

**HILLCREST BAPTIST CHURCH**  
ENTERPRISE, ALABAMA  
BYLAWS  
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# ARTICLE 1

## MEMBERSHIP

### 1.1 CANDIDATE

Any person may ask to be a candidate for membership in this Church;

(a) By baptism:

- For persons making a profession of faith and desiring to be baptized (Acts 2:38);
- For persons who are saved but have not been baptized by immersion (Mark 1:9-11);

(b) By letter:

- By transfer of membership letter from a Southern Baptist Church;

(c) By statement of faith:

- By statement of the fact that the person has accepted Christ and has been scripturally baptized by immersion in a church of like faith and no record is available.

### 1.2 CANDIDATE MEMBERSHIP REQUIREMENTS

- Candidates will complete an age appropriate Prospective Members Course;
- During or after the Prospective Members Course, a candidate may withdraw candidacy for membership;
- The Senior Pastor or Interim Pastor will recommend to the Church Clerk the names of candidates who complete the Prospective Members Course who want to continue in the process for church membership;
- The Church Clerk will present the names of candidates with the recommendation of the Senior Pastor or Interim Pastor for action at a regular business meeting. (Article 8.4, Approval of Motions)

### 1.3 REFUSAL OF MEMBERSHIP

Persons living in a lifestyle contradictory to God's Word will not be considered for membership in this Church due to the fact that it would be incompatible with Scripture.

### 1.4 ACTIVE AND INACTIVE MEMBERS

The Church will maintain separate membership records for active members and inactive members. Only active Church members are eligible to hold leadership positions, participate in all discussions and votes. Active members can expect to have access to all Church support services such as but not limited to weddings, funeral meals, etc...

(a) Active: (Acts 2:42-44)

An active Church member is one who has entered into a relationship with Hillcrest Baptist Church by completing all the requirements of becoming a member and is now demonstrating an intentional effort to be involved in the complete ministry of the Church by participating in the following:

- Worship;
- Bible Study;
- Missions;
- Service.

(b) Inactive:

An inactive Church member is one who no longer demonstrates a desire to participate in the current life of the Church. This member is characterized by actions such as, but not limited to:

- No longer participating in Worship or Bible study;
- Participating in another church.

(c) Reclassifying members to inactive:

(i) Goal

Keeping all members on the active member list and growing in obedient relationship with Christ:

- The Church will not move any member to the inactive list until church members, Bible Study classes, and the church office have made all reasonable effort to contact “missing” church members and encourage them to renew intentions to be involved in the ministry of the church.

(ii) Process

The Senior Pastor’s office will confirm the following attempts to contact these members by:

- Phone;
- Personal visit;
- Email (email address on file); or,
- As a last attempt if needed, certified letter.

After efforts to urge a member to once again be part of the active life of the Church, the Senior Pastor will inform the Church Clerk of a member who shows no desire to be an active member.

The Church Clerk will present the member’s name at a business meeting for action by the Church to move the member from the active list to the inactive list. (Article 8.4, Approval of Motions)

If a member on the inactive list should once again demonstrate active participation in the life of the church, the Senior Pastor will inform the Church Clerk to present the name of that member at a business meeting for action by the Church to reinstate the member to the active membership list. (Article 8.4, Approval of Motions)

## **1.5 DISCIPLINE (MATTHEW 18:15-20)**

Should any conflicts arise among members, the aggrieved member shall follow, in a tender spirit, the rules given by our Lord in the eighteenth chapter of Matthew.

All such proceedings in dealing with termination of membership shall be pervaded by a spirit of Christian kindness and forbearance, but should an adverse decision be reached, the church may proceed to admonish or declare the offender to be no longer in the membership of the Church.

Should a member become involved in an immoral or unchristian conduct or public scandal, the deacons shall endeavor to remove the offense. If this effort fails, the deacons shall report the case to the Church with a recommendation of action.

## **1.6 TERMINATION OR RESTORATION OF MEMBERSHIP**

(a) Membership shall be terminated in the following ways:

- Death of the member;
- Transfer to another Southern Baptist church;
- Erasure upon request or proof of membership in a church of another denomination;
- Exclusion by the Church upon recommendation of the deacons.  
(Article 8.4, Approval of Motions)

(b) Restoration:

Any person whose membership has been terminated may request restoration of membership:

- The Senior Pastor will counsel with the person requesting restoration and inform the deacons of the person's desire to be restored to membership;
- If the deacons determine the ex-member's request is scripturally sincere and appropriate, the Chairman of Deacons will ask the Church Clerk to schedule the request for restored membership before a regular meeting of the Church with a recommendation from the deacons.

## **ARTICLE 2 CORPORATE OFFICERS**

### **2.1 Senior Pastor**

(a) The Senior Pastor is a corporate officer as well as a church (ecclesiastical) officer.

(b) See Appendix A

(c) See Article 3.2

### **2.2 Trustees**

The trustees shall choose from among themselves, corporate officers of president and vice president.

(a) Meetings:

- The Senior Pastor and Executive Pastor shall be non-voting ex-officio members of the trustees;
- A quorum shall be a majority of trustees. The ex-officio members shall not be counted in the determination of a quorum;
- The Church Clerk shall attend and also be recording secretary to the trustees;
- Minutes shall be kept and recorded by the Church Clerk.

(b) Authorization to Act:

The trustees shall act as agents of the Church when making and executing all contracts, deeds, bonds, notes, negotiable instruments, mortgages, trusts and all other instruments of indebtedness or conveyance of the incorporate church upon the order thereof, by resolution by the Church sitting in a duly called conference (business meeting), duly adopted for such purposes; provided, however, that all such documents be signed for and on behalf of the board of trustees by any three (3) of the trustees and attested by the clerk of the incorporate church.

Before the Trustees sign obligations to borrow money or execute mortgages or deeds of trust to secure such indebtedness, they will ensure the minutes for the Trustees authorizing the action are submitted to the Church Clerk as prima facie evidence of the authority of the Corporate Officers to enter into the transaction.

(c) Composition and Terms of Service:

Deacons shall nominate one (1) Trustee to the Church each year. Trustees will serve a five (5) year rotation, beginning January 1. After serving as Trustee, an individual shall be eligible for reelection after the lapse of at least one year.

(d) Conflict of interest:

To protect the Trustees from the appearance of a conflict of interest, the Trustees cannot serve as an active deacon or as members of any committee or ministry team that would be involved in negotiating or brokering the terms of purchasing or sale of properties.

# **ARTICLE 3**

## **CHURCH (ECCLESIASTICAL) OFFICERS**

### **3.0 GENERAL**

Church officers are not Corporate Officers. They are Spiritual and ecclesiastical leaders. The Church acting in a duly called and held conference (business meeting) shall be the final authority in all of its affairs. All Church officers must be active members of the Church.

### **3.1 DEACONS**

(a) Responsibilities:

In accordance with the meaning of the work and practice in the New Testament, deacons are to be servants of the church. Their tasks are to serve with Senior Pastor and staff in performing the pastoral ministries:

- Leading the Church in the achievement of its mission;
- Proclaiming the gospel to believers and unbelievers, and;
- Caring for Church members and other persons in the community.

(b) Composition and Terms of Services:

The Church will endeavor to elect, ten (10) men to serve as deacons each year. Deacons will serve on a three (3) year rotation, beginning October 1. After serving as deacon, an individual shall be eligible for reelection after the lapse of at least one year.

### **3.2 SENIOR PASTOR**

(a) Responsibilities:

- Proclaim the Gospel of Jesus Christ;
- Teach the Bible revelation;
- Discern and communicate God's vision for Hillcrest Baptist Church;
- Provide overall direction and administration of all church ministries;
- Provide leadership and nourishment to meet the needs of people in the Church and community.

(b) Calling:

When a vacancy occurs in the position of Senior Pastor, the Church will call a Godly man to serve as the Senior Pastor in the following manner:

- Church members may submit in writing a recommendation to the deacons of individuals to be considered on the Senior Pastor Search Committee.
- During a regular or called business meeting, the deacons will recommend at least three men and two women to serve as the Senior Pastor Search Committee and one man and one woman to serve as alternate members of this committee.
- The Senior Pastor Search Committee will give the Church at least two weeks written notice of the call of a prospective Senior Pastor. His election shall take place at a business meeting called for that purpose. The vote of the calling shall be by secret ballot of active members present. The deacons will announce to the Church the results in a timely manner.

- The Senior Pastor shall be called for an indefinite time. (Article 8.4 Approval of Motions)

(c) Voluntary Resignation:

The Senior Pastor may resign at his own pleasure by giving two weeks' notice.

(d) Involuntary Resignation:

Deacons will take the following steps if there are unbiblical, immoral, unethical actions or lack of job performance. These are reasons to move towards an involuntary resignation.

- Initiate discussion with the minister;
- Issue notification to the minister of immediate administrative leave;
- Request a recommendation from the Personnel and Stewardship Ministry Teams of a compensation plan, if any is to be considered;
- Inform the Church of the administrative leave and the date of a business meeting to take action on a recommendation from the deacons to rescind the call of the minister. (Article 8.4, Approval of Motions)

(e) Interim Pastor:

If the Senior Pastor position is vacated for any reason, the deacons will take the following actions:

- Notify the Personnel and Stewardship Committees to seek a candidate for Interim Pastor, and develop recommendations for a job description and a compensation plan;
- Notify the Church of the date for a business meeting to take actions on all matters necessary for calling an Interim Pastor.

### **3.3 CHURCH STAFF**

When the Church Council, under the leadership of the Senior Pastor, determines a new ministerial staff position or a new support staff position is needed to accomplish the goals of the Church, the Church Council will do the following:

- Ask the Personnel Committee to develop a job description for the position;
- Make a recommendation to the Church to authorize the new position before recruiting to fill the position.

(a) Ministerial Staff:

The callings or involuntary resignation of ministerial staff members will be in the same manner as the Senior Pastor.

(b) Support Staff:

Support staff members approved by the Church shall be hired or terminated in accordance with the Personnel Policy section of the Church Operations Manual.



### **3.4 CHURCH CLERK**

(a) Nomination:

Annually the Nominating Committee will nominate a Church member to serve as clerk. The nominee will be presented to the Church for election. The Church Clerk is eligible for re-election.

(b) The Church Clerk shall be responsible for:

- Recording the minutes of all Church Business, Church Council, Trustees meetings;
- Keeping a record of all actions of the Church Business meetings;
- Maintaining all business records in the Administrative office; Church records are Church property and shall be kept in the Church Administrative office;
- Overseeing preparation of the Annual Church Profile (ACP);
- Serving as an ex-officio member of the History Committee;
- Maintaining minutes for all Committees, Ministry Teams, and Deacons.

### **3.5 CHURCH TREASURER AND VICE TREASURER**

(a) Nomination:

- The Church Treasurer and Vice Treasurer are nominated by the Nominating Committee and elected by the Church annually;
- The Church Treasurer and Vice Treasurer are eligible for re-election.

(b) The Church Treasurer is responsible for:

- Keeping an itemized account of all receipts and deposits, and;
- Signing all checks. In the absence of the Treasurer or Vice Treasurer, the Trustees are authorized to sign checks.

(c) The Vice Treasurer is responsible for:

- Assisting the Treasurer as directed.

# **ARTICLE 4 CHURCH COUNCIL**

## **4.1 PRIMARY FUNCTION**

The primary function of the Church Council is to set and implement the ministry goals of the Church by:

- Reviewing and coordinating ministry plans;
- Establishing the yearly calendar;
- Submitting to the Stewardship Committee a written prioritized list of resources needed to support the ministries of the upcoming budget year;
- Submitting to the Church by the 4<sup>th</sup> Quarter Business Meeting the Annual Church Budget prepared by the Stewardship Committee, accompanied by the prioritized list;
- Nominate the members of the five Administrative Committees as listed below and select the chairperson of each committee;
- Verifying that a person will not serve concurrent terms on an Administrative Committee and/or Ministry Team;
- Exercising oversight of the Church Operations Manual.

## **4.2 THE CHURCH COUNCIL SHALL CONSIST OF THE FOLLOWING:**

(a) Ministry Leaders:

- Senior Pastor (Chairman);
- Executive Pastor;
- Minister of Worship/Media;
- Disciple Life Pastor;
- Minister to Students;
- Director of Children's Ministries;
- Director of Sr. Adults/Activities;
- Lay Counseling Director;
- Missions Task Force Director;
- Deacon Chairman and Vice Chairman.

(b) Administrative Leaders:

- Chairperson of Stewardship Committee;
- Chairperson of Properties Committee;
- Chairperson of Personnel Committee;
- Chairperson of Nominating Committee;
- Chairperson of Committee for Ministry Teams;
- Church Clerk.

## **4.3 EXERCISING OVERSIGHT OF THE CHURCH OPERATIONS MANUAL**

The Church Council will:

- Review any change or update that any committee or ministry team wants to make to its section of the Church Operations Manual;

- Decide if a change needs Church approval;
- Review each section of the Church Operations Manual on an annual schedule;
- Bring a quarterly report on the status of the annual reviews of the Church Operations Manual.

## **ARTICLE 5**

### **COMMITTEES AND MINISTRY TEAMS**

#### **5.1 GENERAL**

##### (a) Purpose and Duties:

- Purpose and duties of Administrative Committees and Ministry Teams are outlined in the Church Operations Manual;
- All committees/ministry teams will keep minutes of their meetings/events and provide a copy to the Church Clerk and appropriate ministry assistant;
- The year of service for all committees/ministry teams will be listed in the Church Operations Manual;
- The goal for all administrative committees and ministry teams is to equip church members for leadership positions.

##### (b) Membership:

- The Church Operations Manual shall list details of service and number of members;
- The Senior Pastor and the Executive Pastor shall serve as ex-officio members of all church committees and ministry teams;
- All committee/ministry team members will be elected by the Church and are responsible to the Church.

##### (c) Election and rotation:

- Membership will rotate as per the Church Operations Manual;
- After serving their terms, members will rotate off and will not be eligible for reelection to the same committee until the lapse of at least one year;
- In the event it is necessary for a ministry team member to not rotate off, the Church Council shall be responsible for bringing the recommendation to the Church for approval.

#### **5.2 ADMINISTRATIVE COMMITTEES**

##### (a) Stewardship Committee:

- The Stewardship Committee shall prepare an annual Budget in response to a prioritized ministry list from the Church Council;
- Follow the policies, practices and procedures as set out in the Stewardship Policies Handbook; (See Church Operation Manual)
- Annually review all financial policies and procedures.

##### (b) Properties Committee:

- This Committee assists the Church in matters related to the administration and maintenance of Church properties. (See Church Operation Manual)

(c) Personnel Committee:

- Annually review all policies, procedures and job descriptions;
- Prepare and present the annual Personnel Budget to the Stewardship Committee each year;
  
- Assist appropriate staff members in meeting all support staff needs;
- Follow the policies set out in the Personnel Policies Handbook. (See Church Operation Manual)

(d) Nominating Committee:

- The Nominating Committee shall assist pastoral staff in enlisting, recruiting, and verifying the eligibility of leaders for service in general ministry areas.

(e) Committee on Ministry Teams:

- The Committee on Ministry Teams is responsible for selecting, enlisting, and recommending persons to serve on church ministry teams and nominating the Chairperson on each church ministry team. (See Church Operation Manual)

(f) Nominations and elections:

- The Church Council will present names to the Church for replacing the rotating members of the Administrative Committees;
- The Church Council will appoint the Chairperson for each committee from the elected rotating members;
- If, for any reason, a committee member cannot fulfill their term, the Church Council will recommend a replacement;
- Members who serve a partial term of two years or less will be eligible to serve a full term without a lapse of one year.

### **5.3 MINISTRY TEAMS**

(a) Ministry Teams shall be specified by the Church Operations Manual.

(b) Ministry Teams shall seek to support and accomplish the functions of the Church through serving others.

(c) Membership:

The Church Operations Manual shall list details of service and number of members.

(d) Election and rotation:

- After serving their terms, members will rotate off and will not be eligible for reelection to the same committee until the lapse of at least one year;
- Members who serve a partial term of one year or less will be eligible to serve a full term without a lapse of one year;
- In the event it is determined that it is necessary for a ministry team member to not rotate off, the Church Council shall be responsible for bringing the recommendation to the Church for approval;
- The Committee for Ministry Teams shall develop a recruiting method for filling positions as appropriate. They will present their recruiting plans to the Church Council for comment and concurrence/non-concurrence.

## **5.4 “AD HOC” MINISTRY TEAMS**

### **(a) Creating new teams:**

The Church shall authorize special ministry teams when deemed necessary (such as Senior Pastor/Staff Search, Construction, Anniversary Committees, etc.). The “ad hoc” ministry teams shall be recommended by the Church Council or deacon body.

### **(b) Disbanding:**

- The “ad hoc” ministry team will be disbanded when their task is completed and a final report submitted;
- An “ad hoc” Ministry Team may also be disbanded by a majority vote of the Church. (Article 8.4, Approval of Motions)

# **ARTICLE 6 DISCIPLESHIP MINISTRIES**

## **6.1 GENERAL**

All discipleship ministries of the Church shall be under leadership and direction of the called Ministry Staff. The Ministry Staff working in unison with the Senior Pastor and Church Council will set a direction for the discipleship ministries of the Church.

Each of the discipleship ministries will have a comprehensive, age appropriate, and full outline of their ministries, which will be kept current in the Church Operations Manual. All plans will align with the direction of the discipleship ministries of the Church.

## **6.2 WORSHIP**

### **(a) Direction:**

The Worship Ministry of the Church shall be under the direction of the Minister of Worship/Media.

### **(b) Responsibilities:**

- The Minister of Worship will work closely with the Senior Pastor in preparing for weekly services and special emphases worship times;
- The Minister of Worship/Media will plan, develop, and implement an age-appropriate comprehensive worship ministry for the Church.

## **6.3 BIBLE STUDY**

### **(a) Leadership:**

The Bible study ministry of the Church shall be under the direction of the Disciple Life Pastor.

### **(b) Responsibilities:**

- The Disciple Life Pastor shall lead all other called age-group Ministry Staff to ensure that it is a comprehensive Bible Study ministry;

- This will include but is not limited to: Sunday morning Bible studies, small group Bible studies, and age-appropriate Bible studies;
- The curricula and resources utilized will be in agreement with the Southern Baptist Faith and Message. (See Appendix B)

## **6.4 MISSIONS**

(a) Leadership:

- The Missions Ministry of the Church will be under the oversight of the Senior Pastor with implementation by the Missions Task Force;
- The Senior Pastor shall lead all other called Ministry Staff to ensure there is a comprehensive Missions Ministry that is accessible for all ages.

## **6.5 SERVICE**

Service teams of the Church shall be under the direction of the Executive Pastor and the called Ministry Staff. These ministries will offer an opportunity for members to have places of service within the life of the Church. (See Church Operations Manual)

## **ARTICLE 7 CHURCH ORDINANCES**

### **7.1 BAPTISM**

The Church shall receive for baptism any person who has received Jesus Christ as Lord and Savior by personal faith, who professes Him and who indicates a commitment to follow Christ as Lord.

- Baptism shall be by immersion in water.
- The Senior Pastor, or his designee, shall administer baptism.
- Any person who professes Christ and is not baptized after a reasonable length of time shall be counseled by the Senior Pastor, a member of the staff, and/or a deacon.

### **7.2 THE LORD'S SUPPER**

The Church shall observe the Lord's Supper during regular and/or special worship times as designated by the Senior Pastor. The Senior Pastor and deacons shall be responsible for scheduling and administering the Lord's Supper.

# **ARTICLE 8 CHURCH MEETINGS**

## **8.1 BUSINESS**

- The Church will meet in regular business meetings on a quarterly basis, unless changed by the Church Council because of the Church schedule. The Church Council will schedule Quarterly Business meetings.
- All reports and proposals must be available to the Church members one week prior to a scheduled business meeting.
- A notice shall be given two (2) weeks in advance by e-mail, mail and /or announcements from the pulpit, when the business to be conducted includes:
  - (i) sale or purchase of Church property;
  - (ii) additions to Church buildings;
  - (iii) calling of Church staff members.
- At any regular meeting of worship, the Church may, without special notice, act upon appointment of messengers to the Association Annual Meeting, the State Convention, or the Southern Baptist Convention, but not upon other business.
- Senior Pastor may call a Business Meeting at his behest or at the request of deacons or Church Council. The specific purpose and time of the meeting must be clearly stated. Minimum notice is one week.

## **8.2 QUORUM**

For all business of the Church, a quorum shall consist of the number of active members present equal to the number of active deacons and the number of persons on the Church Council.

## **8.3 DECORUM**

For all business of the Church we will conduct ourselves in a Christ-like manner. We will follow an abbreviated format of parliamentary procedure for all business meetings, committees, ministry teams, and group meetings. (See Church Operation Manual for outline and templates)

## **8.4 APPROVAL OF MOTIONS**

(a) The following require an affirmative vote of three-fourths active Church members present and voting:

- The acceptance of candidates for Church membership (Article 1.2);
- Moving a member from active to inactive membership roster (Article 1.4 (c) );
- The disciplinary termination of Church membership (Article 1.6);
- The sale of or purchase of real estate (Article 2.2 (b) );
- The calling or rescinding the call of Church staff members (Article 3.2);



- Additions to Church buildings (8.1);
- Amendments to the bylaws (12.1).

(b) All other motions before the Church will pass with a simple majority of active membership present and voting.

## **ARTICLE 9 CHURCH FINANCES**

### **9.1 Financial Integrity**

To protect the financial integrity of the ministry of the Church, principles of sound financial management will be followed. The Stewardship Committee will develop overall plans and procedures for budgeting and for the receiving and expenditures of funds. The Stewardship Committee will oversee and present the end-of-year fiscal report for approval by the Church. The Church Clerk will file the reports as a permanent part of the Church records. (See Church Operations Manual)

## **ARTICLE 10 CHURCH OPERATIONS MANUAL**

There shall be a Church Operations Manual.

### **10.1 PURPOSES OF THE OPERATIONS MANUAL**

(a) Repository:

Be a single repository for all documents approved by the Church or Church Council establishing the Church's procedures.

(b) Unified Reference:

Be a unified reference for all Church members, Staff, Trustees, Deacons, Church Council and members of Committees and Teams to know what processes are used and what outcomes are expected from all organizational groups of the Church.

# **ARTICLE 11 BYLAWS COMMITTEE**

## **11.1 PURPOSE**

This committee will give oversight to the following and updating of the Bylaws of the Church.

## **11.2 COMPOSITION**

This committee will be made up of the Deacon Officers and two female members of the Church. The Church Council will make recommendations to the Committee for Ministry Teams regarding two female members. The female members will serve a five-year term, while the Deacon Officers will rotate as stated in the Church Operations Manual.

## **11.3 PROCEDURE**

(a) The committee will make recommendations first to the Church Council.

(b) Changes to the Bylaws that are necessary due to changes within the Southern Baptist Convention, Alabama Baptist or Coffee County Baptist Associations will go to the Church for approval.

(c) The committee will consider any amendments recommended by an active Church member, committee, or ministry team.

# **ARTICLE 12 AMENDMENTS TO BYLAWS**

## **12.1 AMENDMENTS TO BYLAWS**

Any active Church member or Church Ministry can propose amendments to the Bylaws. The procedure for any proposed amendments is as follows:

(a) Propose all amendments in writing, with background and supporting documentation, to the Bylaws Committee for review. The committee will present all proposals to the Church Council and deacons with a recommendation from the committee for approval or disapproval for the proposed change.

(b) The Church Council and deacons will submit the proposal with recommendation for approval or disapproval to the Church at a Business Meeting. A copy will be available for each Church member present. The amendment will be discussed and acted upon at any scheduled or called Business Meeting.

# ARTICLE 13

## MARRIAGE

### 13.1 MARRIAGE

(a) Our belief:

- We believe that marriage is a union between one man and one woman, following biblical principles. (See Baptist Faith and Message 2000, Article 18);
- We believe that God sanctions only the union in marriage of a man to a woman;
- We believe that God sanctions only a ceremony compatible with His standard;
- Ministers of the Church will not perform any same-sex marriages. Doing so would be grounds for termination.

# **ARTICLE 14**

## **CONTINGENCY POLICY**

### **14.1 RATIONALE FOR AND LIMITATIONS FOR A CONTINGENCY POLICY**

In a highly extreme circumstance outside of the control of the church membership, the church will not be able to gather in sufficient number to make quorum for meeting in regular or special business meetings for a burdensome period of time. During such a circumstance, the church needs a contingency policy under which corporate and financial actions normally needing documented church approval can take place under an alternate approval authority established by the church.

### **14.2 ACTIVATION OF THE CONTINGENCY POLICY**

The Senior Pastor or an Interim Senior Pastor activates the contingency policy by notifying the Church Council and the Trustees that the church will operate under the contingency policy for the purpose of documenting authorization for the Trustees to take actions as agents of the church. At the first meeting of the Church Council, the Senior Pastor or Interim Pastor activating the contingency policy will provide a written statement for doing so; the Church Clerk will attach this statement to the minutes of the Church Council.

### **14.3 ALTERNATE APPROVAL AUTHORITY**

The Church Council becomes the alternate approval authority for actions normally requiring discussion and approval by the church; however, the Church Council will operate within the following limitations when the contingency policy is activated:

- Only the members of the Church Council who are not paid by the church will be voting members during the period of the contingency policy. The members of the Church Council who are paid by the church will participate in discussions and function as advisors.
- A quorum for the Church Council during activation of the contingency policy will be a majority of council members not on church payroll. Circumstances causing the contingency policy to be activated may limit the number of people allowed to gather in one place, voting members of the Church Council can participate in the meeting via conference call or digital connection will be counted toward quorum.

### **14.4 TRUSTEES' AUTHORIZATION TO ACT**

When notified by the Senior Pastor or an Interim Senior Pastor that he has activated the contingency policy, the Trustees will accept approvals documented in the minutes of the Church Council as authority for the Trustees to act as agents of the Church.

### **14.5 DEACTIVATION OF THE CONTINGENCY POLICY**

- The contingency policy is in place until the church is able to assemble a quorum for a regular or special business meeting.
- When the church is in session at the business meeting marking deactivation of the contingency policy, the Senior Pastor or an Interim Senior Pastor will report why he activated the contingency policy, and will itemize the authorizations given by the Church Council and the actions taken by the Trustees during the activation of the contingency policy.

STATE OF ALABAMA  
COFFEE COUNTY

**RESTATEMENT OF AND AMENDMENT TO  
CERTIFICATE/ARTICLES OF INCORPORATION/FORMATION OF  
HILLCREST BAPTIST CHURCH, INCORPORATED**

KNOW ALL BY THESE PRESENTS, that after duly presented and properly voted upon Amendment to Certificate/Articles of Incorporation/Formation on the \_\_\_\_\_ day of \_\_\_\_\_ 2019, the Members of HILLCREST BAPTIST CHURCH (HILLCREST) do hereby amend and restate the Articles under Code of Alabama 1975 Title 10A Chapters 1 and 3. The original Articles/Certificate ratified and filed October 6, 1980 and recorded in Coffee County Alabama Probate record book 7 page 247-250 are hereby amended as follows:

**ARTICLE I. Name**

The name of the entity will remain Hillcrest Baptist Church (HILLCREST) and the location will continue at 500 Alberta Street Enterprise, Alabama 36330.

**ARTICLE II. Purpose**

The purpose of the entity will remain as a non-profit religious, educational and benevolence organization. HILLCREST is a local body of baptized believers, who unite to carry out the commission of Jesus Christ.

**ARTICLE III. Statement of Faith**

HILLCREST affirms the Holy Bible as the inspired word of God and the basis of our beliefs. HILLCREST subscribes to the doctrinal statement of The Baptist Faith and Message as adopted by the Southern Baptist Convention (see appendix B).

**ARTICLE IV. Membership**

This is a sovereign, democratic, autonomous 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.

**ARTICLE V. Polity and Relationships**

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

All internal groups created and empowered by the church shall report to and be accountable only to the church, unless otherwise specified by church action.

The legal officers of this church under the Code of Alabama 1975 (as amended) shall be the pastor, trustees and may include other officers as provided by the Bylaws of the church.

The senior pastor is responsible for leading the church to function as a New Testament church.

The church sitting and acting in a duly called and held business meeting shall be the final authority in all of its affairs. The material and business affairs of the corporation are to be administered by the following officers of the church under direction of the church membership:

1. By a body of Trustees composed of five (5) members, who shall make and execute all contracts, deeds, bonds, notes, negotiable instruments, mortgages, trusts and all other instruments of indebtedness or conveyance of the incorporated church upon the order thereof, by resolution by the church sitting in a duly called business meeting, duly adopted for such purposes; provided, however, that all such documents be signed for and on behalf of the board of trustees by any three of the board of trustees and attested by the clerk of the incorporated church (who shall also be secretary to the trustee - board of directors).
2. The initial Board of Trustees, pending a vote from the membership, shall be:
  - a. **Steven Harrelson**
  - b. **Gary Bradshaw**
  - c. **Danny Meeks**
3. The board of trustees shall have such other duties and authority as provided by the Bylaws of the church.
4. In the absence of availability of the requisite number of officers of the trustees, and/or the church clerk (secretary of the board of directors), the church sitting in a duly called and held business meeting may designate another member or members of the board of trustees and/or other officers of the church to execute and attest the instruments outlined above.

#### **ARTICLE VI. Church Conference (Business Meeting)**

The Bylaws of the church shall provide for regularly scheduled meetings, publication of the transactions of business, and for the calling of special meetings for the transaction of special business. The quorum required for the transaction of business shall be as provided in the Bylaws of the church.

#### **ARTICLE VII. Bylaws**

Bylaws of the church may be adopted by a majority vote of those present and voting when the church is sitting in duly called and held conference. The Bylaws may be amended or rescinded by the church sitting in a business meeting as provided in the Bylaws.

### **ARTICLE VIII. Amendments to Articles of Incorporation/Formation**

Amendments to the Articles can be proposed by any church member or ministry. The procedure for any proposed amendment is as follows:

Changes in the Articles of Incorporation may be proposed at any regular business meeting of the church by presenting copies of the proposed amendment to each member present. No vote may be taken until the next regular business meeting.

At the next regular business meeting the vote shall take place provided each amendment shall have been presented in writing at the earlier business meeting. Amendments to the Articles of Incorporation shall be by three-fourths vote of church members present and voting.

### **ARTICLE IX. Elections**

The church shall hold elections at such time and in such manner as designated in the Bylaws. All officers shall be elected or appointed in accordance with the Bylaws of the church. Vacancies shall be filled as provided in the Bylaws.

### **ARTICLE X. Discharge of Trustees and Officers**

Any trustee (director), active deacon, officer or committee person may be discharged by a three-fourths vote of the church sitting in a duly called and held business meeting for any cause the church deems advisable; provided, however, any trustee, deacon, officer or committee member shall be given an opportunity to defend himself either before or during such meeting. Further details may be set out in the Bylaws of the church.

### **ARTICLE XI. Church Year**

The church year shall extend from the first day of January for a period of twelve months, and each twelve-month period thereafter.

### **ARTICLE XII. Transfer of Assets in The Event of Dissolution**

The organization to receive the church's assets in the event the church ceases to exist is the Coffee County Baptist Association or similar entity in kind if said Coffee County Baptist Association is nonexistent at the time.

No assets of any substantial value of said church shall be distributed to any member, officer or trustee of this church. Any non-profit corporations or organizations designated to receive assets shall be affiliated with the Southern Baptist Convention and the Alabama Baptist State Convention and/or a Baptist Association.

**ARTICLE XIII. Initial Registered Agent**

The name of the initial registered agent is **Michael Mynatt (Senior Pastor)** and the address of the agent for process service is 500 Alberta Street Enterprise, Alabama 36330.

**ARTICLE XIV. Incorporators**

The Incorporators of the amended/restated Articles are:

**Steven Harrelson - Chairman of Deacon Body**  
**Gary Bradshaw – Vice Chairmen of Deacon Body**  
**Danny Meeks – Secretary of Deacon Body**

\_\_\_\_\_  
**Steven Harrelson**  
**654 County Road 541**  
**Enterprise, AL 36330**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Gary Bradshaw**  
**113 Club Way**  
**Enterprise, AL 36330**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Danny Meeks**  
**201 E. Kingswood Dr.**  
**Enterprise, AL 36330**

\_\_\_\_\_  
**Date**

**GENERAL ACKNOWLEDGMENT**

STATE OF ALABAMA  
COFFEE COUNTY

I, the undersigned authority, a Notary Public in and for said County, in said State, hereby certify that **Steven Harrelson, Gary Bradshaw, and Danny Meeks** whose name(s) is/are signed to the foregoing conveyance, and who is/are known to me, acknowledged before me on this day, that, being informed of the contents of the conveyance he/she/they executed the same voluntarily on the day the same bears date.

Given under my hand and official seal this the \_\_\_\_\_ day of \_\_\_\_\_.

\_\_\_\_\_  
NOTARY PUBLIC

Commission Expires: \_\_\_\_



# BAPTIST FAITH AND MESSAGE

## I. 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.

*Exodus 24:4; Deuteronomy 4:1-2; 17:19; Joshua 8:34; Psalms 19:7-10; 119:11,89,105,140; Isaiah 34:16; 40:8; Jeremiah 15:16; 36:1-32; Matthew 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16ff.; 17:11; Romans 15:4; 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21.*

## II. 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.

*Genesis 1:1; 2:7; Exodus 3:14; 6:2-3; 15:11ff.; 20:1ff.; Leviticus 22:2; Deuteronomy 6:4; 32:6; 1 Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3,15; 64:8; Jeremiah 10:10; 17:13; Matthew 6:9ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Romans 8:14-15; 1 Corinthians 8:6; Galatians 4:6; Ephesians 4:6; Colossians 1:15; 1 Timothy 1:17; Hebrews 11:6; 12:9; 1 Peter 1:17; 1 John 5:7.*

### 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, 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.

*Genesis 18:1ff.; Psalms 2:7ff.; 110:1ff.; Isaiah 7:14; Isaiah 53:1-12; Matthew 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16,27; 17:5; 27; 28:1-6,19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18,29; 10:30,38; 11:25-27; 12:44-50; 14:7-11; 16:15-16,28; 17:1-5, 21-22; 20:1-20,28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5,20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3,34; 10:4; 1 Corinthians 1:30; 2:2; 8:6; 15:1-8,24-28; 2 Corinthians 5:19-21; 8:9; Galatians 4:4-5; Ephesians 1:20; 3:11; 4:7-10; Philippians 2:5-11; Colossians 1:13-22; 2:9; 1 Thessalonians 4:14-18; 1 Timothy 2:5-6; 3:16; Titus 2:13-14; Hebrews 1:1-3; 4:14-15; 7:14-28; 9:12-15,24-28; 12:2; 13:8; 1 Peter 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Revelation 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16.*

### 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 Saviour, 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.

*Genesis 1:2; Judges 14:6; Job 26:13; Psalms 51:11; 139:7ff.; Isaiah 61:1-3; Joel 2:28-32; Matthew 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10,12; Luke 1:35; 4:1,18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17,26; 15:26; 16:7-14; Acts 1:8; 2:1-4,38; 4:31; 5:3; 6:3; 7:55; 8:17,39; 10:44; 13:2; 15:28; 16:6; 19:1-6; Romans 8:9-11,14-16,26-27; 1 Corinthians 2:10-14; 3:16; 12:3-11,13; Galatians 4:6; Ephesians 1:13-14; 4:30; 5:18; 1 Thessalonians 5:19; 1 Timothy 3:16; 4:1; 2 Timothy 1:14; 3:16; Hebrews 9:8,14; 2 Peter 1:21; 1 John 4:13; 5:6-7; Revelation 1:10; 22:17.*

### III. 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.

*Genesis 1:26-30; 2:5,7,18-22; 3; 9:6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18,23; 5:6,12,19; 6:6; 7:14-25; 8:14-18,29; 1 Corinthians 1:21-31; 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11.*

### IV. Salvation

Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Saviour, 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 Saviour.

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.

*Genesis 3:15; Exodus 3:14-17; 6:2-8; Matthew 1:21; 4:17; 16:21-26; 27:22-28:6; Luke 1:68-69; 2:28-32; John 1:11-14,29; 3:3-21,36; 5:24; 10:9,28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Romans 1:16-18; 2:4; 3:23-25; 4:3ff.; 5:8-10; 6:1-23; 8:1-18,29-39; 10:9-10,13; 13:11-14; 1 Corinthians 1:18,30; 6:19-20; 15:10; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; 5:22-25; 6:15; Ephesians 1:7; 2:8-22; 4:11-16; Philippians 2:12-13; Colossians 1:9-22; 3:1ff.; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1-12:8,14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20; 21:1-22:5.*

### V. 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.

*Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7,19-22; Isaiah 5:1-7; Jeremiah 31:31ff.; Matthew 16:18-19; 21:28-45; 24:22,31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45,65; 10:27-29; 15:16; 17:6,12,17-18; Acts 20:32; Romans 5:9-10; 8:28-39; 10:12-15; 11:5-7,26-36; 1 Corinthians 1:1-2; 15:24-28; Ephesians 1:4-23; 2:1-10; 3:1-11; Colossians 1:12-14; 2 Thessalonians 2:13-14; 2 Timothy 1:12; 2:10,19; Hebrews 11:39-12:2; James 1:12; 1 Peter 1:2-5,13; 2:4-10; 1 John 1:7-9; 2:19; 3:2.*

## VI. 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.

*Matthew 16:15-19; 18:15-20; Acts 2:41-42,47; 5:11-14; 6:3-6; 13:1-3; 14:23,27; 15:1-30; 16:5; 20:28; Romans 1:7; 1 Corinthians 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Ephesians 1:22-23; 2:19-22; 3:8-11,21; 5:22-32; Philippians 1:1; Colossians 1:18; 1 Timothy 2:9-14; 3:1-15; 4:14; Hebrews 11:39-40; 1 Peter 5:1-4; Revelation 2-3; 21:2-3.*

## VII. 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 Saviour, 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.

*Matthew 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; 20:7; Romans 6:3-5; 1 Corinthians 10:16,21; 11:23-29; Colossians 2:12.*

## VIII. 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.

*Exodus 20:8-11; Matthew 12:1-12; 28:1ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3,33-36; John 4:21-24; 20:1,19-28; Acts 20:7; Romans 14:5-10; 1 Corinthians 16:1-2; Colossians 2:16; 3:16; Revelation 1:10.*

## IX. 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.

*Genesis 1:1; Isaiah 9:6-7; Jeremiah 23:5-6; Matthew 3:2; 4:8-10,23; 12:25-28; 13:1-52; 25:31-46; 26:29; Mark 1:14-15; 9:1; Luke 4:43; 8:1; 9:2; 12:31-32; 17:20-21; 23:42; John 3:3; 18:36; Acts 1:6-7; 17:22-31; Romans 5:17; 8:19; 1 Corinthians 15:24-28; Colossians 1:13; Hebrews 11:10,16; 12:28; 1 Peter 2:4-10; 4:13; Revelation 1:6,9; 5:10; 11:15; 21-22.*

## X. 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.

*Isaiah 2:4; 11:9; Matthew 16:27; 18:8-9; 19:28; 24:27,30,36,44; 25:31-46; 26:64; Mark 8:38; 9:43-48; Luke 12:40,48; 16:19-26; 17:22-37; 21:27-28; John 14:1-3; Acts 1:11; 17:31; Romans 14:10; 1 Corinthians 4:5; 15:24-28,35-58; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-18; 5:1ff.; 2 Thessalonians 1:7ff.; 2; 1 Timothy 6:14; 2 Timothy 4:1,8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7ff.; 1 John 2:28; 3:2; Jude 14; Revelation 1:18; 3:11; 20:1-22:13.*

## XI. 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.

*Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-18; 24:46-53; John 14:11-12; 15:7-8,16; 17:15; 20:21; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Romans 10:13-15; Ephesians 3:1-11; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17.*

## XII. 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.

*Deuteronomy 4:1,5,9,14; 6:1-10; 31:12-13; Nehemiah 8:1-8; Job 28:28; Psalms 19:7ff.; 119:11; Proverbs 3:13ff.; 4:1-10; 8:1-7,11; 15:14; Ecclesiastes 7:19; Matthew 5:2; 7:24ff.; 28:19-20; Luke 2:40; 1 Corinthians 1:18-31; Ephesians 4:11-16; Philippians 4:8; Colossians 2:3,8-9; 1 Timothy 1:3-7; 2 Timothy 2:15; 3:14-17; Hebrews 5:12-6:3; James 1:5; 3:17.*

## XIII. 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.

*Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4,19-21; 19:21; 23:23; 25:14-29; Luke 12:16-21,42; 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Romans 6:6-22; 12:1-2; 1 Corinthians 4:1-2; 6:19-20; 12; 16:1-4; 2 Corinthians 8-9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19.*

## XIV. 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.

*Exodus 17:12; 18:17ff.; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1ff.; Acts 1:13-14; 2:1ff.; 4:31-37; 13:2-3; 15:1-35; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.*

## XV. 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. 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.

*Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12; 27:17; Psalm 101:5; Micah 6:8; Zechariah 8:16; Matthew 5:13-16,43-48; 22:36-40; 25:35; Mark 1:29-34; 2:3ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Romans 12-14; 1 Corinthians 5:9-10; 6:1-7; 7:20-24; 10:23-11:1; Galatians 3:26-28; Ephesians 6:5-9; Colossians 3:12-17; 1 Thessalonians 3:12; Philemon; James 1:27; 2:8.*

## XVI. 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.

*Isaiah 2:4; Matthew 5:9,38-48; 6:33; 26:52; Luke 22:36,38; Romans 12:18-19; 13:1-7; 14:19; Hebrews 12:14; James 4:1-2.*

## XVII. 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.

*Genesis 1:27; 2:7; Matthew 6:6-7,24; 16:26; 22:21; John 8:36; Acts 4:19-20; Romans 6:1-2; 13:1-7; Galatians 5:1,13; Philippians 3:20; 1 Timothy 2:1-2; James 4:12; 1 Peter 2:12-17; 3:11-17; 4:12-19.*

## XVIII. 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.

*Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15,17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.*