



First Baptist Church
of
Cameron, Missouri

Constitution
Restated March 8, 1995
March 10, 1996
May 11, 2003
Amended 9-12-04
Amended 8-5-05
Amended 9-9-2012
Amended 10-11-2015

CONTENTS

Articles		Page
I.	Name	1
II.	Purpose	1
III.	Statement of Faith	1
IV.	Church Covenant.....	7
V.	Governing Authority.....	7
VI.	Doctrine.	8

BY-LAWS

VII.	Membership	8
VIII	Church Officers.....	10
	1. Pastor.....	10
	2. Church Staff	11
	3. Deacons.....	11
	4. Moderator.....	12
	5. Clerk, Assistant Clerk.....	13
	6. Treasurer, Assistant Treasurer.....	13
	7. Financial Secretary, Asst. Financial Sect.	13 & 14
	8. Trustees	14
IX.	Committees and Coordinating Groups	14
	1. General	14
	2. Church Council.....	14
	3. Nominating Committee.....	15
	4. Finance Committee	15
	5. Personnel Committee.....	15
	6. Worship Committee.....	16
	7. Usher Committee	16
	8. Pulpit Committee.....	16
	9. Flower Committee	16
	10. Kitchen Committee.....	16
	11. Recreation Committee	16
	12. Nursery Committee	17
	13. Library Committee.....	17
	14. Missions Committee.....	17
	15. Memorial Committee	17
	16. Insurance Committee	17
	17. Stewardship Committee	18
	18. Tellers Committee	18
	19. Benevolence Committee	18
	20. Youth Guidance Council	18
	21. Evangelism Committee	19
	22. Sunday School Director's & Faculty	19
	23. Ad-Hoc Committees	19
	24. Scholarship Committee	19

X. Meetings.....	19
1. Worship.....	19
2. Business Meetings and Quorums	20
3. Church Year	20
XI. Amendments	20

BY-LAWS OF CORPORATION

I. Name	21
II. Purpose	21
III. Directors	21
IV. Elections	21
V. Officers and Duties	22
VI. Meetings	22
VII. Membership	23
VIII Budget	23
IX. Amendments	23

CONSTITUTION OF THE FIRST BAPTIST CHURCH OF CAMERON

PREAMBLE

We declare and establish this constitution for the preservation and security of the principles of our faith, and so that this body may be governed in an orderly manner consistent with the accepted doctrines of the Southern Baptist Denomination. This constitution will preserve the liberties of each individual member of this church and the freedom of action of this body in its relation to other churches of the same faith.

I. NAME

This body shall be known as The First Baptist Church of Cameron, Missouri.

II. PURPOSE

The purpose of this church shall be to devote ourselves to: intimate fellowship with the living God; the welfare of humanity; the bringing of men and women to Christ through every open door and with every helping hand; helping people experience a growing knowledge of God; being an organization of workers that ministers unselfishly to persons in the community and world in Jesus' name; being a church whose purpose is to be Christ-like in our daily living by emphasizing total commitment to life, personality, and possessions to the Lordship of Christ.

III. STATEMENT OF FAITH

The Baptist Faith and Message 2000*
(unless otherwise noted)

1. 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.

2. 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.

- A. 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.
- B. 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.
- C. 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.

3. 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.

4. 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.

- A. 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.

B. 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.

C. 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.

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

5. 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.

6. 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.

7. 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.

8. 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.

9. 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.

10. 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.

11. 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.

12. 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 coordinate 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.

13. 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.

14. 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.

15. 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 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. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to 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.

16. 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.

17. 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.

18. 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.

19. Marriage, Gender, and Sexuality*

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.

The term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. We believe that God intends sexual intimacy to occur only between a man and a

woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engage in outside of a marriage between a man and a woman.

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 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 as volunteers, 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 pastor is 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.)

IV. 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 secret devotions; to religiously educate our children; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment; to avoid all tattling and backbiting and excessive anger; to abstain from the sale of and use of destructive drugs or intoxicating drinks as a beverage and to shun pornography; and to be zealous in our effort to advance the kingdom of our Savior.

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.

V. GOVERNING AUTHORITY

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

VI. DOCTRINE

This church receives the Scriptures as its authority in matters of faith and practice. Its understanding of Christian truth as contained therein is in essential accord with the belief of other Southern Baptist churches.

BY-LAWS

VII. MEMBERSHIP

Section 1. General

This is a sovereign and democratic Baptist Church under the Lordship of Jesus Christ. The membership retains unto itself the right of exclusive self-government in all phases of the spiritual and temporal life of this church.

The membership reserves the exclusive right to determine who shall be members of this church and the conditions of such membership.

Section 2. Candidacy

Any person may publicly offer himself as a candidate for membership in this church at any church service. All persons presenting themselves for membership must be counseled by the pastor, or supply pastor or a deacon, be baptized by immersion and complete the church orientation, acknowledging the Covenant. All such candidates shall be presented to the church at any regular business meeting for membership in any of the following ways

- A. By Profession of Faith: Professing of faith through repentance of sin and faith in Jesus Christ and for baptism according to the policies of this church.
- B. By Believer's Baptism: Professing Christians who, after having made a profession of faith, have been baptized by immersion in churches of like faith, and who believe that baptism is not essential to salvation, but symbolic, and following a commandment of our Lord, will be received either by letter, or by statement of faith without being re-baptized.
- C. By Restoration: Persons excluded may be restored to fellowship by giving evidence of repentance of the offense for which they were excluded and by presenting themselves to the church and asking to be received.
- D. By Statement: Members of churches of denominations other than Baptist.

Members of such churches desiring to unite with the First Baptist Church of Cameron, Missouri, may be received into membership by baptism following a satisfactory statement of their Christian experience.

No one shall be received into the church without a unanimous vote of those present. Should there be any dissent as to any candidate, such dissent shall be referred to the pastor or interim pastor and the deacons for investigation and the making of a recommendation to the church at the next regular business meeting. A three-fourths vote of those members present and voting shall be required to elect such candidates to membership.

Section 3. Inactive Members

Members who are deemed inactive, after contact or verification of inactivity in church attendance, (other than those who are physically unable to attend), may be put on an inactive roll by a majority vote at any business meeting. The purpose is to sustain a realistic count of active resident members to establish quorums at various meetings.

Section 4. Voting Rights of Members

Every active member of the church is entitled to vote at all elections and on all questions submitted to the church providing the member is present at the business meeting.

Section 5. Termination of Membership

Membership shall be terminated in the following ways: (1) Death, (2) Dismissal to another Baptist church, (3) Exclusion by action of this church (see discipline), (4) Erasure upon becoming affiliated with a church of another faith or denomination after contact by the pastor or a deacon, (5) by request of the member desiring termination of membership.

Section 6. Discipline

It shall be the basic purpose of the First Baptist Church of Cameron, Mo to emphasize to its members that every reasonable measure will be taken to assist any troubled member. The pastor, other members of the church staff, and deacons are available for counsel and guidance. Redemption rather than punishment should be the guideline, which governs the attitude of one member toward another.

Should some serious condition exist which would cause a member to become a liability to the general welfare of the church, every reasonable measure will be taken by the pastor and by the deacons to resolve the problem. All such proceedings shall be pervaded by a spirit of Christian kindness and forbearance. But, finding that the welfare of the church will be best served by the exclusion of the member, the church may take this action by two-thirds vote of the members present at a meeting called for this purpose; and the church may proceed to declare the offender to be no longer in the membership of the church.

Section 7. Watchcare Affiliation

Persons, who have made a public profession of faith and accepted Christ as their Savior but are physically unable to be baptized, may by a majority vote of those present at any business meeting be accepted as being under the watchcare of the church until such time as they could be baptized.

Students, who are members of a Baptist church at a school or institution where they are in attendance most of the year, may be voted upon as being under the watchcare of our church while here during vacation

periods. This will not require moving of their letter each year.

This type of affiliation is non-voting.

VIII. CHURCH OFFICERS

All church officers must be members of this church. These officers with the exception of those salaried shall be recommended by the Nominating Committee and elected by the church unless otherwise indicated and shall take office at the start of the church calendar year.

Section 1. Pastor

A. Duties and Responsibilities

The pastor is responsible for leading the church in functioning as a New Testament church. He will guide the congregation, church organizations and the church staff in performing their tasks. The major concern of the pastor is to perform pastoral responsibilities. The pastor is the leader of the worship, proclamation, education and pastoral ministry. The pastor is an ex-officio member of all church appointed committees. The pastor shall administer the ordinances of the church. The pastor shall consult with the deacons on church matters of major importance.

B. Calling of Pastor

The pastor 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 pulpit committee 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 pulpit committee. The committee shall bring to the consideration of the church only one man at a time and their recommendation will constitute a nomination.

His election shall take place at a meeting called for that purpose, of which at least 10 days 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 of the number needed for a 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. Thirty days notice shall be given by either party to the other prior to termination.

C. Termination of Relationship

The Church may call a special business meeting to evaluate the work of the pastor if, when twenty percent (20%) of the resident adult members (18 or over) sign a request asking the Board of Deacons to call a business meeting of the church for purposes of considering the question. A meeting for this purpose may also be called by the Board of Deacons themselves. Announcements of this meeting shall be made at least 10 days prior to the date of the meeting through the church newsletter. When the meeting is called to order and properly organized, consideration shall be given to all sides of the question. If three-fourths (3/4) of

the number needed for a quorum for dismissal of a pastor vote adversely to the pastor, his service shall be discontinued within thirty (30) days or in a shorter period by mutual consent.

Section 2. Church Staff Members

A. Church Staff Members

The church shall call or employ such staff members as the church shall need. A job description shall be written by the Personnel Committee for each staff member. Paid staff members other than the pastor shall be recommended to the church by the Personnel Committee and employed by church action. The vote shall be by ballot with 3/4 majority vote required.

B. 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 responsibility 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.

Section 3. Deacons

A. Requirements

The church shall strive to maintain enough ordained deacons to minister to all the resident church families. Deacons shall be elected at the annual business meeting of the church for purpose of electing church officers. The quorum shall be as established for election of officers per X MEETINGS, Section 2, paragraph B. 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 mutually agreed his name will be added to the list presented to the church body at the annual election of officers.

There is no obligation to constitute as a deacon a person who comes to the church from another Southern Baptist church where he served as an ordained deacon, but he may be considered after six months membership for election at the next regular business meeting, after recommendation from deacon body. A period of one (1) year shall pass before a new member who is not ordained may be nominated to serve as a deacon.

B. 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.

C. Election

The deacon body will assemble a list of all eligible candidates from the active church resident membership. Candidates from this list will be reviewed by the

pastor and deacons. After prayerful consideration a revised list of candidates will be contacted by the pastor and/or a deacon to see if they wish to serve. Those remaining will be submitted to the church body as specified in Section 3 paragraph A, to be voted on by secret ballot. Those receiving a simple majority of those voting shall be elected.

D. 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 in to 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, except as further defined in Article 9, Section 8. The deacons shall meet monthly and keep records of all business discussed and recommendation made to the church body.

E. Inactive Status

Those deacons having requested, for what ever 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 board.

F. 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.

G. Term

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

Section 4. Moderator of Business Meeting

The moderator shall be the chairman of the Deacons. In the absence of the chairman of Deacons, the vice-chairman of Deacons shall preside; or in the absence of both, the clerk shall call the church to order and an acting moderator shall be elected.

Section 5. Clerk

The Church Clerk shall be elected annually and shall keep in a suitable book a record of all the actions of the church, except as otherwise herein provided. The clerk is responsible for keeping a register of the names of members, with dates of admission, dismissal, or deaths, together with a record of baptisms. The clerk shall issue letters of dismissions voted by the church, shall preserve on file all communications and written official reports, and give legal notice of all meetings where such notice is necessary, as indicated in these bylaws. The church may delegate some of the clerical responsibilities to the church secretary. All church records are church property and should be filed in the church office when one is maintained or in another appropriate place.

Section 5a. Assistant Clerk

The Assistant Clerk shall be elected annually and shall render such assistance to the Clerk as required.

Section 6. Treasurer

The church shall elect annually a church treasurer. It shall be the duty of the treasurer to receive, preserve and pay out, upon receipt of vouchers approved and signed by authorized personnel, all money, or things of value paid or given to the church, keeping at all times an itemized account of all receipts and disbursements.

Some of the clerical responsibilities may be delegated to the church secretary. The church's financial records shall be audited annually by an auditing committee, selected annually by the nominating committee, or by a public accountant. The treasurer's office will be operated under a two (2) signature check system, where the treasurer, assistant treasurer and one other authorized person must also sign each check before it is valid. The one other authorized person will be authorized by a vote of the church.

Upon rendering the annual account at the end of each fiscal year and its acceptance and approval by the church, the treasurer shall see that the records are preserved as part of the permanent records of the church.

Section 6a. Assistant Treasurer

Two Assistant Treasurers shall be elected annually upon nomination by the Church Nominating Committee and shall render such assistance to the treasurer as required, including writing of the checks.

Section 7. Financial Secretary

The Financial Secretary shall be elected annually by the church, and shall receive the empty collection envelopes after the money has been removed and counted by the Tellers Committee and from these shall give donors individual credit and shall keep the envelopes for reference for a period of two years. Annual records of contributions to all contributing members will be done with the assistance of the church secretary.

Section 7a. Assistant Financial Secretary

The Assistant Financial Secretary shall be elected annually and shall render such assistance to the financial secretary as required.

Section 8. Trustees

Six Trustees, one third of who shall be elected annually, to serve three (3) years. They shall not have authority to buy, sell, mortgage, lease, or transfer any real or personal property without church authorizing such action unless previously budgeted and approved items. The body has the authority to spend \$300 for a non-budgeted item without prior church approval.

Purpose:

The purpose of this committee shall be to supervise maintenance and care of church property.

Duties:

Establish and keep current, with church approval, the Usage Policies of the FBC buildings in consultation with the insurance committee. Administer the FBC buildings Usage_Policies to include:

(1) Set the Fee Schedule for use of the facilities.

- (2) The Church office to keep the calendar and scheduling the use of the facilities.
- (3) Adult supervision is always provided.
- (4) Rules for opening and locking buildings for groups using facilities at other than office hours.

Meetings:

This committee will meet at least monthly to hear reports and plan work, it being understood that no person can make decision without counsel and vote of the committee, except in cases of emergencies.

IX. COMMITTEES AND COORDINATING GROUPS, SUNDAY SCHOOL STAFF

Section 1. General

All church committee members shall be recommended by the Nominating committee and elected by the church unless otherwise indicated.

The committee members shall serve one (1) year unless otherwise indicated. To aid in the functioning of committees, one member of each committee may be re-nominated each year, but the maximum successive years of service shall not exceed the equivalent of term, plus one year.

No person shall serve as Committee Chair-Person of more than one committee or organization in one church year; this shall not apply to full time paid staff members. Only church members shall serve as committee members, however they are encouraged to enlist other members and non-members to assist in carrying out their duties.

Section 2. Church Council

The primary functions of the council shall be to recommend to the congregation suggested objectives and church goals; to review and coordinate program plans recommended by the church officers, organizations and committees; to recommend to the congregation the use of leadership, calendar time, and other resources according to program priorities; and to evaluate program achievements in terms of church goals and objectives.

The council, unless otherwise determined by vote of the church, shall have as regular members the pastor, all ministerial staff, Church Directors, Chairman of Trustees, Committee Chairpersons and church-elected officers or their assistants.

All matters agreed upon by the council, calling for action not authorized, shall be referred to the church for approval.

The pastor shall be the Council Chairman and shall meet at least quarterly.

Section 3. Nominating Committee

This committee shall be composed of four (4) members elected annually. The members shall be nominated by the Board of Deacons and approved by church vote. The incoming Sunday School Director, Training Director, WMU Director, Brotherhood Director, Music Director, and Ministry Staff shall serve a ex-officio members of the committee in the nomination of workers in their respective organizations. This committee shall be approved so they may take office by March 1.

This committee will bring recommendations to the church for all general church officers, corporation board, all church committees and their chairmen, Sunday School faculty, and other officers as are deemed necessary from time to time, (with understanding any church member shall have the privilege of suggesting persons for any office or any organization). All these officers and committees shall take office as of the

beginning of the church year.

Section 4. Finance Committee

Emergency Expenditures- This committee shall be composed of three (3) members and shall serve a three (3) year term with one person rotating off each year.

The purpose of the Finance Committee is to see that the financial affairs of the church are conducted in a business like manner. The committee will bring to the church for approval all proposed expenditures not budgeted unless an emergency exists. In the case of emergency, the finance committee and one person from the petitioning committee may act in the best interests of the church in authorizing an emergency expenditure reporting such action to the church at the following business meeting.

Budgeted Expenditures- A purchase order must be approved in advance for all amounts over \$50 by the finance committee. Amounts under \$50 that are line item budget amounts must have a credit slip, or receipt turned into the church secretary in lieu of a pre-approved purchase order. All payments for the church to be made by the Treasurer must have been approved by voucher properly signed by at least two (2) members of the finance committee.

Section 5. Personnel Committee

The Personnel Committee shall be composed of four (4) persons serving a three (3) year term, The committee shall interview, write job descriptions for and make recommendations to the church for all paid employees and staff members. They shall annually review the work, compensation and benefits provided for pastor, employees and staff. They shall recommend policies and practices for the staff and employees to the church and upon approval these will be administered by the committee.

Section 6. Worship Committee

The suggested membership of this committee shall be a representative from youth, choir, children's choir, ushers, drama, sound control, and instrumentalists. This list is not intended to be limited of these or all inclusive. The Music Director shall be chairman and shall submit the list of candidates to the nominating committee to be elected annually by the church. The committee will plan and promote good music and worship in all services.

Section 7. Usher Committee

Three (3) Head Ushers shall be elected annually. Each Head Usher shall be responsible for securing ushers for each respective service. The ushers are to greet people as they enter and leave church, seat people at the proper time, provide bulletins and/or other materials at the time of seating and supervise the gathering of the offering. The ushers will be attentive to the needs of the congregation and the pastor.

Section 8. Pulpit Committee

The Pulpit Committee shall be composed of six (6) members and two (2) shall have served or are serving as active deacons in this church, This committee will be elected following termination of a pastor, or the pastorate being vacated. Nominations will be presented to the church for vote by the Nominating Committee within six (6) weeks of termination of a pastor or the pastorate being vacated,

It shall be the first duty of this committee to provide a supply or interim pastor for the church. It shall be the further duty of this committee to prayerfully seek God's man to present to the church as their nomination for pastor. After they have carefully made a survey and heard various men preach who are being considered, they

will have the man of their choice appear before the church.

The committee will hold such meetings necessary to bring a nomination to the church. This committee will automatically be dissolved upon election of a pastor.

Section 9. Flower Committee

The Flower Committee shall be composed of three (3) members, each to serve for a three (3) year term with one person rotating off each year. This committee shall arrange decorations of the church for worship services and special occasions as they deem necessary and shall send floral expressions from the church in the case of death of in accordance with church policy.

Section 10. Kitchen Committee

This committee shall have a minimum of three (3) members to serve for a term of three years (3) with one person to rotate off each year. This committee shall have charge of the kitchen at all church related functions where the use of the kitchen facilities is desired. Any non-church related activity using the kitchen or their facilities must obtain prior permission from this committee.

Section 11. Recreation Committee

The Recreation Committee shall be composed (3) members to serve a term of three (3) years with one member rotating off each year.

This committee shall be responsible for planning and developing church sponsored recreational activities. They shall also have responsible for maintaining recreational equipment inventory.

Section 12. Nursery Committee

This committee shall have three (3) members elected annually. This committee shall see that the nursery is adequately staffed with adult supervision and provisions are made for nursery each time there is regularly scheduled worship services and that nursery workers are contacted to serve when needed. This committee shall have authority over Nursery standards. They shall set rules and guidelines, oversee the rotation of volunteers for help in church services, suggest equipment needs and hold the budget for paid nursery employees.

Section 13. Library Committee

The Library Committee shall be composed of a Librarian and Assistant Librarian elected annually and any helpers that may be deemed necessary from time to time.

This committee shall be responsible for promoting, securing, maintaining and management of the church library.

Section 14. Missions Committee

The Missions Committee shall consist of three members elected annually for a term of (3) years with one person rotating off each year, an additional member appointed by the WMU Counsel, and one member from each mission church. The ministry staff of the FBC and the pastor of each mission church sponsored by the FBC shall serve as ex-officio members. This committee shall also have responsibility for the New Work Budget which will be approved annually by the FBC and a financial report will be presented at each regular business meeting as well as periodic reports to all the sponsors. All expenditures shall require approval signed by two regular committee members; at least one must be a FBC representative of the committee.

Section 15. Memorials Committee

This committee shall have three (3) members to serve for a term of three (3) years with one person rotating off each year.

The duties of this committee will be to accept on behalf of the church all funds and or property left or given to the church as a memorial and to recommend disbursement or distribution of such funds or property up to \$ 300 each calendar month.

All monies or property given to the church shall become the property of the church and the Memorial committee on behalf of the church shall have complete authority to expend the memorial gift monies up to \$ 300 each month, without prior church approval, for any purpose that would be in the best interests of the church. The committee will report back to the next church business meeting actions taken. There will be a permanent memorials book with each memorial gift entered in the same and this book will be maintained by this committee.

Section 16. Insurance Committee

This committee shall be composed of three (3) members to serve for a term of three (3) years with one person rotating off each year.

This committee shall investigate any insurance needs of the church and make recommendations for coverage, company, premium and duration of policies. This committee will review all policies each year sixty (60) days prior to their coming premium due date.

All insurance premium payments must be authorized by this committee before the Finance Committee will approve payment.

This committee shall also draw up policy statements for health, welfare, and safety regulations for various church committees to follow, such as nursery, recreation, kitchen committees, trustees and youth activities.

Section 17. Stewardship Committee

This committee shall be composed of a chairman, (this person may be from the Finance Committee), nominated by the nominating committee and elected by the church and a member from each of the following: Deacons, Trustees, Sunday School, WMU, Brotherhood, Training, Finance Committee, Personnel Committee, Music Director, Flower Committee, Kitchen Committee, Nursery Committee, Library Committee, Missions Committee, Insurance Committee, Long Range Planning Committee, Recreation Committee, Worship Committee, and any other committees that may have been established.

The purpose of this committee shall be to promote a total stewardship, (time, talent, money) year round. This body will be responsible for preparing the annual church budget and the promotion of such. This committee shall have the total authority to accept, reject and modify recommendations as received from individual department or committees before finalization of the total church budget as presented to the church for approval.

Section 18. Tellers Committee

This committee will have 15 members elected annually, who may serve successive years. The number shall serve on a rotation basis with three (3) serving each week.

The duties of this committee will be to take charge of monies from the envelopes and offering taken

Sundays, reconciling same with the reported amounts on the envelopes and to prepare this money for deposit, and deliver to bank night depository.

Section 19. Benevolence Committee

The Benevolence Committee shall consist of four members with the Pastor serving as ex-officio. The four members will be (3) of the WMU presidents and (1) representative from the deacon body. Committee members shall oversee the administration of the Benevolence Account and make disbursements from said account at the committee's discretion. Funds shall be used for individuals or families in need that are directly related to the church body. Funds disbursed shall be reported, in confidentiality, at the following business meeting.

Section 20. Youth Guidance Council

This committee shall consist of the Minister of Youth, who shall serve as Chair Person, and other members to consist of at least two adults and two youth representatives from each the Junior High and Senior High departments.

This committee shall meet at least four (4) times each year. The purpose of the council shall be to formulate and administer the programs, as they would best benefit the spiritual growth of the youth of the church and the community.

Section 21. Evangelism Committee

This committee shall be composed of three (3) persons to serve a term of three (3) years with one person rotating off each year.

This committee shall be responsible for contacting and securing evangelists and music leaders for evangelistic events. They shall be responsible for the promotion and follow up and may enlist others to assist as needed.

Section 22. Sunday School Directors and Faculty

This group shall be comprised of all the Sunday School teaching, supervisory and administrative positions. These positions will be evaluated each year, by the nominating committee. Only church members may be presented to the church as nominees. Non-church members may assist in various functions.

Section 23. Ad-Hoc Committees

The church moderator may appoint at any business meeting an ad-hoc committee for special purposes whose terms shall expire when the special purpose has been completed.

Section 24. Scholarship Committee

This committee shall be composed of five (5) members to serve for a term of two (2) years with persons rotating off each year. The initial terms shall be two (2) persons for one (1) year term and three (3) persons for two (2) year term.

This committee shall initially set up the guidelines for establishment of a church endowment for scholarships to be awarded by the church to qualified recipients. The committee as well shall establish the qualifications for the candidates.

The committee shall also make recommendations for establishing the endowment fund.

Each year succeeding they will decide if there will be a disbursement from the fund and if so review applicants and make recommendations to the church for disbursement.

X. MEETINGS

Section 1. Worship

The church shall maintain the regular services of worship each Sunday morning and evening, the Wednesday night prayer service and such worship services as the Holy Spirit directs.

Section 2. Business Meetings and Quorums

A. Regular

The regular business meeting of the church shall be held the second Sunday night of the following months: January, April, July and September, with the annual church business meeting being in September. No business shall be transacted at any but regular or special called meetings. The quorum, for the transaction of business at a regular business meeting shall be ten percent (10%) of the adult resident membership. In the absence of a quorum present to conduct a regular business meeting the meeting shall be adjourned to the first Sunday morning, following, to be conducted after the morning worship.

B. Election of Officers and Committees

The election of officers and committees shall be completed by the second Sunday of the month preceding the month beginning the church calendar year. The quorum for this election shall be fifteen percent (15%) of the adult resident membership.

C. Discipline

Business meetings called for the purpose of discipline of a member shall require a quorum of fifteen percent (15%) of the adult resident membership.

D. Called Meetings

Called meetings may be called by the church Moderator or by request signed by ten percent (10%) of the adult resident membership at any time by posting a notice of same on the bulletin board in the sanctuary and by further notice in one or more of the following manners:

Announcing from the rostrum during morning worship service and at all Sunday school departments on the Sunday before the date the meeting is to be held, by written notice inserted in the church newsletter.

E. Calling/Termination of Pastor

The quorum for calling or termination of a pastor shall be forty percent (40%) of the adult resident membership.

Section 3. Church Year

The church calendar year and fiscal year shall be established by the church vote at a regular or special called business meeting.

XI Amendments

This Constitution and By-Laws may be amended by a two-thirds affirmative vote of the members present and voting at any meeting specifically called for that purpose; the proposed amendment being inserted in the call, providing two weeks notice has been given in writing.

By-Laws of The First Baptist Church of Cameron, Missouri

Article I

Name:

The name of this corporation shall be the First Baptist Church of Cameron, Missouri, located in Clinton County, Missouri.

Article II

Purpose:

The purpose of this organization shall be:

To take and hold title to all property, real, personal, or mixed, now held by the First Baptist Church of Cameron, Missouri, or the trustees thereof; to purchase, accept, or hold all property, real, personal or mixed, which said church may desire to acquire; to mortgage and to encumber in any manner whatsoever the property or income of said church; to enter into leases; to rent; to make loans or to borrow money at the direction of the church.

Article III

Directors:

The governing body of this corporation shall be known as the board of directors and shall consist of four members of the church and upon them shall be the responsibility for carrying out the purposes of the corporation subject at all times to the will of the church membership.

Article IV

Elections:

The members of the board of directors shall be elected at the annual business meeting of the corporation by a majority vote of the members of the church present at such meeting. Each director shall be elected to serve a term of four years and one director shall be elected each year, except that the first meeting of the corporation at which these by-laws are adopted when all four directors shall be elected, the term of one of whom shall expire September 30, 1973; and the term of one shall expire September 30, 1974; and the term of one shall expire September 30, 1975; but all directors shall serve until their respective successors are elected. No director shall be re-elected who has served a full four-year term until a period of year has elapsed after the expiration of said term.

Vacancies on the board of directors shall be filled by the election of a new member to the board of

directors in the same manner that the members of the board are regularly elected except that the election shall be held at a special meeting of the corporation within 30 days after such vacancies shall occur, and such director shall hold office for the remainder of the unexpired term which he is elected to fill.

Article V

Officers and Duties:

Within thirty days after the annual meeting of the corporation at which time the members of the board of directors are elected to fill expired terms on the board, the board of directors shall meet and elect the following officers of the corporation from the board of directors who shall hold office for the period of one year or until their successors are elected:

President

Vice President

Secretary

and such other officers and committees as that may determine necessary.

The duties of the president shall be to preside over the meetings of the board of directors and the corporation and to perform such other duties as are usually performed by the president of the corporation.

The vice president shall perform all the duties of the president in the absence or inability of the president to act.

The duties of the secretary shall be to issue notices to the members of the board of directors and the members of the church of all meetings when called, make and preserve a record of the minutes of all meetings and actions of the corporation and the board of directors, and perform such other duties as may be required by the board of directors of the corporation.

The treasurer of the church shall act also as treasurer of the corporation and shall act in an ex-officio capacity as a member of the board without the right to vote as a member of the board and shall perform all the duties necessary to keep an accurate accounting of all funds of the corporation received and disbursed.

The acts of the board of directors and officers of the corporation shall be limited to the purposes of the corporation as set out in these By-Laws and the Articles of Agreement which are primarily the handling of real property and other physical properties of the church as directed by the church in properly convened business meetings.

Article VI

Meetings:

The annual meeting of the corporation shall be held each year the second Sunday night in October.

Special meetings of the corporation maybe called by the president of the corporation or by request for special meetings signed by a majority of the members of the board of directors, at anytime, by posting a notice of same on a bulletin board in the lobby of the sanctuary and by further notice in one or more of the following manners:

Announcing the meeting from the rostrum during the morning worship service on the Sunday before the

date the meeting is held; or by written notice inserted in the newsletter.

Ten percent resident adult members of the church present at any special or regular business meeting of the corporation shall constitute a quorum for conducting business of the corporation.

Special meetings of the board of directors may be called by the president at any time when, in his opinion, special meetings are necessary and advisable by giving five days notice in writing to the directors.

Three members of the board of directors present at any regular or special meeting of the board shall constitute a quorum for the conducting of the business of the board.

"Roberts Rules of Order" shall be followed at all meetings of the corporation and the board of directors.

Article VII

Membership:

Those members of the First Baptist Church of Cameron, Missouri, whose names are on the active church role of said church at the time of the convening of any meeting of the corporation shall constitute the membership of the church for conducting the business of the corporation and shall be and have the right to vote as members of the corporation.

Article VIII

Budget:

The annual budget of the church adopted by the church at its annual meeting shall be the annual budget of the corporation.

Article IX

Amendments:

The by-Laws of this corporation may be abridged, altered, added to, or repealed by the majority vote of the members of the church in attendance at any regular or special meeting of the corporation. Such changes in the By-Laws shall be effective on the date adopted.

In accordance with an amendment adopted on October 14, 1981, the Name of the church when it appears in this document is "The First Baptist Church of Cameron, Missouri", our legal name incorporated in 1866.