should be updated as needed.
- Develop and recommend salaries and benefits for employed personnel.
- Provide each staff member with a written copy of personnel policies, staff benefits, and job description.
- The Chairman of this team will serve on the Church Council.
- Review all evaluations of pastoral and church staff.

Membership: Nominating Team will chose as needed. A Pastor will be an ex-officio member, except where matters pertaining to the position of Pastor are under discussion unless the team requests that the Pastor be present.

Meetings: This team shall meet as needed.

Trustees

Principle Function: This team shall be responsible for the proper maintenance, enhancements, and improvements of all the Church's facilities and grounds.

Responsibilities:

- Develop, recommend, and implement policies regarding the enhancements, improvements, and proper maintenance of all the Church's facilities including the buildings, grounds, gardens, and parking areas.
- Make an annual inspection of the buildings and grounds and make a written report to the Church as to the overall condition of the buildings and grounds; make recommendations of required maintenance, improvements, and enhancements for the current year to maintain the appearance and function of the church property. The Team is also responsible for continuous periodic inspections to ensure that the facilities are functioning properly.
- Prepare an annual budget to be submitted to the Finance Team.
- Examine, award, and/or renew all the Church's maintenance contracts, supervise all contracted personnel, and prepare and present reports to the Church regarding these contracts.
- The Chairman of this team will serve on the Church Council.

Membership: Nominating Team will choose as needed. A Pastor will be an ex-officio member.

Meetings: This team meets monthly with special meetings as needed.

Church Nominating Team

Function: The function of the Church Nominating Team is to discover, interview, enlist, and recommend people to fill positions of leadership and service in the various functioning teams of the Church.

Responsibility:

- To nominate, in harmony with Church practice and state law, if required church officers, and other Church team members, including teachers.
- To spread the leadership responsibilities as widely as possible and limit the members of teams so that one person will serve on no more than two teams in the Church (except where they serve by virtue of office).
- To fill any vacancy on a church team caused by resignation, death, or removal from the Church roll.

Membership: This team will consist of the Pastors and the Deacon body, or their designee.

Meetings: This team shall meet as needed.

Church Council

The primary function of the church council shall be to serve as an advisory council to the Pastors; to suggest objectives and church goals; to review and coordinate program plans recommended by church teams and organizations, including calendar dates and other resources; and to evaluate program achievements of church goals and mission. The Church Council will include the Pastors and specific team Chairpersons and Ministry Leaders.

Administrative Provisions

1. **Records:** The church shall keep at its principal or registered office copies of its current Articles of Incorporation and Bylaws; correct and adequate records of accounts and finances; minutes of the proceedings of its members; records of the name and address and classes of each member; and such other records as may be necessary or advisable. All records of the church shall be open at any reasonable time for inspection by any member of at least three months standing (excluding private personal information).
2. **Accounting Year:** The accounting year of the church shall be twelve months starting January 1st and ending December 31st.

Amendments

This Constitution and accompanying Bylaws may be amended by three-fourths of those present and voting members present at a meeting specially called for that purpose. No change shall be made in the Statement of Faith except by a three-fourths vote of all the active members of the church present entitled to vote, said proposed change having been laid before the church in

writing at a business meeting not less than one month before the time of the proposed action, and read from the pulpit on the Lord's Day succeeding such proposal.

Dissolution of Church

This is a Missouri corporation requirement. "Dissolution" means the complete disbanding of the Church so that it no longer functions as a congregation or as a corporate entity. Dissolution of the church shall occur if the church, by official action, votes to dissolve as a church. Upon the dissolution of the corporation and after paying or making full provision for the payment of all debts and liabilities of the corporation, the net assets of the corporation shall be transferred to the Missouri Southern Baptist State Convention.

Bible - Conflict Resolution

Matthew 5:23-24 "So if you are offering your gift on the altar, and there you remember that your brother has something against you, leave your gift there in front of the altar. First go and be reconciled with your brother, and then come and offer your gift."

Matthew 18:15-17 "If your brother sins against you, go and rebuke him in private. If he listens to you, you have won your brother. But if he won't listen, take one or two more with you, so that by the testimony of two or three witnesses every fact may be established. If he pays no attention to them, tell the church. But if he doesn't pay attention even to the church, let him be like an unbeliever and a tax collector to you."

2 Thessalonians 3:6, 14-15 "Now we command you, brothers, in the name of our Lord Jesus Christ, to keep away from every brother who walks irresponsibly and not according to the tradition received from us... And if anyone does not obey our instruction in this letter, take note of that person; don't associate with him, so that he may be ashamed. Yet don't treat him as an enemy but warn him as a brother."

James 5:19-20 "My brothers, if any among you strays from the truth, and someone turns him back, he should know that whoever turns a sinner from the error of his way will save his life from death and cover a multitude of sins."

Jude 1:22-23 "Have mercy on some who doubt; save others by snatching them from the fire; on others have mercy in fear, hating even the garment defiled by the flesh."

Luke 6:42 "First take the log out of your eye, and then you will see clearly to take out the speck in your brother's eye."

Titus 3:10-11 "Reject a divisive person after a first and second warning, knowing that such a person is perverted and sins, being self-condemned. "

1 Timothy 5:19 "Don't accept an accusation against a Pastor unless it is supported by two or three witnesses."

Church Covenant

Having been led, as we believe, by the aid of the Holy 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 Spirit, we do now in the presence of God 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 in support of the ministry, the expenses of the church, the relief of the poor, and the spread of the gospel throughout all nations.

We also engage to maintain family and personal devotions; to educate our children in the Christian faith; 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 seek God's help in abstaining from all drugs, food, drink, and practices which bring unwarranted harm to the body or jeopardize our own or another's faith.

We further engage to watch over one another in brotherly love; to remember one another in prayer; to aid one another 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 church, where we can carry out the spirit of covenant and the principles of God's word.