

**THE CONSTITUTION AND BYLAWS
SPRINGFIELD BAPTIST CHURCH
SPRINGFIELD, TENNESSEE**

TABLE OF CONTENTS

The Constitution	1
Article I - Name	1
Article II - Objectives	1
Article III - Relationships	1
Article IV - Church Covenant	2
Article V - Confession of Faith	3
Introductory Background	3
The Baptist Faith and Message of 1963	5
 The Bylaws	 11
Article I - Membership	11
Section 1 - Qualifications	11
Section 2 - Reception of Members	11
Section 3 - Duties	11
Section 4 - Voting Rights	12
Section 5 - Quorum	12
Section 6 - Termination of Membership	12
Section 7 - Discipline of the Membership	12
Article II - Pastoral Team and Church Officers	13
Section 1 - Pastor	13
Section 2 - Pastoral Team	15
Section 3 - Deacons	16
Section 4 - Officers	19
Article III - Church Meetings	21
Section 1 - Church Business Meetings	21
Section 2 - Worship	21
Section 3 - Cancellations	21
Article IV - Church Ordinances	22
Section 1 - Baptism	22
Section 2 - Lord's Supper	22
Article V - Church Committees	23
Section 1 - General	23
Section 2 - Commonalty of Standing and Select Committees	24
Section 3 - Select Committees	25
Section 4 - Standing Committees	25
Section 5 - Deacon Body and Church Council	25

Article VI - Church Finances	25
Section 1 - Individual Obligation	25
Section 2 - Church Budget	26
Section 3 - Special Offerings	26
Section 4 - Church Funds	26
Section 5 - Church Accounts	26
Article VII - Program Organization	26
Section 1 - General	26
Section 2 - Sunday School	27
Section 3 - Discipleship Training	27
Section 4 - Woman's Missionary Union	27
Section 5 - Brotherhood	27
Section 6 - Music Ministry	28
Section 7 - Youth Ministry	28
Section 8 - Other Organizations	28
Article VIII - Organization and Procedure	28
Article IX - Amendments	28
Appendix	
History of Adoption and Amendments	29

THE CONSTITUTION AND BYLAWS SPRINGFIELD BAPTIST CHURCH SPRINGFIELD, TENNESSEE

THE CONSTITUTION

Article I - Name

The name of this church will be the Springfield Baptist Church of Springfield, Tennessee.

Article II - Objectives

The objective of this church will be to bind together the followers of Jesus Christ for the purpose of:

1. Carrying out the Great Commission of our Lord Jesus Christ in the evangelization of the community of Springfield, Robertson County, Tennessee, the United States, and the uttermost part of the earth;
2. Sharing together in the worship and adoration of Almighty God by setting aside appropriate times and providing adequate services of corporate worship;
3. Ministering to the needs of those for whom we are responsible to God, believers and non-believers;
4. Educating believers and non-believers in the teachings of Jesus Christ and the Holy Scriptures; and
5. Encouraging that His will be dominant in the lives of people, individually and collectively, especially as that will is set forth in the life, teachings, death, and resurrection of Jesus Christ.

Article III - Relationships

A New Testament church of the Lord Jesus is a local body of baptized believers who are associated by covenant in the faith and fellowship of the gospel. This church is an autonomous body, operating through the democratic processes under the Lordship of Jesus Christ. We also understand that the New Testament speaks of the church as the body of Christ which includes the redeemed of all

the ages. The New Testament speaks of churches cooperating together. This church will cooperate voluntarily with other Baptist churches through the Robertson County Baptist Association, the Tennessee Baptist Convention, the Southern Baptist Convention, the Baptist World Alliance, and other Baptist bodies when appropriate. This church may also cooperate voluntarily with churches of other denominations in kingdom endeavors of an ecumenical nature.

Article IV - Church Covenant

We are a community of believers in God as revealed in Jesus Christ as Lord. We believe in the authority of the Bible, the equality of all members, unity in diversity, and the priesthood of all believers. In communion with and through the power of the Holy Spirit, we seek to follow the way of Jesus Christ and share the Good News of the Lord God through worship, education, evangelism, ministries, and missions. As an autonomous Baptist church, we value our heritage as Baptists and the freedom it allows us to minister along side other Christian groups, both Baptists and non-Baptists. We express our love for all in gratitude for the love God has shown to us.

At this time and in this place, as members of this fellowship called Springfield Baptist Church, our only calling is to be the people of God. We are here by choice for the specific purpose of worshiping God and ministering in the name of the Lord Jesus Christ.

As the Scripture declares in Galatians 3:28, *"There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus."* We are one in Jesus Christ. As all stand equal under God, so they are in this congregation. Every brother and sister is a minister of the Gospel.

As a member of this fellowship, and as a child of God, I commit myself to seek to attain these privileges and responsibilities:

- I will attend regularly and support faithfully the opportunities for worship and education provided by this congregation;

- I will offer to know and love other members of this fellowship, and I am willing to be known and loved by them;

- I will respect the right of all members to express their beliefs. Although we may not always agree, I will respect the beliefs of others and will work for unity of spirit and purpose as fellow Christians in this fellowship;

- I will enlist and welcome guests to this fellowship, and will help them feel a part of our community of faith;

- I will pray for myself and others so that we may grow in our relationship to Christ and to each other;

- I will take seriously my spiritual gifts and actively share them in ways that will strengthen this fellowship;

- I will give systematically a sacrificial percentage of my income and possessions to support financially our church's ministries in gratitude for the grace of God and the ministry of this fellowship;

- I will be open to listening and responding to God=s word as it comes to me in all areas of life in various forms;

- I will take seriously my responsibility in training and educating our children and youth in biblical truths, with the hope that they will affirm their Christian heritage, declare their faith in Christ, and live accordingly;

- I will be an example of Christ in the world, being just, merciful, and honest in my dealings and faithful in my obligations with all people;

- I will cooperate with believers everywhere within the larger body of Jesus Christ; and

- I will be aware of the depth and extent of human needs both in my immediate community and in the world at large. I will obey the commands given in the Great Commission, and will support the efforts of this fellowship in spreading the Good News of Jesus Christ.

With God=s help and with the help of my brothers and sisters in this fellowship called Springfield Baptist Church, I make this covenant.

Article V - Confession of Faith

Introductory Background

The 1962 session of the Southern Baptist Convention, meeting in San Francisco, California, adopted the following motion.

"Since the report of the Committee on Statement of Baptist Faith and Message was adopted in 1925, there have been various statements from time to time which have been made, but no overall statement which might be helpful at this time suggested in Section 2 of that report, or introductory statement which might be used as an interpretation of the 1925 statement.

"We recommend, therefore, that the president of this Convention be requested to call a meeting of the men now serving as presidents of the various state Conventions that would qualify as a member of the Southern Baptist Convention committee under Bylaw 18 to present to the Convention in Kansas City some similar statement which shall serve as information to the churches, and which may serve as guidelines to the various agencies of the Southern Baptist Convention. It is understood that any group or individuals may approach this committee to be of service. The expenses of this committee shall be borne by the Convention Operating Budget."

Your committee thus constituted begs leave to present its report as follows:

Throughout its work your committee has been conscious of the contribution made by the statement of "The Baptist Faith and Message" adopted by the Southern Baptist Convention in 1925. It quotes with approval its affirmation that "Christianity is supernatural in its origin and history. We repudiate every theory of religion which denies the supernatural elements in our faith."

Furthermore, it concurs in the introductory "statement of the historic Baptist conception of the nature and function of confessions of faith in our religious and denominational life." It is, therefore, quoted in full as part of this report to the Convention.

"(1) That they constitute a consensus of opinion of some Baptist body, large or small, for the general instruction and guidance of our own people and others concerning those articles of the Christian faith which are most surely held among us. They are not intended to add anything to the simple conditions of salvation revealed in the New Testament, viz., repentance towards God and faith in Jesus Christ as Savior and Lord.

"(2) That we do not regard them as complete statements of our faith, having any quality of finality or infallibility. As in the past so in the future Baptists should hold themselves free to revise their statements of faith as may seem to them wise and expedient at any time.

"(3) That any group of Baptists, large or small, have the inherent right to draw up for themselves and publish to the world a confession of their faith whenever they may think it advisable to do so.

"(4) That the sole authority for faith and practice among Baptists is the Scriptures of the Old and New Testaments. Confessions are only guides in interpretation, having no authority over the conscience.

"(5) That they are statements of religious convictions, drawn from the Scriptures, and are not to be used to hamper freedom of thought or investigation in other realms of life."

The 1925 Statement recommended "the New Hampshire Confession of Faith, revised at certain points, and with some additional articles growing out of certain needs . . ."Your present committee has adopted the same pattern. It has sought to build upon the structure of the 1925 Statement, keeping in mind the "certain needs" of our generation. At times it has reproduced sections of the Statement without change. In other instances it has substituted words for clarity or added sentences for emphasis. At certain points it has combined articles, with minor changes in wording, to endeavor to relate certain doctrines to each others. In still others--e.g., "God" and "Salvation"--it has sought to bring together certain truths contained throughout the 1925 Statement in order to relate them more clearly and concisely. In no case has it sought to delete from or to add to the basic contents of the 1925 Statement.

Baptists are a people who profess a living faith. This faith is rooted and grounded in Jesus Christ who is "the same yesterday, and today, and forever." Therefore, the sole authority for faith and practice among Baptists is Jesus Christ whose will is revealed in the Holy Scriptures.

A living faith must experience a growing understanding of truth and must be continually interpreted and related to the needs of each new generation. Throughout their history Baptist bodies,

both large and small, have issued statements of faith which comprise a consensus of their beliefs. Such statements have never been regarded as complete, infallible statements of faith, nor as official creeds carrying mandatory authority. Thus this generation of Southern Baptists is in historic succession of intent and purpose as it endeavors to state for its time and theological climate those articles of the Christian faith which are most surely held among us.

Baptists emphasize the soul's competency before God, freedom in religion, and the priesthood of the believer. However, this emphasis should not be interpreted to mean that there is an absence of certain definite doctrines that Baptists believe, cherish, and with which they have been and are now closely identified.

It is the purpose of this statement of faith and message to set forth certain teachings which we believe.

Adopted by the Southern Baptist Convention
May 9, 1963

Herschel H. Hobbs, President and Chairperson of the Committee

The Baptist Faith and Message of 1963

I. The Scriptures

The Holy Bible was written by men divinely inspired and is the record of 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. 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. The criterion by which the bible is to be interpreted is Jesus Christ.

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. To Him we owe the highest love, reverence, and obedience. The eternal 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 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 the demands and necessities of human nature and identifying Himself completely with

mankind yet without sin. He honored the divine law by His personal obedience, and in His 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, partaking of the nature of God and of 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 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. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts of sin, of righteousness and of judgment. He calls men to the Savior, and effects regeneration. 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 assurance of God to 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.

III. Man

Man was created by the special act of God, in His own image, and is the crowning work of His 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 inherits a nature and an environment inclined toward sin, and as soon as they are capable of moral action 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 man possesses dignity and is worthy of respect and Christian love.

IV. 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, sanctification, and glorification.

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. 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 into a relationship of peace and favor with God.

B. 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 perfection through the

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

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

V. God's Purpose of Grace

Election is the gracious purpose of God, according to which He regenerates, 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 a 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 will persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, bring reproach on the cause of Christ, and temporal judgments on themselves, yet they will be kept by the power of God through faith unto salvation.

VI. The Church

A New Testament church of the Lord Jesus Christ is a local body of baptized believers who are associated by covenant in the faith and fellowship of the gospel, observing the two ordinances of Christ, committed to His teachings, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth.

This church is an autonomous body, operating through democratic processes under the Lordship of Jesus Christ. In such a congregation members are equally responsible. Its Scriptural officers are pastors and deacons.

The New Testament speaks also of the church as the body of Christ which includes all of the redeemed of all the ages.

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 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.

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 be employed in exercises of worship and spiritual devotion, both public and private, and by refraining from worldly amusements, and resting from secular employments, work of necessity and mercy only being excepted.

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.

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.

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. It is the duty of every child of God to seek constantly to win the lost to Christ by personal effort and by all other methods in harmony with the gospel of Christ.

XII. Education

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 schools 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.

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.

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.

XV. The Christian and the Social Order

Every Christian is under obligation to seek to make the will of Christ supreme in his own life 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 Christ Jesus. The Christian should oppose in the spirit of Christ every form of greed, selfishness, and vice. He should work to provide for the orphaned, the needy, the aged, the helpless, and the sick. 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.

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.

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 civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

THE BYLAWS

Article I - Membership

Section 1 - Qualifications

The membership of this church will consist of such persons who have publicly confessed Jesus Christ to be their Lord and Savior regardless of race or nationality; have been scripturally baptized and received by the membership.

Section 2 - Reception of Members

Paragraph 1 - Any person publicly professing faith in the Lord Jesus Christ, may, upon baptism, be admitted into the fellowship, privileges, and responsibilities of this church.

Paragraph 2 - Members of other Baptist churches of like faith and order may be received into the fellowship of this church by letters of recommendation from their respective churches.

Paragraph 3 - Those who have been members of Baptist churches of like faith and order which may no longer exist or due to some peculiar circumstances, have no regular letter of dismissal, may be received into the fellowship of this church by a statement of faith.

Paragraph 4 - Those of other denominations may unite with this church by a statement of faith only if they have been baptized by immersion in the name of the Father, Son, and Holy Spirit or in the name of the Lord Jesus Christ and only if their understanding of baptism is consistent with the church's understanding of baptism as detailed in Article V of the Constitution, Section 7 on Baptism and the Lord's Supper and Article IV, Section 1, Paragraph 1 of the Bylaws.

Paragraph 5 - Any person who may have been excluded from the fellowship of this church whose membership was terminated for any offense to this church, may, upon recommendation of the deacon body, upon public confession of their errors, and upon giving evidence of repentance, be restored to the fellowship of this church by a majority vote of this church at a regular church conference.

Paragraph 6 - The church will provide some type of new member orientation at least twice yearly. All new members will be encouraged to participate in new member orientation.

Section 3 - Duties

Members are expected to be:

1. Faithful to all duties essential to the Christian life which includes worship, Bible study, prayer, witnessing, and service;

2. Supportive of the church's ministry by attending the services of worship and instruction; and
3. Regular givers through tithes and offerings for its support and mission, thus sharing in its organized work.

Section 4 - Voting Rights

Every member of this church is entitled to vote at all elections and on all matters submitted to this church in regular or called church business meetings.

Section 5 - Quorum

Twenty-five (25) of the resident church members will constitute a quorum for a regular or called church business meeting. Twenty-five percent (25%) of the resident membership will constitute a quorum for the election or the dismissal of the pastor or a member of the pastoral team.

Section 6 - Termination of Membership

Membership will be terminated in the following ways:

1. Death;
2. Dismission by letter to another Baptist church;
3. Dismission by erasure upon becoming affiliated with a church of another denomination; or
4. Dismission by action of the church for offenders to the church (see Section 7).

Section 7 - Discipline of the Membership

Paragraph 1 - The basic purpose of discipline in this church will be to emphasize to its members that every reasonable effort will be taken to assist any troubled member. The pastor, the pastoral team, and the deacon body are available for counsel and guidance. Redemption rather than punishment will be the guideline which governs the attitude of one member toward another.

Paragraph 2 - No member is "free to do as he or she pleases" in this church. Each member is free to exercise his or her freedom responsibly in a loving and humble manner under the authority and Lordship of Jesus Christ.

Paragraph 3 - The pastor and the deacon body will take the initiative for matters regarding the discipline of the church membership.

Paragraph 4 - A member may be an offense to this church by reason of immoral or unchristian conduct which is inconsistent with the teachings of Holy Scripture, by persistent breach of the mission and covenant of Article IV of the Constitution, or by nonsupport of this church as stated in the Duties of Members (see Section 3).

Paragraph 5 - Should some serious condition exist which would cause a member to become a liability to the general welfare of this church, every reasonable measure will be taken by the pastor, pastoral team, the deacon body to resolve the problem. All such proceedings will be pervaded by a

spirit of Christian kindness and patience. But, finding that the welfare of this church will best be served by the exclusion of the member, the church may take this action by a two-thirds majority vote of the resident members present at a called church business meeting for this purpose and the church may proceed to declare the offender to be no longer in the membership of the church. The recommendation for dismissal will come from the deacon body.

Paragraph 6 - Any person whose membership has been terminated for any reason which has made it necessary for the church to exclude him or her may, upon his or her request, be restored to the membership by a majority vote of the resident church members upon evidence of his or her repentance and renewal at a regular business meeting (see Section 2, Paragraph 5).

Article II - Pastoral Team and Church Officers

Section 1 - Pastor

Paragraph 1 - Pastor Search Committee

The Pastor Search Committee will be responsible for pulpit supply in the interim period when the church is without regular pastoral leadership, and for seeking out a suitable pastor for the church.

The Pastor Search Committee will consist of seven (7) known spiritual leaders of the church, two of which will be chairperson of the Deacon Body and the Personnel Committee, with the remaining five to be elected at large by secret ballot in a called business meeting at the close of Sunday morning service(s). Principal duties of the committee are to be found in the Operations Manual.

The Deacon chair, vice-chair, and church moderator, in consultation with remaining ministerial staff and the church calendar, shall set and publicize the date of the called business meeting. The selection process shall be reviewed with the congregation, who will be encouraged to reflect the overall make up of the church body in their voting. Blank ballots will be provided to each member of Springfield Baptist Church present at the called business meeting, who may vote for up to five at large members of the committee.

The Deacon chair, vice-chair, and church moderator, along with others they may deem necessary to enlist, shall tally the results of the vote. The Deacon chair, vice-chair, and church moderator shall then contact those members receiving the highest number of votes to secure their agreement to serve on the committee. The final committee of seven (7) must contain at least two (2) males and at least two (2) females. The church shall be informed of who has been elected and agreed to serve on the committee as soon as feasible.

The church moderator, if not among those on the committee, shall call the initial meeting of the Pastor Search Committee and moderate the committee in its selection of a chairperson. If the church moderator has been elected and agreed to serve on the Pastor Search Committee, that responsibility shall fall, in order, to the Deacon vice-chair, church vice-moderator, or church clerk, provided that individual is not on the committee. Immediately following the committee's selection of its chairperson, the church moderator or person acting in that capacity shall turn the meeting over to the newly elected chairperson and excuse himself or herself.

Paragraph 2 - Terms of Agreement

After the Pastor Search Committee has agreed on a nomination and before the meeting for the purpose of voting on the nominee, the Pastor Search Committee will contact the prospective candidate for the purpose of reaching tentative terms of agreement. This written agreement will be read in a called church business meeting the Wednesday one and one half (1-1/2) weeks before the trial sermon is preached and will be approved or rejected. The agreement will stipulate the amount of salary, vacation, and sick leave, benefits, the number of revival meetings in other churches that the pastor may hold each year, arrangements and agreements for pulpit supply, and the duties and other obligations of the covenanting parties. The Moderator, Church Clerk, and Chairpersons of the Deacon Body, Pastor Search Committee, and Personnel Committee will sign on behalf of the church. The Pastor nominee will also sign. Refusal of any of the above officers to sign the said covenant, after the election of the pastor by the church, will terminate his or her term of office and his or her successor will be required to sign. One copy of this covenant will be retained by the clerk and placed in the church minutes, one by the treasurer, one by the pastor.

Paragraph 3 - The Call of a Pastor

The Pastor Search Committee will provide adequate information to the membership regarding their recommendation to the church. They will arrange a time for the prospective pastor to meet with the staff, selected committees (Personnel, Finance/Budget, etc.), the Deacon Body, various groups, and the church at large for fellowship and discussion. The prospective pastor will preach one (1) trial sermon at each Sunday morning service. The election of the pastor will take place the immediately following each service in a special church business meeting for that purpose. At least one (1) week's public notice will be given before the election.

Election will be by secret ballot with a 75% (three-fourths) majority of those voting affirmatively. Blank ballots will not be counted. Three Deacons, not members of the Pastor Search Committee, appointed by the Deacon chair will count the ballots. The membership will be instructed to vote 'yes' or 'no' regarding the Pastor Selection Committee's recommendation. A quorum of twenty-five percent (25%) of the resident membership will be required for the election of a pastor. The distribution of the votes will be announced. His call will constitute an indefinite period of service.

Paragraph 4 - Termination of the Pastor's Service

The pastor will give at least two (2) weeks notice at the time of his voluntary resignation before terminating his responsibilities as the pastor. If the pastor has any vacation time remaining, the pastor and the Personnel Committee shall work together to determine the most equitable means of the pastor's taking or being paid for the unused time. Involuntary termination of the pastor can be initiated by the Personnel Committee or upon request in writing by a member submitted to the Personnel Committee, who may deny the termination request, or, with appropriate labor counsel, refer the request to the Deacon Body with either a recommendation to terminate or not to terminate. The Deacon Body likewise may deny the termination request or, with a recommendation to terminate

or not terminate, refer the request to the church in a called business meeting, whereafter a two-thirds (2/3) majority will be required of the necessary quorum as stipulated in these bylaws to make such termination effective. Termination will take effect immediately.

Paragraph 5 - Duties and Responsibilities

Principal duties and responsibilities of the Pastor will be outlined in the Personnel Policies and Procedure Manual as found in the Operations Manual.

Section 2 - Pastoral Team

Paragraph 1 - Pastoral Team Search Committees

Pastoral Team Search Committees will be responsible for any necessary supply in the interim period when the church is without regular ministerial leadership, and for seeking out a suitable minister for the church. Each Pastoral Team Search Committee will consist of six (6) known spiritual leaders of the church, at least one of whom will be a Deacon, at least one of whom will be a member of the Personnel Committee (a Deacon on the Personnel Committee could fulfill both requirements). Each final committee of six (6) must contain at least two (2) males and at least two (2) females. The Committee on Committees will nominate all six (6) individuals and designate the chair person in a regular or called business meeting for vote by the church. In advance of the business meeting, the Committee on Committees shall publicize the nomination of a Pastoral Team Search Committee. Principal duties of Pastoral Team Search Committees are to be found in the Operations Manual. Pursuant to the Pastor's job description, Principal Function 11, the Pastor is an ex officio member of any Pastoral Team Search Committee.

Paragraph 2 - Terms of Agreement

After the Pastoral Team Search Committee has agreed on a nomination and before the meeting for the purpose of voting on the nominee, the Pastoral Team Search Committee will contact the prospective nominee for the purpose of reaching tentative terms of agreement. This written agreement will be read in a called church business meeting the Wednesday one and one half (1 ½) weeks before the candidate comes in view of a call and will be approved or rejected. The agreement will stipulate the amount of salary, vacation, sick leave, benefits, and the number of revival/other meetings in other churches that the minister may hold each year, arrangements and agreements for any necessary supply, and the duties and other obligations of the covenanting parties. The Pastor, Moderator, Church Clerk, and Chairpersons of the Deacon Body, Pastoral Team Search Committee, and Personnel Committee will sign on behalf of the church. The pastoral team nominee will also sign. Refusal of any of the above officers to sign the said covenant, after the election of the pastoral team member by the church, will terminate his or her term of office and his or her successor will be required to sign. One copy of this covenant will be retained by the clerk and placed in the church minutes, one by the treasurer, one by the pastoral team member.

Paragraph 3 - The Call of a Pastoral Team Member

The Pastoral Team Search Committee will provide adequate information to the membership regarding their recommendation to the church. They will arrange a time for the prospective pastoral team member to meet with the staff, selected committees (Personnel, Finance/Budget, etc.), the Deacon Body, various groups, and the church at large for fellowship and discussion. The prospective pastoral team member will share personal testimony and, as appropriate, exercise leadership at each Sunday morning service. The election of the pastoral team member will take place immediately following each service in a special church business meeting for that purpose. At least one (1) week's public notice will be given before the election. Election will be by secret ballot with a 75% (three-fourths) majority of those voting affirmatively. Blank ballots will not be counted. The Pastoral Team Search Committee will count the ballots. The membership will be instructed to vote 'yes' or 'no' regarding the Pastoral Team Search Committee's recommendation. A quorum of twenty-five percent (25%) of the resident membership will be required for the election of a pastoral team member. The distribution of the votes will be announced. The call will constitute an indefinite period of service.

Paragraph 4 - Termination of a Pastoral Team Member's Service

A pastoral team member will give at least two (2) week notice at the time of a voluntary resignation before terminating responsibilities as the pastoral team member. If the pastoral team member has any vacation time remaining, the pastoral team member, the pastor, and the Personnel Committee chairperson shall work together to determine the most equitable means of the pastoral team member's taking or being paid for the unused time.

Involuntary termination of a pastoral team member can be decided by the Pastor and Personnel Committee in consultation together, with appropriate labor counsel. In the absence of a pastor at the time, the Deacon chair shall fill the role of the pastor in this matter. The Pastor and Personnel Committee shall inform the Deacons in a timely manner. Termination will take effect immediately.

Paragraph 5 - Duties and Responsibilities

Principal duties and responsibilities of Pastoral Team Members will be outlined in the Personnel Policies and Procedure Manual as found in the Operations Manual.

Section 3 - Deacons

Paragraph 1 - Purpose and Duties

In accordance with the meaning of the word, work, and practice of the New Testament, Deacons are to be servants of the church. The task of the Deacon is to serve with the Pastor and the Staff in performing pastoral and staff in ministry. This includes caring for church members and people in the community; leading the church to engage in a fellowship of worship, witness, education, ministry, missions, evangelism; and leading the church in accomplishing its mission.

Paragraph 2 - Membership/Eligibility/Ineligibility

The active deacon body will consist of 24 people. This number may be increased by the Deacon Body when deemed need by THREE, one each at the election time in three consecutive years. It may not exceed 30 at any time without a change in the Constitution and By-laws.

A man must be at least 25 years old and a member of Springfield Baptist Church for at least two years and meet the desired qualifications in Paragraph 3. He must also commit to participate fully in What SBC Deacons Do, and the SBC Deacon Covenant. Persons serve for a three year period and will rotate off for a period of one year before being eligible to serve another term. At any time a deacon may cease to serve during his three year term, the Deacon Chairman and Pastor, along with two current deacons they choose will select a replacement to fill the unexpired term. The man chosen will be a person who has previously served SBC as a deacon. They will act as his Deacon Selection Committee and when approved will present him to the active deacon body for a vote. The candidate will then be presented to the Church at business meeting for a vote.

Paragraph 3 - Desired Qualifications

Desired qualifications for those serving the office of deacon will be the qualifications set forth in the New Testament (such as those found in I Timothy 3:8-13 as well as other scriptures). However, the specific understanding and application of New Testament references are the responsibility of the individual member. Each church member is charged with the responsibility to seek God's leadership in interpreting scriptural references regarding deacon qualifications when nominating a person for the office of deacon. The selection of an individual asserts their qualification and affirms their qualification. Such desired qualifications are as follows:

1. He is full of the Holy Spirit (Acts 6:3,5)--Such men are spiritually minded and submissive to God's leadership.
2. He is full of wisdom (Acts 6:3)--Such men have spiritual knowledge and understanding that provide sound direction for the ministry of the church.
3. He is full of faith (Acts 6:5)--Spiritual men walk by faith and not by sight because they know and trust the God of the Word and believe in the Word of God.
4. He has a good reputation (Acts 6:3)--Such a man demonstrates integrity and honesty to others. He has a believable Christian life.
5. This man should be grave or dignified and worthy of respect (1Tim. 3:8)--Such a man faces life seriously and there is a certain stateliness about him that commands respect.
6. He is a man who is not double-tongued, but is sincere in his speech (1 Tim. 3:8)--Such a man should speak with verbal honesty and integrity, not saying one thing to one person and something else to another.

7. He should exercise self control and abstain from questionable things for the sake of your testimony and sake of others. (1 Tim. 3:8)--He realizes the importance of his Christian influence and is willing to limit his liberty for the sake of others. (1 Corinthians 8:4-13 and Romans 14:13-21.)
8. His is not a greedy or dishonest person (1 Tim. 3:8)--Such a man is free from the love of money and other earthly possessions.
9. This man has a deep biblical commitment (1 Tim. 3:9)--This man holds to the truths of the Christian faith with a clear conscience. He is not easily swayed from the truth because he strives to live what he knows.
10. He must first be tested and proven (1 Tim. 3:10)--This man must have proven over time that he is faithful and that his walk is credible.
11. He must also be beyond reproach and blameless (1 Tim. 3:10)--Such a man must display a lifestyle free from continual patterns of scriptural disobedience. There should be nothing in his life for which he could be accused and thus disqualified.
12. This man's wife should be a woman worthy of respect, not a malicious gossip, but temperate and faithful in everything (1 Tim. 3:11)--The spouse should be devoted to God and yielded to the Holy Spirit.
13. He should be the husband of only one wife (1 Tim. 3:12). He should be devoted and faithful to his wife. Divorce will not preclude a man from service on the Deacon Body. Any exception to this ideal would be evaluated in light of the circumstances. This does not exclude a bachelor.
14. He should manage his children and his household well (1Tim. 3:12). Such a man should demonstrate leadership in his home life. He should have a well-ordered family life and well-behaved children (still under his authority).
15. He must recognize God-given spiritual leadership that is incumbent upon the office of the pastor and seek to submit to his leadership (Heb. 13:7, 17).
16. He should practice "storehouse tithing" of his family income (Mal. 3:10).
17. He should do all he can to create and preserve unity and harmony in the church (Eph. 4:1-3).

Paragraph 4 - Selection Process

A Deacon Nomination Form will be mailed to each family the last week of March. The last two Sundays in April forms will be available in the Welcome Center. The Deacon Chairman will from the pulpit explain the form to the congregation each of the last two Sundays in April. The first Sunday in May the congregation will nominate deacons in the morning worship time. Forms will also be available in the Office the week prior if a member is unable to attend. The slate of Deacons to be elected will be presented to the Church at the July Business meeting.

During the last three Sundays in May, the Deacon Selection Committee will count the forms and will meet with each nominated candidate personally. The deacon selection committee will be made up of the current Deacon Chairman, the incoming deacon chairman, the Pastor and one current deacon as appointed by the current deacon chairman. During the meeting the deacon selection committee will explain the Expectations of Springfield Baptist Deacons and will guide the nominated deacon through “What SBC Deacons Do” and the Deacon Covenant on a line by line basis in order to discuss deacon expectations. At this time all candidates both ordained and not, will be asked if they understand, agree, and are able to serve under these guidelines.

The slate of incoming deacons will be submitted to the deacon body in the June Deacons Meeting.

Each previously un-ordained candidate who is elected, will be assigned a Mentor Deacon by the Deacon Chairman. This Mentor deacon will guide the newly ordained deacon for a period of not less than one year.

Deacon officers will be selected in the following manner. The Current Deacon Chairman, the Vice-Chairman, the past two Deacon Chairmen and the Pastor will nominate the Deacon leadership. The group will nominate two men; one to serve as Vice-Chairman and another to serve as Secretary. The Vice-Chairman will automatically serve as Chairman the following year. The secretary will serve a one year term. This will be brought to the Deacon Body as a motion for approval in the June Deacons meeting.

Section 4 - Officers

Paragraph 1 -Moderator and Assistant Moderator

There will be a church moderator who will preside at all church business sessions. The moderator will be elected to serve a three (3) year term. The Moderator will be nominated by the Nominating Committee and elected by the church. The church moderator may not serve two (2) consecutive terms in such office. At the same time, there will be elected to a three (3) year term an Assistant Moderator to serve in the absence of the Moderator.

In the absence of both the Moderator and the Assistant Moderator, the chairperson of the deacons will serve as moderator for that business session.

In the absence of the Pastor, the Moderator or Assistant Moderator will receive and present to the church persons seeking membership.

Paragraph 2 - Clerk and Assistant Clerk

There will be elected annually, to serve a three (3) year term, a Clerk. The Clerk will be nominated by the Nominating Committee and elected by the church. The Clerk may not serve two (2) consecutive terms in such office. At the same time, there will be elected to a three (3) year term an Assistant Clerk to serve in the absence of the Clerk.

The Clerk of the church will keep, in a suitable book, a record of all official actions of the church, except as otherwise herein provided. The Clerk will keep a register of the names of members,

with dates of admission, dismissal, or death, together with a record of baptisms. All such records are the property of this church and will be maintained on the church premises.

The Clerk will issue letters of dismissal voted by the church, preserve on file all communications and written official reports, and give legal notice of all meetings where such notice is necessary as indicated by these bylaws. The Clerk will be assisted by the Pastor=s Secretary.

The Clerk will consider it a responsibility to promote loyalty and efficiency in church life.

Paragraph 3 - Treasurer and Assistant Treasurer

The Church Treasurer will be elected to serve a three (3) year term annually. The Treasurer will be nominated by the Nominating Committee and elected by the church. The Church Treasurer may not serve two (2) consecutive terms in such office. An Assistant Treasurer will be elected in the same manner to serve a three (3) year term. The Treasurer will be a permanent member of the Finance/Budget Committee.

It is the general duty of the Treasurer to record all funds and gifts received, and to preserve and disburse in accordance with properly approved requisitions any budgeted expenditures. As a member of the Finance/Budget Committee, the treasurer will consult with members of that committee on any questions regarding proper disbursement or other related financial matters. Specific duties are detailed in the Operations Manual.

Paragraph 4 - Corporate Officers

The Springfield Baptist Church of Springfield, Tennessee is incorporated. The President of the Corporation will be the Pastor. The Vice-President will be the Chairperson of the Deacon Body. The Secretary will be the Church Treasurer. The President will be the Agent for Service of Process. The Corporate Officers have no power to buy, sell, mortgage, lease, or transfer property, nor secure loans of capital, without a specific vote of the church. The President or Vice-President will execute all deeds, mortgages, leases, releases, and any other contracts of the Corporation except where required or permitted by law to be otherwise signed and executed and except where the signing and execution thereof will be expressly delegated by a specific majority vote of the church at a properly called church business meeting to some other officer or agent of the Corporation.

Paragraph 5 - Other Church Officers

These officers include Sunday School Director, Discipleship Training Director, Woman's Missionary Union Director, Brotherhood Director, and other officers as the church may determine advisable in carrying out its purpose as outlined in the Operations Manual.

Article III - Church Meetings

Section 1 - Church Business Meetings

Paragraph 1 - Regular Church Business Meetings

The church business meeting will be held on the third Sunday evening of each quarter, subject to change upon a church vote. When Palm Sunday or Easter Sunday falls on the third Sunday of April, business meeting will be adjusted one week to either precede Palm Sunday or follow Easter.

Paragraph 2 - Special Church Business Meetings

A special business meeting may be called at the discretion of the moderator and will be called at the request of the deacon body. There will be a one-week notice for any special business meeting. Notice may be given by an announcement in *The Informer* or by announcements in both Sunday worship services at least one week prior to the special meeting. All business meetings will be held on a Wednesday evening except when a particular need arises which makes it necessary to meet at another time. The decision to meet at a time other than Wednesday evening will be made by the moderator in consultation with the pastor and the deacon body.

Paragraph 3 - Quorum

The quorum consists of twenty-five (25) church members who attend the business meeting, provided it is a stated meeting or one that has been properly called. For the call of the pastor and all members of the pastoral team, twenty-five percent (25%) of the resident membership will be necessary.

Paragraph 4 - Parliamentary Law

All business meetings will be governed by this constitution and bylaws and Robert's Rules of Order, the latest Revised Edition.

Section 2 - Worship

Paragraph 1 - Regular Worship

This church will meet on Sunday mornings, Sunday evenings, and Wednesday evenings for worship and/or edification, unless otherwise specified in the annual church calendar as adopted by the church.

Paragraph 2 - Special Worship

This church may meet for special experiences of worship and/or edification throughout the year. These may include meetings such as revivals, mission studies, doctrinal studies, musical worship experiences, as adopted in the annual church calendar.

Section 3 - Cancellations

In the event of inclement weather, a special committee composed of the deacon body chairperson, the Building and Grounds Committee Chairperson, and the pastoral team will determine whether or not to cancel Sunday services. If the committee decides to cancel services, they will

inform the church office and announce the cancellation through the most efficient and effective means available.

Article IV - Church Ordinances

Section 1 - Baptism

Paragraph 1 - 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 to sin, the burial of the old life, and the resurrection to walk in the newness of life in Christ Jesus. It is a testimony of faith in the final resurrection of the dead.

Paragraph 2 - Baptism will be administered by the pastor. In the case of a vacancy in the office of pastor, baptism may be administered by the interim pastor, a member of the pastoral team, or a member of the deacon body. Furthermore, the pastor or interim pastor may permit any other appropriate individual to administer baptism.

Paragraph 3 - Persons of other denominations who are led to unite with this church are not required to be "re-baptized" for church membership providing their denominational understanding of baptism is consistent with the church's understanding of baptism (see above, Article V of the Constitution, Section 15 on "Baptism" and Article I of the Bylaws on "Church Membership," Section 2 Paragraph 4).

Paragraph 4 - A member of the pastoral team will counsel with all baptismal candidates. Baptism is a prerequisite to the privileges of church membership and to participation in observing the Lord's Supper.

Section 2 - The Lord's Supper

Paragraph 1 - The Lord's Supper is a symbolic act of obedience whereby the church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.

Paragraph 2 - It will be administered by the pastor who will be assisted by the deacon body. In the absence of a pastor, it will be administered by the interim pastor, a member of the pastoral team, or the deacon body chairperson.

Paragraph 3 - The Lord's Supper will be administered a minimum of four (4) times per year (once every three months). At least half of the observances will be during the Sunday morning worship hour. The pastoral team will determine the times of observance.

Paragraph 4 - This church will practice open communion. Members of other Baptist churches, as well as members of other denominations, who confess Jesus Christ as Lord through

believers' baptism, will be invited to join with the membership in celebrating the blessing of the Lord's Supper, if they are present at the time of its administration.

Article V - Church Committees

Section 1 - General

The ministry of this church rests heavily upon the ability and devotion of official committees. Selection of church members to committee service is an honor which offers opportunity for service.

Paragraph 1 - Type

The committees of this church will be one of the following types:

1. Standing
2. Select
3. The Assembly

Paragraph 2 - Purpose

1. Standing and Select committees will be accountable for the exercise of authority as specifically delegated by the church.

2. The Assembly, by definition, will consist of all those eligible voting members of this church (quorum a minimum) who assemble together as a "committee of the whole."

3. The Assembly will specifically deal with the selection of the deacon body, the pastor selection committee, pastoral team selection committees, and the election of messengers to denominational meetings.

Paragraph 3 - Relationships

All committees of this church, whether select or standing, will be solely responsible to the church. They will be accountable for functional performance as herein specified and in the framework of the expressed desire of the church. No committee will have authority over any other committee. Appropriate cooperation between committees is expected and will be manifested.

Paragraph 4 - Election

1. Candidates for Standing Committees shall be nominated by the Committee on Committees at appropriate times. The Committee on Committees shall contact each person whom it wishes to nominate, in order to obtain their acceptance of nomination - that is, their assurance that they will serve in the specified capacity if elected. After the Committee on Committees' nominations are made, additional nominations may be made from the floor prior to the election of Standing Committees. Anyone making a nomination from the floor shall have previously determined the eligibility and willingness to serve of any nominee they wish to offer in nomination.

2. Select Committees shall be elected by secret ballot. Prior to such election, candidates, other than ex officio members, shall be nominated by the Committee on Committees, and contacted in

advance of an election to obtain assurance that they will serve in the specified office if elected. Only one member of the same family may serve on a select committee. After the Committee on Committees has presented its report and before voting takes place, the chair must call for further nominations from the floor. Anyone making a nomination from the floor shall have previously determined the eligibility and willingness to serve of any nominee they wish to offer in nomination. When calling for nominations from the floor is about to begin, if a space of time has elapsed since the presentation of the Committee on Committees= report, the complete list of the Committees= nominations should be read again before further nominations are called for. The election shall then take place after all nominations from the floor are completed and nominations are closed. The election may take place at the same business meeting, or at a subsequent regularly scheduled or specially called business meeting.

Section 2 - Commonalty of Standing and Select Committees

1. Committee Eligibility - Be members of Springfield Baptist Church
2. Meetings - Once per quarter or as specified by need
3. Frequency of Report to Church - Once per quarter or as specified by need
4. Officers - A chairperson nominated by the Committee on Committees and voted on by the church and a secretary to be nominated by said committee and voted on by the committee.
5. Initial Meeting - The pastor may call a meeting of each committee at the beginning of the new church year (September 1) for the purpose of member orientation and the election of the secretary.
6. Quorum - A majority of the committee may function on behalf of the committee.
7. Committees are formed to carry out assignments at the direction of the church.
8. Committees whose duties entail expenditure of funds shall submit budget proposals to the Finance/Budget committee by September 15. The adopted budget is their authority for expenditures. Prior to any expenditure, a check requisition must be approved by the Financial Secretary. All check requisitions will be reviewed by the Finance/Budget committee at their regularly scheduled meetings.
9. Committees shall recommend alterations of their assignments to the church.
10. Committees shall report regularly to the church.
11. Each committee should review its assignments at its initial meeting each year.
12. Each committee person's term of service shall not exceed three (3) years, from September 1 - August 31, unless otherwise noted.
13. New Committees - Any recommendation to establish a new committee will state the purpose and type of committee, its duration, number of members, terms of service, rotation plan, and term of ineligibility.
14. Parliamentary Law - each committee will be governed by this constitution and bylaws and Robert's Rules of Order, latest revised edition.
15. Ex Officio Member - The pastor will be an ex officio member of all committees. Each committee will be assigned a member of the pastoral team who will be ex officio members of those committees to which they are assigned.

Section 3 - Select Committees

Paragraph 1 - Purpose

Select Committees are to function for a specific and temporary purpose as enumerated by the church.

Paragraph 2 - Creation

Such committees are created upon recommendation of a church member and by adoption of the church.

Paragraph 3 - Membership

Membership will be determined by the resolution creating any such committee.

Paragraph 4 - Term

The committee will be dissolved upon the reception of its report and, unless specifically expected, its term will not exceed one (1) year. Exceptions for tenure of such committees may be granted by the church.

Section 4 - Standing Committees

The purpose and principal duties of each standing committee will be outlined in the Operations Manual. Committees:

- | | |
|----------------------------|-------------------------|
| 1. Building and Grounds | 9. Nursery |
| 2. Children's | 10. Ordinance |
| 3. Committee on Committees | 11. Personnel |
| 4. Constitution & Bylaws | 12. Preschool Education |
| 5. Finance-Budget | 13. Special Events |
| 6. Kitchen | 14. Tellers |
| 7. Missions | 15. Transportation |
| 8. Nominating | 16. Youth |

Section 5 - Deacon Body and Church Council

See the Operations Manual.

Article VI - Church Finances

Section 1 - Individual Obligation

It is understood that membership in Springfield Baptist Church involves financial obligation to support the church and its causes with regular and proportionate gifts. Each new member will be encouraged to make regular contributions to the church budget, according to the teaching of the New Testament.

Section 2 - Church Budget

This church will have an all-inclusive unified budget, indicating by item the amount needed and sought for all local expenses and purposes and, in like manner, for all denomination or approved non-local causes. The church budget is the church's authorization to the Treasurer to write checks. The church budget will be prepared and submitted to the church as prescribed in the Operations Manual.

Section 3 - Special Offerings

The church conducts certain special offerings on a regular basis. These offerings are: Lottie Moon, Annie Armstrong, Golden State Mission Offering, and Tennessee Baptist Children's Home. These offerings shall be deemed to be pre-authorized unless a duly constituted Business Meeting of the Church shall vote to the contrary.

Any other special offering must be approved in advance by either the Finance/Budget Committee or its Chairperson. This approval will have the same force and effect as approval by a duly constituted Business Meeting of the Church.

Nothing in the wording of this provision shall be construed so as to preclude individuals from making special offerings at any time the Holy Spirit may lead them. The purpose of this provision is to preclude the solicitation of any special offering without appropriate approvals.

Section 4 - Church Funds

All funds, for any and all purposes, will be properly recorded in the books of the church. The expenses of all organizations, as approved by the church, will be paid from local expense funds as heretofore provided. Notwithstanding prior budget approval, the details of all expenditures of \$5,000.00 or more will be brought to the church for review prior to the expenditure, unless such expenditure is specifically exempted from this provision.

Section 5 - Church Accounts

The church will have one checking account into which all receipts will be deposited, and checks for all purposes will be drawn on the same. Designated gifts, accepted by the church, will be paid in the manner indicated by the individual. The church has the right to refuse any designated offerings.

Article VII - Program Organization

Section 1 - General

All organizations of the church will be under church control, all officers being elected by the church and report regularly to the church. It is understood that the pastor is an ex officio officer of all the organizations and his leadership is recognized in them. The pastor or an

associate pastor may at times be responsible for more than one of the ministries enumerated herein.

Section 2 - Sunday School

There will be a Sunday School, divided into departments and classes for all ages and conducted under the direction of a Sunday School director. The primary meeting time for Sunday School is each Sunday morning. The tasks of the Sunday School will be to teach the biblical revelation; reach persons for Christ and church membership; perform the function of the church within its constituency; and provide and interpret information regarding the work of the church. The function of the Sunday School will be under the general leadership of the associate pastor, education.

Section 3 - Discipleship Training

There will be a Discipleship Training that will serve as the training organization of the church conducted under the direction of a Discipleship Training director. It is primarily conducted each Sunday evening. The tasks of the Discipleship Training will be to teach theology, Christian history, Christian ethics, church policy and organization; give orientation to new church members; train all church members to worship, evangelize, witness and minister; discover, recruit, and train potential leaders; and provide and interpret information regarding the work of the church. The function of the Discipleship Training will be under the general leadership of the associate pastor, education.

Section 4 - Woman's Missionary Union

There will be a Woman's Missionary Union (WMU) with such officers and organization as needed under the direction of a WMU director. The tasks of the Woman's Missionary Union will be to teach missions; lead persons to participate in missions; support missions through praying and giving; provide organization and leadership for special mission projects of the church; and provide and interpret information regarding the work of the church. Divisions may include Mission Friends, Girls in Action, Acteens, and Women on Mission. The function of Woman's Missionary Union will be under the general leadership of the associate pastor, education.

Section 5 - Brotherhood

There will be a Brotherhood with such officers and organizations as needed under the direction of a Brotherhood director. These may include Royal Ambassadors, Challengers, and Baptist Men. The tasks are to teach missions; lead men, young men, and boys to participate in mission activities; provide organization and leadership for special projects of the church; support world missions through praying and giving; and provide and interpret information regarding the work of the church. The function of the Brotherhood will be under the general leadership of the associate pastor, education.

Section 6 - Music Ministry

There will be a Music Ministry. Such officers and organizations will be included as needed. The music tasks will be to teach music and hymnody; provide music and musicians for the congregational services and the organizations of the church; lead persons to participate in hymn singing; train persons to lead, sing, and play music; provide organization and leadership for special projects of the church; and provide and interpret information regarding the work of the church. The function of the Music Ministry will be under the general leadership of the associate pastor, music and worship.

Section 7 - Youth Ministry

There will be a Youth Ministry designed for youth in grades seven through 12. The tasks of the youth ministry will be to spiritually develop youth in biblical and doctrinal understanding; to equip youth to live and work in the world as a vital and productive witness for Jesus Christ; and to lead youth into a deeper appreciation for and importance of the church of Jesus Christ. Youth Ministry will also seek to provide young people with a deeper understanding of ministry; provide opportunities for mission education and mission action through special projects; and provide and interpret information regarding the work of the church. The function of the Youth Ministry will be under the general leadership of the associate pastor, youth.

Section 8 - Other Organizations

Other organizations and programs will be established as needed and approved by the church.

Article VIII - Organization and Procedure

The church will have an *Operations Manual* detailing the policies and procedures of Springfield Baptist Church. This manual is not a bylaw, as such, but rather a standing rule. The manual will contain personnel policies, wedding policies, committee descriptions, guidelines for use of the church property, etc. Modifications to the manual may be made at any regular business meeting with a two-thirds (2/3) majority vote.

Article IX - Amendments

This Constitution and Bylaws may be amended, altered, or repealed at any regular business meeting, by a two-thirds (2/3) majority vote, provided the amendment was submitted in writing to the church clerk at the previous regular business meeting for a first reading.

HISTORY OF ADOPTION AND AMENDMENTS
Constitutions and Bylaws
Springfield Baptist Church

April 24, 1996

The Constitution and Bylaws was adopted.

November 13, 1996

Amendment to the Bylaws Article IV – “Church Ordinances,” Section 2 – “Lord’s Supper,” Paragraph 1 was adopted. The phrase *and anticipate His second coming* was added.

Amendment to the Constitution Article V -- Confession of Faith. The Baptist Faith and Message of 1963 as originally adopted by the Southern Baptist Convention with no gender neutral language was adopted.

Committee, Deacon, and Church Council Job Descriptions for the Operations Manual as mandated by the Bylaws, Article VIII – “Organization and Procedure” was adopted.

May 14, 1997

Amendment to the Bylaws Article V – “Church Committees,” Section 1 – “General,” Paragraph 4 – “Election,” was adopted.

June 11, 1997

Amendment to the Bylaws Article V – “Church Committees,” Section 2 – “Commonality of Standing and Select Committees,” No. 12 was adopted. The dates July 1-June 30 were changed to *September 1-August 31*.

July 16, 1997

Amendment to the Finance/Budget Committee Job Description was adopted. The phrase in the second paragraph dealing with “Membership” *nominated by the Nominating Committee* was changed to *nominated by the Committee on Committees*.

August 13, 1997

Amendment to the Recreation Committee Job Description was adopted. Under “Membership” and “Rotation,” *Three (3) members and 1 - 1 - 1* were changed to *Six (6) members and 2 - 2 - 2*.

Adopted a *Policy on Revival Offerings and Expenses*. See Revival and Renewal Committee Job Description, Principal Duties, No. 4 in the Operations Manual.

Children’s Committee Job Description was adopted.

November 12, 1997

Amendment to create the Membership Development Committee and Job Description.

March 11, 1998

Amendment to expand the Missions Committee by three persons B from eight (8) to eleven (11).

August 12, 1998

Amendment to change the Deacon Selection Process.

September 15, 1999

Amendment to increase the membership of the Finance-Budget Committee from seven (7) to eight (8), the 8th person being the Chairperson of the Stewardship Committee.

Amendment to change the size, composition, and chairperson of the Youth Committee.

Amendment to add the Children's Committee and Membership Development Committee to the list of Standing Committees and delete the Pastor Search Committee from the list since it is not a Standing Committee.

February 16, 2000

Amendment to increase the membership of the Youth Committee

August 16, 2000

Amendment to divide the Missions Committee, creating two separate committees: Missions Committee and South Main Mission Committee.

Amendment to enlarge the Youth Committee to nine (9) members B six (6) adults and three (3) youth, one of the youth being a junior higher.

December 13, 2000

Amendment to dissolve the Education Loan and Gift Committee.

February 13, 2002

Amendment to change the business meeting from the Wednesday following the second Sunday to the Wednesday following the third Sunday.

May 22, 2002

Amendment to deacon qualifications and the process by which the church nominates deacons.

February 23, 2011

Amendment to change the business meetings from the Wednesday following the third Sunday to the second Sunday evening of each quarter.

July 10, 2011

Amendment to reduce the number of standing committees from 28 to 16.

January 15, 2012

Amendment to change the business meeting from the second Sunday evening of each quarter to the third Sunday of each quarter.

January 20, 2013

Amendment to change Article III – Church Meetings, Section 3 – Cancellations
Amendment to change Article VI – Church Finances, Section 4 – Church Funds to increase the amount of an expenditure that must be brought before the church for a vote from \$2,500 to \$5,000.

July 20, 2014

Amendment to change Article II - Pastoral Team and Church Officers, Sections I and II

January 21, 2018

Amendment to Article II - Pastoral Team and Church Officers; Section 3 - Deacons;
Paragraph 2 - Membership/Eligibility/Ineligibility; and Paragraph 4 - Selection Process