

**TEMPLE BAPTIST CHURCH
HATTIESBURG, MISSISSIPPI**

**CONSTITUTION
AND
BYLAWS**

ADOPTED JULY 27, 2008

May 17, 2015, Amended Version

CONSTITUTION OF
TEMPLE BAPTIST CHURCH
HATTIESBURG, MISSISSIPPI

ARTICLE I - NAME

- 1-1 The name of this church shall be “Temple Baptist Church, Hattiesburg, Mississippi”.

ARTICLE II - PREAMBLE

- 2-1 We declare and establish this constitution to preserve and secure the principles of our faith, and to govern the body in an orderly manner. This constitution will preserve the liberties and responsibilities of each individual Church Member and the freedom of action of this body in its relation to other churches.

ARTICLE III – STATEMENT OF FAITH

- 3-1 The Holy Bible was written by men divinely inspired and is the record of God’s revelation of Himself to mankind. 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.

Ex. 24:4; Deut. 4:1-2; 17:29; Josh. 8:34; Psalm 19:7-10; 119:11, 89,105,140; Isa. 34:16; 40:8; Jer. 15:16; 36; Matt. 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16ff.; 17:11; Rom. 15:4; 16:25-26; 2 Tim. 3:15-17; Heb. 1:1-2; 4:12; I Peter 1:25; 2 Peter 1:19-21.

- 3-2 God – There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. 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.

- 3-2.a God the Father – God as Father reigns with providential care over 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 mankind.

Gen. 1:1; 2:7; Ex. 3:14; 6:2-3; 15:11 ff.; 20; 1 ff.; Lev. 22:2; Deut. 6:4; 32:6; 1 Chron. 29:10; Psalm 19:1-3; Isa. 43:3; 15; 64:8; Jer. 10:10; 17:13; Matt. 6:9 ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Rom. 8:14-15; I Cor. 8:6; Gal. 4:6, Eph. 4:6; Col. 1:15; I Tim. 1:17; Heb. 11:6; I Peter 1:17; I John 5:7.

- 3-2.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 mankind 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 mankind, and in whose Person is effected the reconciliation between God and mankind. 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.

Psalm 2:7ff; 110:1ff.; Isa. 7:14; 53; Matt. 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16, 27; 17:5; 27; 28:1-6, 18; 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; Rom. 1:3-4; 3:23-26; 5:6-21; 8:1-3, 34; 10:4; I Cor. 1:30; 2:2; 8:6; 15:1-8, 24-28; 2 Cor. 5:19-21; Gal. 4:4-5; Eph. 1:20; 3:11; 4:7-10; Phil. 2:5-11; Col. 1:13-33; 2:9; I Thess. 4:14-18; I Tim. 2:5-6; 3:16; Titus 2:13-14; Heb. 1:1-3; 4:14-15; 7:14-28; 9:12-15, 24-28; 12:2; 13:8; I Peter 2:21-25; 3:22; I John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Rev. 1:13-16; 5:9-14; 12:10-11; 13:8; 19:6.

- 3-2.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 mankind to understand truth. He exalts Christ. He convicts of sin, of righteousness and of judgment. He calls mankind 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.

Gen. 1:2; Judg. 14:6; Job 26:13; Psalm 51:11; 139:7 ff.; Isa. 61:1-3; Joel 2:28-32; Matt. 1:18; 3:16; 4:1; 12:38-32; 28:19; Mark 1:10, 12; Luke 1:35; 4:1, 18-19; 11-13; 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; 4:32; 5:3; 6:3; 7:55; 8:17, 39; 10:44; 13:2; 15:328; 16:6; 19:1-6; Rom. 8:9-11, 14-16, 26-27; I Cor. 2:10-14; 3:16; 12:3-11; Gal. 4:6; Eph. 1:13-14; 4:30; 5:18; I Thess. 5:19; I Tim. 3:16; 4:1; 2 Tim. 1:14; 3:16; Heb. 9:8, 14; 2 Peter 1-21; I John 4:13; 5:6-7; Rev. 1:10; 22:17.

- 3-3 Mankind was created by the special act of God, in His own image, and is the crowning work of His creation. In the beginning mankind was innocent of sin and was endowed by the Creator with freedom of choice. By his or her free choice mankind sinned against God and brought sin into the human race. Through the temptation of Satan, mankind transgressed the command of God, and fell from his or her original innocence; whereby his or her posterity inherit 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 mankind into His holy fellowship and enable mankind to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created mankind in His own image, and in that Christ died for mankind; therefore every person possesses dignity and is worthy of respect and Christian love.

Gen. 1:26:30; 2:5; 7, 18:22; 3: 9:6; Psalm 1: 8:3-6; 32:1-5; 51:5; Isa. 6:5; Jer. 17:5; Matt. 16:26; Acts 17:26-31; Rom. 1:19-32; 3:10-18, 23; 5:6, 12,19: 6:6; 7:14-25; 8:14-18, 29; I Cor. 1:21-31; 15:19, 21-22; Eph. 2:1-22; Col. 1:21-22; 3:9-11.

- 3-4 Salvation involves the redemption of the whole person, 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.
- 3-5 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.
- 3-6 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.
- 3-7 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. Growth in grace should continue throughout the regenerate person's life.

3-8 Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

Gen. 3:15; Ex. 3:14-17; 6:2-8; Matt. 1:32; 4:17; 16:21-26; 27-22 to 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; Rom. 1:16-18; 2:4; 3:23-25; 4:3 ff.; 5:8-10; 6:1-23; 8:2-28; 29-39; 10:9-10, 13; 13:11-14; I Cor. 1:18, 30; 6:19-20; 15:10; 2 Cor. 5:17-20; Gal. 2:20; 3:13; 5:22-25; 6:15; Eph. 1:7; 2:8-22; 3:1 ff.; I Thess. 5:23-24; 2 Tim. 1:12; Titus 2:11-14; Heb. 2:1-3; 5:8-9; 9:24-28; 11:1 12:8, 14; James 2:14-26; I Peter 1:2-23; I John 1:6 to 2:11; Rev. 3:20; 21:1 to 22:5

3-9 Election is the gracious purpose of God, according to which He regenerates, sanctifies and glorifies sinners. It is consistent with the free agency of mankind, 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.

3-10 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, 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.

Gen. 12:1-3; Ex. 19:5-8; 1 Sam. 8:4-7, 19-22; Isa. 5:1-7; Jer. 31:31 ff.; Matt. 16:19-19; 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; Rom. 5:9-10; 8:28-30; 20:12-15; 11:5-7, 26-36; I Cor.1:1-2; 25:24-28; Eph. 1:4-23; 2:1-10; 3:1-11; Col. 1:12-14; 2 Thess. 2:13-14; 2 Tim. 1:12; 2:10, 19; Heb. 11:39-12:2; I Peter 1:2-5, 13; 2:4-10; I John 1:7-9, 2:19; 3:2

3-11 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.

3-12 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.

- 3-13 The New Testament speaks also of the church as the body of Christ which includes all of the redeemed of all the ages.

Matt. 16:15-19; 18:15-20; Acts 2:41-42, 47; 5:11-14; 6:3-6; 13:1-3, 27; 15:1-30; 16:5, 20:28; Rom. 1:7; I Cor. 1:2, 3:16, 5:4-5; 7:17; 9:13-14; 12; Eph. 1:22-23; 2:19-22; 3:8-11, 32; 5:22-32; Phil. 1:1; Col. 1:18; I Tim. 3:1-15; 4:14; I Peter 5:1-4; Rev. 2-3, 21:2-3.

- 3-14 Baptism and the Lord's Supper

- 3-14.a 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 or her 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.

- 3-14.b 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.

Matt. 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; Acts 20:7; Rom. 6:3-5; 1 Cor. 10-16, 21; 11:23-29; Col. 2:12

- 3-15 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.

Ex. 20:8-11; Matt. 12:1-12; 28:1 ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3, 33-36; John 4:21-24; 20:1, 19-28; Acts 20:7; I Cor. 16: 1-2; Col. 2:16; 3:16; Rev. 1:10.

- 3-16 The kingdom of God includes both His general sovereignty over the universe and His particular kingship over individuals who willfully acknowledge Him as king. Particularly the kingdom is the realm of salvation into which individuals enter by trusting, 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.

Gen. 1:1; Isa. 9:6-7; Jer. 23:5-6; Matt. 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; 17:20-32; 23:42; John 3:3; 18:36; Acts 1:6-7; 17:22-31; Rom. 5:17; 8:19; I Cor. 15:24-28; Col. 1:13; Heb. 11:10, 16; 12:28; I Peter 2:4-10; 4:13; Rev. 1:6, 9; 5:10; 22:15; 21-22

- 3-17 On 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 mankind 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.

Isa. 2:4; 11:9; Matt. 16:27; 18:8-0; 19:28; 24:27, 30, 36, 44; 24:31-46; 26:64; Mark 8:38; 9:43-48; Luke 12:40, 48, 16:19-26; 17:22-37; 31:27-28; John 14:1-3; Acts 1:11; 16:31, Rom. 14:10; I Cor. 4:5; 15:24-28, 35-58; 2 Cor. 5:10; Phil. 3:20-21; Col. 1:5; 3:4; I Thess. 4:14-18; 5:1 ff.; 2 Thess. 1:7 ff.; 2; I Tim. 6:14; 2 Tim. 4:1, 8; Titus 2-13; Heb. 9:27-28; James 5:8; 2 Peter 3:7 ff.; I John 2-28; 3:2; Jude 14; Rev. 1:18; 3:11; 30:1 to 22:13.

- 3-18 On 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 a person'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 it's 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.

Gen. 12:1-3; Ex. 19:5-6; Isa. 6:1-8; Matt. 9:37-38; 10:5-15; 13:19-30, 27-43; 16:19; 22:9-10; 24:14; 28:19-20; 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; 10:42-28; 13:2-3; Rom. 10:13-15; Eph. 3:1-11; 1 Thess. 1:8, 2 Tim. 4:5, Heb. 2:1-3; 11:39 to 12:2; I Peter 2:4-10; Rev. 22:17.

- 3-19 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 for a complete spiritual program for Christ's people.

- 3-19.b 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.

Deut. 4:1, 5,8, 14; 6:1-10; 31:12-13; Neh. 8:1-8; Job 28:28; Psalm 19:7 ff.; 119:11; Prov. 3:13 ff.; 119:11; Prov. 3:13 ff.; 4:1-10; 8:1-7, 11; 15:14; Eccl. 7:19; Matt. 5:2; 7-24 ff. 28: 19-20; Luke 2:40; I Cor. 1:19-31; Eph. 4:11-16; Phil. 4=8; Col. 2:3, 8-9; I Tim. 1:3-7, 2 Tim. 2:15; 3:14-17, Heb. 5:12 to 6:3; James 1:5; 3:17.

- 3-20 On 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.

Gen. 14:20; Lev. 26:30-32; Deut. 8:18; Mal. 3:8-12; Matt. 6:1-4, 19-21; 23:23; 25:14-29, Luke 12:16-21, 42, 16:1-13; Acts 2:44-47; 5:1-11; 16:24-25; 20:35; Rom. 6:6-22; 12:1-2; I Cor. 4:1-2; 6:19-20; 12: 16:1-4; 2 Cor. 8-0; 12:15; Phil. 4:10-19; I Peter 1:18-19

- 3-21 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 God's 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.

Ex. 16:12; 18:17 ff.; Judg. 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Neh. 4; 8:1-5; Matt. 10:5-15; 20:1-16; 22:1-10; 28: 19-20; Mark 2:3; Luke 10:1 ff.; Acts 1:13-14; 2:1 ff.; 4:31-37; 13:2-3; 15:1-35; I Cor. 1:10-17; 3:5-15; 12: 2 Cor. 8-9; Gal. 1:6-10; Eph. 4:1-16; Phil. 1:15-18.

- 3-22 On social order, every Christian is under obligation to seek to make the will of Christ supreme in his or her own life and in human society. Means and methods used for the improvement of society and the establishment of righteousness among individuals 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 or she should work to provide for the orphaned, the needy, the aged, the widowed, 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 individuals 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.

Ex. 20:3-17; Lev. 6:2-5; Deut. 10:12; 27:17; Psalm 101:5; Mic. 6:8; Zech. 8:16; Matt. 5:13-16; 43-48; 22:36-40; 25:35; Mark 1:29-34; 2-3 ff.; 10-21; Luke 4:19-21; 10:27-37; 20:25; John 15:12; 17:15; Rom. 12-14; I Cor. 5:9-10; 6:1-7, 7:20-24; 10:23 to 11:1; Gal. 3:26-28; Eph. 6:5-9; Col. 3:12-17; 1 Thess. 3:12; Philemon; James 1:27; 2-8.

3-23 On peace and war, it is the duty of Christians to seek peace with all individuals of 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.

3-23.a 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 mankind and nations, and the practical application of His law of love.

Isa. 2:4; Matt. 5:9, 38-48; 6:33; 26:52; Luke 22:36; Rom. 12:18-19; 123:1-17; 14:19; Heb. 12:14; James 4:1-2.

3-24 On religious liberty, God alone is Lord of the conscience and He has left it free from the doctrines and commandments of mankind 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 individuals, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

Gen. 1:27; 2:7; Matt. 6:6-7; 24; 16:26; 22:21; John 8:36; Acts 4:19-20; Rom. 6:1-2; 13:1-7; Gal. 5:1, 13; Phil. 2:20; I Tim. 2:1-2; James 4:12; I Peter 2:12-17; 3:11-17; 4:12-19.

ARTICLE IV – CHURCH COVENANT

- 4-1.a As members of Temple Baptist Church, we affirm this covenant with one another by God's grace, for our good, and ultimately for the glory of our Triune God.
- 4-1.b Having been brought by divine grace to repent and believe in the Lord Jesus Christ (John 6:44; Acts 3:19, 16:31, 17:30, 20:21; Romans 10:9-10; Ephesians 2:8-10) and to surrender our lives to Him (Luke 14:25-33), and having been baptized as born-again Christians (John 3:3; Acts 8:38, Acts 10:44-48) in the name of the Father and of the Son and of the Holy Spirit (Matthew 28:19; Romans 6:1-4), we covenant together to glorify God (Isaiah 43:7; 1 Corinthians 10:31) by connecting people to Christ and His mission of making disciples of all nations (Matthew 28:18-20; 2 Timothy 2:2; Psalm 67:1-2; Revelation 7:9-10).
- 4-1.c Together, we will draw near to God in worship (Acts 2:42; Hebrews 10:22). We will delight in the glory of God (Psalm 16:11, 37:4, 63:1-11), depend on the presence of God (Matthew 28:20; John 15:5, 16:7; 1 Peter 4:11), and grow in the knowledge of God (Philippians 3:10; Colossians 1:9-12; 2 Peter 3:17-18) by submitting to the Word of God, as the all-sufficient authority in our lives and in His Church (Psalm 19:7-11, 119:105-112; 2 Timothy 3:14-4-5). We will hold fast to the hope we profess (Hebrews 10:23). We will regularly participate in the Lord's Supper (Luke 22:7-23; Acts 2:42; 1 Corinthians 11:23-32) as we reverently and joyfully remember the past work of Christ's atoning sacrifice (2 Corinthians 5:21), celebrate the present help of Christ as our mediator who ever lives to intercede for us at the Father's right hand (Romans 8:34; Hebrews 4:14-16, 7:25, 9:24; 1 Timothy 2:5), and anticipate the future return of Christ as the King of Kings (Titus 2:13; Revelation 19:16).
- 4-1.d Together, we will spur one another on to love and good deeds (Hebrews 10:24). We will meet with one another consistently (Hebrews 10:25), pray for one another regularly (Ephesians 6:18-20), and serve one another selflessly (Romans 12:9-13). We will share each other's joys and bear each other's burdens (1 Corinthians 12:26; 2 Corinthians 2:3; Galatians 6:2). We will edify one another with our speech (Ephesians 4:29-32) and encourage one another with our example (1 Corinthians 10:31-11:1; Philippians 3:17, 4:9). We will give cheerfully and generously to the support of the church, the relief of the poor, and the spread of the Gospel through all nations (2 Corinthians 8-9).
- 4-1.e Together, we will seek to maintain the unity of the Spirit in the bond of peace (Ephesians 4:3). We will humbly and gently confront one another and receive correction from one another in accordance with a New Testament understanding of church discipline and restoration (Matthew 18:15-20; 1 Corinthians 5:1-13; Galatians 6:1). We will submit to the servant leadership of pastors (elders) who have been entrusted by God to serve and care for this body by teaching the Word of Christ to us and modeling the character of Christ before us, and we will affirm deacons as model servants in the church (Hebrews 13:7, 17; Acts 6:1-7; 20:28-31; Ephesians 4:11-12; 1 Timothy 3:1-13; 5:17-20; Titus 1:5-9; 1 Peter 5:1-4).

ARTICLE IV – CHURCH COVENANT
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TEMPLE BAPTIST CHURCH, HATTIESBURG, MISSISSIPPI
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May 17, 2015, Amended Version

BYLAWS OF
TEMPLE BAPTIST CHURCH
HATTIESBURG, MISSISSIPPI

ARTICLE I – MEMBERSHIP

- 1-1 This is a sovereign and democratic Baptist church under the lordship of Jesus Christ. The membership retains unto itself the exclusive right of 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.
- 1-2 An individual may become a candidate for membership as a Church Member by publicly manifesting a desire to join the Church at any worship service or by expressing a desire to join to a Pastor, a Deacon, or their designee(s), and
- 1-2.a professing a personal belief and faith in the Lord Jesus Christ, accepting the promises and commands of Holy Scripture, being baptized by immersion, and accepting the principles of faith and practices of the Church; or
- 1-2.b transferring a Letter from a Baptist church of like faith and order and accepting the principles of faith and practices of the Church; or
- 1-2.c by restoration, affirming membership in another Baptist church of like faith and order, even though the person is unable to provide a record of membership in such Baptist church for any reason, and accepting the principles of faith and practices of the Church; or
- 1-2.d with respect to a person coming from another denomination, upon statement, professing a personal belief and faith in the Lord Jesus Christ, accepting the promises and commands of Holy Scripture, being baptized by immersion if they have not done so previously, and accepting the principles of faith and practices of the Church; or
- 1-2.e with respect to the person who, for reasons of health or other circumstances, cannot physically attend the Church and publicly manifest such desire to join, by professing a personal belief and faith in the Lord Jesus Christ, accepting the promises and commands of Holy Scriptures, being baptized by immersion and accepting the principles of faith and practices of the Church.
- 1-3 All Members are exhorted to attend the services of the Church on a regular basis, freely and systematically give their tithes and offerings for the support of the Church and its ministries, share in the work of the Church as it seeks to fulfill The Great Commission, and by their testimony in word and deed, reflect the Lordship of Jesus Christ.
- 1-4 A qualified candidate for membership becomes a Church Member by the approval of a majority of Voting Members affirming such membership at a worship service or Business Meeting.

- 1-5 A copy of the Constitution and Bylaws will be furnished, upon request, to all individuals who become a Church Member.
- 1-6 Voting Members
 - 1-6.a A Voting Member is any Church Member who is sixteen (16) years of age or older. Each Voting Member may cast one (1) vote on each matter submitted to the Church for approval.
- 1-7 Objections to Membership
 - 1-7.a Should a material objection arise to a candidate seeking membership in the Church, no public discussion shall be held at the time the applicant presents himself or herself for membership. The matter will be referred as soon as practicable to a Pastor or the Deacons for review. Within sixty (60) days of receiving the referral, a Pastor and the Chair of the Deacons will make a recommendation to the Church whether the candidate should be considered for membership in the Church.
 - 1-7.b If a material objection has been raised to a person's qualification for membership, the Church must approve or disapprove such person's membership by the concurrence of a majority of the Voting Members casting a vote at a Business Meeting.
- 1-8 Membership in the Church may be terminated as follows:
 - 1-8.a transfer of Letter to another church;
 - 1-8.b a member's written request to withdraw membership;
 - 1-8.c death; or
 - 1-8.d exclusion by Church separation.
- 1-9 Separation of Membership by the Church
 - 1-9.a If the general welfare of the Church is jeopardized by the conduct of a member ("troubled member"), the Pastors and the Deacons will recommend separation of such troubled member from the Church in accordance with Holy Scripture and the provisions of these Bylaws. An attempt may be made to counsel or minister to a troubled member in a spirit of love and compassion, but tempered with justice so that the member may remain in the fellowship of the Church.
 - 1-9.b No troubled member may be separated from membership in the Church without such member's consent except with the concurrence of a majority of the Voting Members casting a vote at a Business Meeting. The privacy of the troubled member will be respected as much as may be reasonably possible under the circumstances.

- 1-9.c Upon satisfactory evidence of the resolution or repentance of a troubled member's condition, such person may request restoration to Church Membership. Restoration requires the concurrence of a majority of Voting Members casting a vote at a Business Meeting.
- 1-10 Conditions of Membership
 - 1-10.a As a condition of membership, each Church Member covenants to waive partition of any or all of the Church Property.
 - 1-10.b As an expectation of membership, each member covenants to resolve all conflicts within the Church between members in accordance with Holy Scripture. Instead of submission to the jurisdiction of secular courts of law, binding arbitration will be employed to settle such disputes.
 - 1-10.c A person confessing Christ and failing to be baptized after a reasonable length of time shall be counseled by a Pastor or the Deacons. If negative interest is indicated, he or she shall be removed from the list of those awaiting baptism and his or her name shall be excluded from Church Membership.

ARTICLE II – DENOMINATIONAL AFFILIATIONS

- 2-1 The Church shall be affiliated with, send messengers to the meetings of, and support the work of the local Baptist Association(s), the Mississippi Baptist Convention, the Southern Baptist Convention, and their successor(s). Appropriate reports will be made to each of these groups as requested by them.
- 2-2 Messengers shall be elected by the Church for meetings of the groups referred to in Article II, Section 2-1, at the regular Business Meeting immediately prior to the meeting of each group.
- 2-3 The Senior Pastor shall be, by virtue of his office, a messenger to these denominational meetings.

ARTICLE III – MEETINGS OF THE CHURCH

- 3-1 Worship Services
 - 3-1.a Worship Services or any other activity or meeting of the Church that furthers Christ's Kingdom may be held at any reasonable time or place for prayer, praise, fellowship or Bible study. Special services to promote revival and evangelistic outreach will be regularly planned as a part of the life and ministry of the church.
 - 3-1.b The ordinances of Baptism and the Lord's Supper will be regularly and faithfully observed in accordance with Holy Scripture.

- 3-1.c All worship services, assemblies, and activities of the Church are open to anyone so long as a person's behavior or actions are not disruptive or fraudulent.
- 3-1.d The Church may choose to conduct worship services or any other activity or meeting of the Church at multi-campus locations.
- 3-2 Business Meetings
 - 3-2.a Any business of the Church which requires approval by and through Voting Members will be conducted on the Church premises at Business Meetings called to order only after proper Notice and Posting.
 - 3-2.b The Church Clerk or authorized designee is responsible for determining and certifying to the Moderator that proper Notice and Posting has been accomplished before any Business Meeting is called to order.
- 3-3 Notice for Business Meetings
 - 3-3.a The Church Clerk, or a duly authorized Church Staff designee, will post the notices required by these Bylaws for all Business Meetings. The method or means of posting such notice must be in a manner that fairly, reasonably and conspicuously informs the Voting Members of the business to be conducted at Business Meetings.
- 3-4 Regular Business Meetings
 - 3-4.a Regular Business Meetings of the Church shall be held quarterly following an evening worship service. Monthly informational meetings may be held to provide general information to the Church.
 - 3-4.b All matters which are to be considered at a Regular Business Meeting which are outside the regular or ordinary course of business must be described in sufficient detail in the Notice so as to fairly inform Voting Members of the business to be conducted.
 - 3-4.c Notice must be given at least seven (7) days in advance if any matter which is outside the regular or ordinary course of business is to be conducted at a Regular Business Meeting.
- 3-5 Special Business Meetings
 - 3-5.a The Senior Pastor or his authorized designee, or the Chair of the Deacons may call a Special Business Meeting to consider significant, emergency, or other business matters which reasonably cannot be delayed until a Regular Business Meeting.
 - 3-5.b Only those matters which have been reasonably described in sufficient detail to fairly inform Voting Members of the business to be conducted may be voted on at a Special Business Meeting.

Any action taken on a matter considered at a Special Business Meeting which was not properly Noticed or Posted is only advisory.

3-5.c Notice and Posting must be given at least seven (7) days in advance if any business is to be conducted at a Special Business Meeting.

3-6 Quorums for Business Meetings

3-6.a The Church Clerk shall determine the census from which a quorum is to be calculated. The census shall be based on the resident voting membership of the Church.

3-6.b A quorum composed of at least five percent (5%) of the census is required to conduct any business of the Church, except as otherwise provided in these Bylaws.

3-6.c A quorum composed of at least fifty-one percent (51%) of the census is required to consider consolidation or dissolution of the Church, or initiating the disassociation or separation of the Church from the local Baptist Association(s), the Mississippi Baptist Convention, the Southern Baptist Convention, or their successor(s).

3-7 Business Meeting Procedures

3-7.a Prior to any vote being taken on a proposal, the matter must first be referred to the appropriate Ministry Team(s) for review and recommendation.

3-7.b The Senior Pastor or the Executive Pastor will be the Moderator of all Business Meetings, except as otherwise provided in these Bylaws.

3-7.c If the Church is without a Senior Pastor and an Executive Pastor, the Chair of the Deacons or his authorized designee will serve as the Moderator of Business Meetings. If the Chair of the Deacons or his designee cannot serve, the Church Clerk will convene the Business Meeting and a Moderator will be selected from the floor.

3-7.d The Moderator will insure that each Business Meeting was properly Noticed and Posted. The Moderator will also insure any matter presented for consideration was properly referred to the Senior Pastor, the Deacons, or Ministry Team(s) as provided in these Bylaws.

3-7.f Prior to the Voting Members casting a vote on a matter, the recommendation of the appropriate Ministry Team(s) and the Deacons (if required) must be presented orally or in writing to the Church for consideration.

3-8 Parliamentary Rules

3-8.a *Roberts Rules of Order*, as amended, will be the parliamentary authority for all Business Meetings, Deacons meetings, and any other meeting of the Church requiring parliamentary procedure.

3-9 Voting at Business Meetings

3-9.a An official act of the Church requires the concurrence of at least a majority of the Voting Members casting a vote on matters presented to the Church for consideration at a Business Meeting, except as otherwise provided in these Bylaws.

3-9.b The concurrence of at least three-fourths (3/4) of the Voting Members casting a vote is required to approve the Calling of a Senior Pastor, an Executive Pastor, a Campus Pastor, a Ministry Area Pastor, or Interim Pastor at a Business Meeting.

3-10 Business Meeting Minutes

3-10.a The Church Clerk or authorized designee will insure that minutes of all Business Meetings are prepared and secured in a safe place. A copy of the minutes of each Business Meeting will be filed in the Church office within thirty (30) days after the meeting.

ARTICLE IV – MULTI-CAMPUS LOCATIONS

4-1 The Church may choose to operate or establish a campus at more than one (1) location.

4-2 A Multi-Campus Location within the meaning of these Bylaws shall mean a campus other than the largest campus.

4-3 In the event the Church elects to operate a campus as set forth in Article IV, a Campus Leadership Council shall be established at the Multi-Campus Location.

4-3.a The Campus Leadership Council shall consist of nine (9) people. Each member must be at least twenty one (21) years of age. At least three (3) members must be women, and at least three (3) members must be men.

4-3.b Members shall serve three (3) year terms on a rotating basis, with three (3) new members being elected each year.

4-3.c Selection of the Campus Leadership Council Members shall be conducted in the following manner:

- (1) Nomination of a Campus Leadership Council Nominations Team shall take place on the first Sunday in October of each year at the conclusion of a worship service at the Multi-Campus Location. All Voting Members may participate in the selection process;
- (2) The Campus Pastor, or his designee, shall serve as Moderator for the nomination process;
- (3) The names of those not eligible to serve on the Campus Leadership Council Nominations Team by reason of having served the previous year shall be announced prior to the first ballot. Neither a current Pastor nor a current Church Staff Member is eligible to serve on the Campus leadership Council Nominations Team. Each Voting Member shall list five (5) nominees from the Multi-Campus Location. The ten (10) individuals receiving the highest number of votes, as determined by a tellers committee appointed on the occasion by the Moderator, shall be announced at a Special Business Meeting of the Campus on the first Sunday of November of each year, to be held immediately following the morning worship service at the Multi-Campus Location. In case of ties on the first ballot for tenth position, the announced list would be expanded to include all those tied for tenth position;
- (4) At the Special Business Meeting of the Multi-Campus Location on the first Sunday of November, a secret ballot shall be cast to elect five (5) individuals from the announced list. The five (5) individuals receiving the highest number of votes as determined by the tellers committee shall be elected to serve on the Campus Leadership Council Nominations Team. In the event of a tie for the fifth position, the team shall be expanded to include all those tied for fifth position. Once selected, Members shall serve until a new Campus Leadership Council Nominations Team is selected the following November;
- (5) The Campus Leadership Council Nominations Team shall nominate to the Multi-Campus Location three (3) individuals to serve on the Campus Leadership Council in accordance with Article IV, Section 4-3.a;
- (6) Voting to approve the nominees for the Campus Leadership Council shall take place at the conclusion of the morning worship service at the Multi-Campus Location on the first Sunday of December;
- (7) Vacancies on the Campus Leadership Council shall be filled in the manner set forth herein, except that the number of individuals nominated and the time provisions set forth in Article IV, Sections 4-3.c(5) and 4-3.c(6), shall be suspended so as to allow vacancies to be filled as soon as possible to complete the remainder of the unexpired term(s).
- (8) An initial Campus Leadership Council shall be chosen in the manner set forth herein, except that the number of individuals nominated and the time provisions set forth in Article IV, Sections 4-3.c(1) and 4-3.c(6), shall be suspended so as to fill all positions as soon as possible. Three (3) of the individuals shall be nominated for a three (3) year term, three (3) of the individuals shall be nominated for a two (2) year term, and three (3) of the individuals shall be nominated for a one (1) year term.

- 4-3.d No member of the Campus Leadership Council who has served a full term shall be eligible for re-election until one (1) year has lapsed. Those who have been elected to fill unexpired terms of one (1) year or less shall be eligible for re-election to one (1) full term.
- 4-3.e The Campus Leadership Council shall elect a Chair from among the current members at the January meeting who shall serve as Chair for the calendar year. There shall be no prohibition to prevent a Chair from serving more than one (1) consecutive term as Chair.
- 4-3.f The purpose of the Campus Leadership Council shall be:
- (1) to serve as a support group for the Campus Pastor and the Multi-Campus Location Staff;
 - (2) to serve as a communication vehicle for all Members, programs, and areas of the Multi-Campus Location;
 - (3) to assist the Campus Pastor and Staff in planning and submitting an annual budget for operation of the Multi-Campus Location and programs to the Finance Ministry Team; and
 - (4) to assist the Campus Pastor and Staff in planning, implementation and operation of campus-specific programs, making recommendations in the addition or deletion of Multi-Campus Staff positions, and creating expansion or deletion of campus-specific ministries.

ARTICLE V – FINANCES

- 5-1 Financing of all programs and activities of the Church shall be by individual giving. The Church subscribes to and supports a system of individual proportionate giving as taught by the Holy Scriptures. (Malachi 3:10; I Corinthians 16:2)
- 5-2 All funds received by the Church shall be deposited in a financial institution designated by the Church. All withdrawals shall be by the Church Treasurer or his or her designee.
- 5-3 No expenditure of Church funds may be made for any purpose unless the expenditure is authorized by the Church Unified Budget or approved in accordance with written policies and procedures of the Church or these Bylaws.
- 5-4 Special offerings may be taken by the Church only upon approval in advance of the Finance Ministry Team. The normal policy, however, is to make all expenditures through the Church Unified Budget.
- 5-5 Fiscal Year
- 5-5.a The fiscal year of the Church will be January 1 through December 31.

5-6 Gifts to the Church

- 5-6.a Material gifts will be accepted by the Finance Ministry Team on behalf of the Church if the gift is designated for a specific Church ministry or is designated for a cause approved by the Church.
- 5-6.b All material gifts accepted by the Finance Ministry Team on behalf of the Church will be disbursed or administered under the direction of the Finance Ministry Team according to the donor's wishes.
- 5-6.c With the exception of endowment funds, any designated gift not used or expended within three (3) years from receipt may, on the recommendation of the Finance Ministry Team, be re-designated and used for other purposes.
- 5-6.d A gift of any real property other than cash may be converted to cash by the Finance Ministry Team.

5-7 Gifts Designated for the Sole Benefit of Church Staff Members

- 5-7.a Subject to the approval of the Finance Ministry Team, love offerings or gifts may be given by the Church to Church Staff Members.
- 5-7.b Any material gift that is given to the Church by a third person or party that has the effect of being for the exclusive benefit of a Pastor, a Church Staff Member, or their families will not be accepted by the Church, with exception of love offerings and gifts referred to in Article V, Section 5-7.a.

- 5-8 The Trustees, the Finance Ministry Team, or their duly authorized designee(s) will engage an independent public accounting firm to audit the financial affairs of the Church in accordance with generally accepted accounting principles. Such audit shall be conducted annually. Funds will be appropriated immediately to pay for such audit and the results will be reported to the Church by the Finance Ministry Team upon the completion of the audit.

ARTICLE VI – ORGANIZATIONS SPONSORED BY THE CHURCH

- 6-1 All outside organizations sponsored by the Church (Boy Scouts, Girl Scouts, and similar organizations) must be authorized by the Church at a regular Business Meeting and must be subject to the Church's supervision.
- 6-2 All such organizations shall make annual reports of their activities to the Church.
- 6-3 A Church representative shall be nominated and elected by the Church to serve as a liaison between the Church and any Church sponsored organization.

SECTION 6-3
Repealed and replaced May 17, 2015

ARTICLE VII – CHURCH OFFICERS

- 7-1 All officers of this Church must be members of the Church. The officers of this Church shall consist of the following: Senior Pastor, Executive Pastor, Campus Pastor, Ministry Area Pastor, Deacons, Church Clerk, Church Treasurer, Trustees, and other such officers as the Church shall from time to time authorize.
- 7-2 Senior Pastor
- 7-2.a The Senior Pastor is responsible to the Church. He shall report to and shall be supervised by the Personnel Ministry Team. The primary responsibilities of the Senior Pastor are to preach God’s word and lead the Church to obey God’s word. The Senior Pastor casts the vision for the Church and leads the Church to function as a New Testament church. The Senior Pastor is the leader of pastoral ministries in the Church. He works with the other Pastors, the Deacons, and the Church Staff to lead the Church in performing its tasks; to lead the Church to engage in a fellowship of worship, witness, education, ministry, and application; to proclaim the gospel to believers and non-believers; and to care for the Church Members and other persons in the community.
- 7-2.b The Senior Pastor must possess the qualifications of a Pastor found in the Holy Scriptures in 1 Timothy 3:1-7, must be ordained by this Church or a Baptist church of like faith and order, and must conform to the principles of faith and practices of this Church.
- 7-2.c The Senior Pastor or his authorized ordained designee(s) will administer the Ordinances of Baptism and the Lord's Supper in accordance with Holy Scriptures on a regular basis and in a manner that fulfills the spiritual needs of the Church.
- 7-2.d When the Church chooses to operate multi-campus locations, the Senior Pastor’s primary preaching and pastoral responsibilities will be to the largest campus, unless otherwise designated by the Church.
- 7-2.e The Senior Pastor or his designee may be an ex-officio member of any Ministry Team, except as otherwise provided for in these Bylaws. As an ex-officio member, the Senior Pastor or his designee will not have a vote in or veto authority over any action of the Ministry Team.
- 7-3 Executive Pastor
- 7-3.a The Executive Pastor is responsible to the Church. He shall report to and shall be supervised by the Personnel Ministry Team. He supervises Campus Pastors and Ministry Area Pastors, except as otherwise determined by the Church. The Executive Pastor oversees the day-to-day operations and management of the Church – staff, buildings, and grounds – and assists in implementing the vision for the Church. The Executive Pastor may be the Senior Pastor’s designee to serve as an ex-officio member of a Ministry Team, except as otherwise provided for in these Bylaws. The Executive Pastor may assist the Personnel Ministry Team, upon request, in the performance of its duties outlined in Article IX, Section 9-18.c.

- 7-3.b In addition to the duties and responsibilities delineated herein, the Executive Pastor shall have such duties and responsibilities as may be prescribed by the policies implemented by the Personnel Ministry Team.
- 7-3.c The Executive Pastor must possess the qualifications of a Pastor found in the Holy Scriptures in 1 Timothy 3:1-7, must be ordained by this Church or a Baptist church of like faith and order, and must conform to the principles of faith and practices of this Church.
- 7-4 Campus Pastor
- 7-4.a A Campus Pastor is responsible to the Church. His reporting requirements and supervision shall be determined by the Church through the policies implemented by the Personnel Ministry Team. A Campus Pastor is responsible for the preaching, pastoral care, and ministry at a Multi-Campus Location, and gives overall direction to the planning of the Multi-Campus Location.
- 7-4.b In addition to the duties and responsibilities delineated herein, a Campus Pastor shall have such duties and responsibilities as may be prescribed by the policies implemented by the Personnel Ministry Team.
- 7-4.c A Campus Pastor must possess the qualifications of a Pastor found in the Holy Scriptures in 1 Timothy 3:1-7, must be ordained by this Church or a Baptist church of like faith and order, and must conform to the principles of faith and practices of this Church.
- 7-4.d A Campus Pastor or his designee may be an ex-officio member of any campus-specific Ministry Team, except as otherwise provided in these Bylaws. As an ex-officio member, the Campus Pastor or his designee will not have a vote in or veto authority over any action of the Ministry Team.
- 7-4.e A Campus Pastor shall submit an annual budget request for the operation of the Multi-Campus Location and its programs in sufficient time for such budget to be considered for inclusion on the Church Unified Budget for the next fiscal year. Such request shall be submitted in accordance with policies and procedures established by the Finance Ministry Team.
- 7-5 Ministry Area Pastor
- 7-5.a A Ministry Area Pastor is responsible to the Church. His reporting requirements and supervision shall be determined by the Church through the policies implemented by the Personnel Ministry Team. A Ministry Area Pastor is responsible for all ministry activities of a specific ministry area (Children, College, Discipleship, Preschool, Recreation, Singles, Senior Adults, Students, Worship, etc.). A Ministry Area Pastor creates, directs, and evaluates the total program for a specific ministry area.

- 7-5.b In addition to the duties and responsibilities delineated herein, a Ministry Area Pastor shall have such duties and responsibilities as may be prescribed by the policies implemented by the Personnel Ministry Team.
- 7-5.c A Ministry Area Pastor must possess the qualifications of a Pastor found in the Holy Scriptures in 1 Timothy 3:1-7, must be ordained by this Church or a Baptist church of like faith and order, and must conform to the principles of faith and practices of this Church.
- 7-5.d A Ministry Area Pastor may direct the work of special Ministry Teams in his ministry area.
- 7-5.e A Ministry Area Pastor shall submit an annual budget request for the operation of the ministry area site and its programs in sufficient time for such budget to be considered for inclusion on the Church Unified Budget for the next fiscal year. Such request shall be submitted in accordance with policies and procedures established by the Finance Ministry Team.
- 7-6 Interim Pastor
- 7-6.a When the office of a Pastor (Senior Pastor, Executive Pastor, Campus Pastor, or Ministry Area Pastor) is vacated, the Church may choose to call an interim to serve until such office has been filled by the Church. The duties, responsibilities, and term of service of an Interim Pastor shall be determined at the time of his calling.
- 7-7 Calling a Pastor (Senior Pastor, Executive Pastor, Campus Pastor, Ministry Area Pastor)
- 7-7.a A Senior Pastor, an Executive Pastor, or a Campus Pastor shall be chosen and called by the Church whenever a vacancy occurs, and based on the needs of the Church. His election shall take place at a meeting called for that purpose on a Sunday morning, provided Notice of such election is announced at the previous regular Sunday morning service. In addition, each resident member shall be notified by mail of such election. A Pastor Search Ministry Team shall be elected in accordance with Article IX, Section 9-17 to seek out a suitable Senior Pastor, Executive Pastor, or Campus Pastor, and its recommendation will constitute a nomination, though any Church Member shall have the privilege of making other nominations at any time. Election of a Senior Pastor shall be by written ballot or otherwise as determined by the Church.
- 7-7.b The Pastor Search Ministry Team shall consist of seven (7) people, representing a cross section of the Church Membership, and shall include both men and women. The Pastor Search Ministry Team shall seek out and recommend to the Church for approval a suitable Senior Pastor, Executive Pastor, or Campus Pastor.
- 7-7.c A Ministry Area Pastor shall be chosen and called by the Church whenever a vacancy occurs, and based on the needs of the Church. His election shall take place at a Special Business Meeting called for that purpose. The Personnel Ministry Team shall be responsible for seeking out a suitable Ministry Area Pastor, and its recommendation will constitute a nomination, though any Church Member shall have the privilege of making other nominations at any time.

- 7-8 Pastoral Counseling (Senior Pastor, Executive Pastor, Campus Pastor, Ministry Area Pastor)
- 7-8.a Believing that the man holding the office of a Pastor cannot effectively lead the ministries of the Church if he has breached the scriptural qualifications of a Pastor, or is physically or mentally unable to uphold the office of a Pastor, or his leadership materially compromises the welfare or principles of faith and practices of the Church, the Personnel Ministry Team, in accordance with principles of Holy Scriptures, will counsel a Pastor if they believe the office of a Pastor has been impaired.
- 7-9 Declaration of the Office of a Pastor Vacant (Senior Pastor, Executive Pastor, Campus Pastor, Ministry Area Pastor)
- 7-9.a A Pastor may relinquish the office of a Pastor by giving written notice to the Church or to the Deacons.
- 7-9.b Upon recommendation of the Personnel Ministry Team, the Chair of the Deacons or a majority of the Active Deacons may call a meeting of the Deacons to determine whether the office of a Pastor has been impaired. At least seven (7) days' advance Notice must be given to the Active Deacons and to the Pastor before such meeting may be called to order. Such Notice must be given in a manner that fairly, reasonably and conspicuously informs the Active Deacons and the Pastor of the business to be conducted. Constructive Notice will be sufficient if it reasonably advises the Pastor of the date, time, place, and purpose of the Deacons meeting.
- 7-9.c A quorum composed of at least two-thirds (2/3) of the Active Deacons is required to determine whether the office of a Pastor should be declared vacant.
- 7-9.d The Chair of the Personnel Ministry Team, the Chair of the Deacons, or their authorized designee(s) will present the allegations evidencing impairment of the office of a Pastor. The Pastor or his representative will have an opportunity to rebut such allegations.
- 7-9.e Failure of a Pastor to attend the Deacons meeting without reasonable cause is sufficient grounds for declaring the office of a Pastor vacant. Reasonable cause shall be determined by a majority of the Active Deacons casting a vote.
- 7-9.f If a majority of the Active Deacons casting a vote finds by a preponderance of the evidence that a Pastor has violated the spiritual qualifications of a Pastor; the Pastor is physically or mentally incapable of holding the office of a Pastor; or a Pastor's leadership materially compromises the welfare or the principles of faith and practices of the Church, the Deacons may declare the office of a Pastor vacant. A secret ballot is authorized but not required for these Deacon proceedings.
- 7-9.g If by a preponderance of the evidence a majority of the Active Deacons casting a vote finds that the office of a Pastor has not been impaired, the Deacons will declare that the office of the Pastor has not been vacated. However, upon the concurrence of a majority of the Active Deacons

casting a vote, the Deacons may recommend to the Church that the Church consider whether the Pastor should be terminated. The fact that the Deacons found that the office of a Pastor had not been impaired will be published with all Notices of the Business Meeting called to consider terminating a Pastor.

7-9.h Reasonable Notice must be given to the Voting Members and to the Pastor at least seven (7) days in advance of a Business Meeting called to consider terminating Pastor.

7-9.i The Chair of the Deacons or his authorized designee will convene such meeting and recommend a Moderator who must be approved by a majority of the Voting Members casting a vote. The Moderator may not be the Senior Pastor, the Executive Pastor, a Campus Pastor, a Ministry Area Pastor, a Church Staff Member, or family member of any of them, the Chair of the Deacons, or the Chair of the Personnel Ministry Team.

7-9.j The Chair of the Deacons or his authorized designee will advise the Church of the Deacons' recommendation with respect to the termination of a Pastor. The Pastor or his representative will have an opportunity to rebut any allegations lodged against the Pastor; however, the Pastor is not required to speak in the proceeding if the Pastor so chooses. Failure of the Pastor to attend the meeting, without reasonable cause, is grounds to terminate the Pastor. If necessary, a majority of the Voting Members casting a vote will determine whether a Pastor's failure to attend is reasonable.

7-9.k The concurrence of at least a majority of the Voting Members casting a vote is required to terminate a Pastor. A secret ballot is authorized but not required.

7-9.l Compensation when the Office of a Pastor is vacated

(1) When the office of a Pastor is vacated, compensation over and above benefits provided by the Church through its personnel policies shall be considered for the Pastor upon the joint recommendation of the Personnel Ministry Team and the Finance Ministry Team. Such recommendation must be approved by the Deacons.

(2) Compensation outlined in Article VII, Section 7-9.l(1) may be amended by a two thirds (2/3) vote of the Voting Members present at a Special Business Meeting called for that purpose.

(3) A Pastor must have served at least one (1) year at this Church before being eligible for compensation outlined in Article VII, Section 7-9.l.

7-10 Deacons

7-10.a In accordance with the meaning of the 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 Pastors, Church Staff, and Ministry Teams in ministering to the needs of the Church and its members; to proclaim the

gospel to believers and to non-believers; to care for Church Members and other persons in the community; to lead the Church to engage in a fellowship of worship, witness, education, ministry, and application; and to lead the Church in performing its tasks. The Deacons will cooperate with and assist in the promotion of all interests of the Church. The Deacons are charged with keeping the Church Members enlisted in the full program of the Church and of promoting peace, harmony, and the spirit of cooperation among the membership.

7-10.b Qualifications

- (1) A Deacon will have the qualifications found in the Holy Scriptures in Acts 6:3 and 1 Timothy 3:8-13.
- (2) A Deacon shall be at least twenty one (21) years of age.
- (3) A Deacon shall have been an active member of a Baptist church for the immediately preceding five (5) years.
- (4) If to be ordained, a Deacon must have been a member of this Church for the immediately preceding three (3) years.
- (5) If already ordained, a Deacon must have been a member of this Church for the immediately preceding one (1) year.
- (6) Neither a current Pastor nor a current Church Staff Member is eligible to serve as an Active Deacon.

7-10.c A Deacon shall be diligent in his attendance at worship services and shall manifest at all times full cooperation with the church leadership in the entire program of the Church.

7-10.d The Deacon body shall consist of a minimum of thirty (30) Active Deacons. The maximum number of Active Deacons shall be determined by the Deacon Nominations Ministry Team based on the needs of the Church.

7-10.e Active Deacons shall be elected to serve by the calendar year on a rotation basis with the full term of office being for three (3) years, and with the term of office for one-third (1/3) of the Active Deacons expiring each year. No Deacon who has served a full three (3) year term shall be eligible for re-election until one (1) year has lapsed. Those who have been elected to fill unexpired terms of one (1) year or less shall be eligible for re-election to one (1) full term of three (3) years.

SECTION 7-10.d

Repealed and replaced May 17, 2015

7-10.f (Section 7-10.f Repealed May 17, 2015)

7-10.g Removal of a Deacon

- (1) A Deacon may be removed from office by resignation or grievance. Where a grievance exists against a Deacon due to his ministry and service contrary to Scripture or due to alleged conduct on his part unfitting a Deacon, such grievance may be brought before the Deacon body. If the remainder of the Deacon body, after thorough investigation and consideration, reaches consensus that the grievance is true and substantial, then the Deacon may be removed from office by a consensus, but not less than two-thirds (2/3) vote of the Active Deacons.

7-10.h Deacons Meetings

- (1) The Deacons, the Senior Pastor, the Executive Pastor, Campus Pastors, and Ministry Area Pastors will meet on a regular monthly basis for consideration of their specific duties and the general welfare of the Church, and to make such recommendations to the Church as may seem to them to be expedient and proper.
- (2) Active Deacons are expected to attend all Deacons Meetings. Failure to attend at least seventy five (75) percent of the regularly scheduled Deacons Meetings, without reasonable cause, will constitute voluntary resignation from service as an Active Deacon. Deacons who are not currently active may attend Deacons Meetings, except as otherwise provided in these Bylaws; however, Deacons who are not currently active may not participate in any business which requires a vote of the Active Deacons.
- (3) The Active Deacons shall elect a Chair of the Deacons and a Vice-Chair of the Deacons from among the Active Deacons who shall serve for one (1) year.
- (4) The Active Deacons shall elect a Secretary who will insure that minutes of all Deacons Meetings are prepared and secured in a safe place. A copy of the minutes of each Deacons Meeting shall be filed in the Church office within thirty (30) days after the meeting.
- (5) Deacons Meetings involving personnel matters or other confidential matters will be open only to Active Deacons and the specific Ministry Team(s) involved in the matter, if any.

7-10.i Roles of the Active Deacons in Business Matters

- (1) The purpose of the Active Deacons is not to mandate policies and procedures or dictate business decisions of the Church. The role of the Active Deacons in the business affairs of the Church is that of a sounding board or advisor. To facilitate its role, the Active Deacons may provide its advice on certain matters that affect the life and ministries of the Church, as provided in these Bylaws.
- (2) As a minimum, the following matters may be presented to the Deacons for their advice before being presented to the Church: the Church Unified Budget; material changes to job

positions and descriptions, severance or benefits applicable to any job description or position, or the creation or deletion of any pastoral position; the material acquisition or divestiture of any Church property or the assumption by the Church of any material liability or encumbrance; amendments to the Bylaws.

7-11 Church Clerk

7-11.a The Church Clerk or his or her designee shall keep in a suitable book a record of all the actions of the Church, except as otherwise provided for the these Bylaws. He or she is responsible for keeping a register of the names of members, with dates of admission, transfer, or death, together with a record of baptisms. He or she shall issue letters of transfer 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 in these Bylaws, and such other duties as the Church may determine. The Church may delegate some of the clerical responsibilities of the Church Clerk to a Church secretary. The Church Clerk shall assist in the preparation of the annual report of the Church to the local Baptist Association(s), the Mississippi Baptist Convention, the Southern Baptist Convention, and/or their successor(s). All Church records are Church property and should be filed in the Church office within thirty (30) days of receipt or action.

7-12 Church Treasurer

7-12.a The Church shall elect annually a Church Treasurer. It shall be the duty of the Church Treasurer or his or her designee to receive, preserve, and pay out all money or things of value paid or given to the Church, keeping at all times an itemized account of all receipts and disbursements. It shall be the duty of the Church Treasurer, or his or her designee, to render to the Finance Ministry Team, the Deacons, and the Church, at each Regular Business Meeting, an itemized report of the receipts and disbursements for the preceding period.

7-12.b The Church Treasurer shall be bonded as determined by the Finance Ministry Team.

7-12.c Upon rendering the annual account at the end of each fiscal year and its acceptance and approval by the Church, the records shall be delivered by the Church Treasurer, or his or her designee, to the Church Clerk, who shall keep and preserve the account as a part of the permanent records of the Church.

7-13 Trustees

7-13.a Five (5) Trustees shall be elected by the Church, and shall constitute the officers of the corporation. They shall have no power to buy, sell, mortgage, lease or transfer any property without a specific vote of the Church authorizing each action. The signature of two (2) of these trustees shall be required for all legal documents involving the sale, mortgage, purchase or rental of property, or other legal documents where the signatures of trustees are required. Trustees shall serve a five (5) year term on a rotating basis, with one (1) new trustee being elected every year.

- 7-14 All Church officers, unless otherwise specified in these Bylaws, shall be elected to serve the designated Church year.

ARTICLE VIII – CHURCH STAFF MEMBERS AND OTHER PERSONNEL

- 8-1 The Church shall call or employ such Church Staff Members and other personnel as the Church shall need based on obvious needs and in line with financial policies and provisions of the Church.
- 8-2 The Personnel Ministry Team shall establish and maintain policies and procedures by which to call or employ such Church Staff Members or other personnel.
- 8-3 The Personnel Ministry Team shall be responsible for creating and maintaining job descriptions, policies, and procedures for Church Staff Members and other personnel consistent with these Bylaws, except as otherwise provided for in these Bylaws.

ARTICLE IX – MINISTRY TEAMS

- 9-1 All Ministry Teams shall be elected and approved by the Church and new Ministry Teams shall be formed or existing ones dissolved at the discretion of the Church.
- 9-2 All Ministry Team members must be members of the Church in good standing. All Ministry Team members must have been a member of this Church the immediately preceding three (3) years.
- 9-3 Any special Ministry Team may be appointed at the discretion of the Committee on Ministry Teams or new standing Ministry Teams authorized at the discretion of the Church.
- 9-4 For all Ministry Team meetings a majority shall constitute a quorum, provided all members have been properly notified either by public announcement or by personal contact.
- 9-5 No Ministry Team member who has served a full term shall be eligible for re-election until one (1) year has lapsed. Those who have been elected to fill unexpired terms of one (1) year or less shall be eligible for re-election to one (1) full term.
- 9-6 No Ministry Team member shall be elected to serve concurrently on more than one (1) standing Ministry Team.
- 9-7 Neither a current Pastor nor a current Church Staff Member, nor a family member of any of them, may serve on a standing Ministry Team, except as otherwise provided for in these Bylaws.
- 9-8 Ministry Team members shall elect a Chair from among the current members.

- 9-9 All Ministry Teams will keep adequate minutes of its meetings. These minutes will be filed in the Church office within thirty (30) days after the meeting.
- 9-10 When the Church chooses to operate at multi-campus locations, the Ministry Teams shall include appropriate representation from each campus based on the percentage of resident members who attend each campus.
- 9-11 The standing Ministry Teams shall be the Bylaws Ministry Team, the Deacon Nominations Ministry Team, the Finance Ministry Team, the Missions Ministry Team, the Pastor Search Team Nominations Ministry Team, the Personnel Ministry Team, the Property Management Ministry Team, the Strategic Planning Ministry Team, and the Committee on Ministry Teams.
- 9-12 Bylaws Ministry Team
- 9-12.a The Bylaws Ministry Team shall consist of five (5) people, at least one (1) of whom shall be an attorney, a judge, a law professor, or a legislator.
- 9-12.b Members shall serve for five (5) year terms on a rotating basis, with one (1) new member being elected every year.
- 9-12.c Members shall perform the following duties:
- (1) shall become familiar with the Constitution and Bylaws;
 - (2) shall make an annual review of the Bylaws to determine if amendments or revisions need to be made;
 - (3) shall recommend to the Church amendments or revisions, as provided for in these Bylaws;
 - (4) shall insure that the Church, its organizations, and leaders abide by the Bylaws, and shall report any deviation or violation to the Deacons;
 - (5) shall become familiar with *Robert's Rules of Order* and designate one to serve as parliamentarian for all Church Business Meetings;
 - (6) shall issue official opinions of the Bylaws upon written request for same, or when issues arise which may require the advice of the Bylaws Ministry Team; and
 - (7) shall perform other duties as provided for in these Bylaws.

SECTION 9-11

Repealed and replaced May 17, 2015

9-13 (Section 9-13 Repealed May 17, 2015)

9-14 Deacon Nominations Ministry Team

9-14.a The Deacon Nominations Ministry Team shall consist of nine (9) deacons. The Senior Pastor or his designee may serve as an ex-officio member and shall have no vote in or veto authority over any action of the Ministry Team.

9-14.b Members must be active deacons at the time of their election and shall serve for three (3) year terms on a rotating basis, with at least two (2) new members being elected every year.

9-14.c Members shall perform the following duties:

- (1) shall fill vacancies in the number of active deacons based on the needs of the Church;
- (2) shall review membership rolls to obtain names of men and may receive from the general Church membership names of men who the membership believe meet the Biblical qualifications of a Deacon in accordance with Article VII, Section 7-10.b of these Bylaws;
- (3) shall conduct a thorough process to determine if the recommended candidates meet the Biblical qualifications of a Deacon;
- (4) shall present a nominee list of men to the Church for approval no later than November for the term beginning in January; and
- (5) shall perform other duties as provided for in these Bylaws.

9-15 Finance Ministry Team

9-15.a The Finance Ministry Team shall consist of nine (9) people, including the Chair of the Deacons, the Church Treasurer, and seven (7) members at large, at least one of whom shall be a banker or financial professional and three (3) of whom shall have business experience. The Senior Pastor, the Executive Pastor, and the Church Business Administrator may serve as ex-officio members and shall have no vote in or veto authority over any action of the Ministry Team.

9-15.b Members at large shall serve for three (3) year terms on a rotating basis, with at least two (2) new members being elected every year.

9-15.c Members shall perform the following duties:

- (1) shall serve as the Church Budget Planning Committee;
- (2) shall administer the Church Unified Budget and insurance program consistent with these Bylaws;
- (3) shall recommend budget revisions to the Church for approval;
- (4) shall evaluate and recommend appeals for funds for special causes;
- (5) shall approve any expenditure which exceeds ten (10) percent of an allocated budget item;

SECTION 9-14 – DEACON NOMINATIONS MINISTRY TEAM
Repealed and replaced May 17, 2015

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- (6) shall determine proper limits for all Church insurance (including surety bonds), include adequate funds in the Church Unified Budget for insurance, and purchase adequate insurance for all Church property and activities (including surety bonds and liability insurance); and
- (7) shall perform other duties as provided for in these Bylaws.

9-16 Missions Ministry Team

9-16.a The Missions Ministry Team shall consist of five (5) people who have a demonstrated interest in missions and mission activities, and shall include a women's ministry leader and a men's ministry leader.

9-16.b Members shall serve for three (3) year terms on a rotating basis, with at least one (1) new member being elected every year.

9-16.c Members shall perform the following duties:

- (1) shall organize and plan short term and long term mission activities and endeavors;
- (2) shall administer funds designated for missions in strict accordance with its stated objectives;
- (3) shall assist in organizing the mission teams and groups;
- (4) shall publish to the Church an annual report of mission activities and mission fund expenditures. This report shall include proposed mission activities for the following year with anticipated funding requirements; and
- (5) shall perform other duties as provided for in these Bylaws.

9-17 Pastor Search Team Nominations Ministry Team

9-17.a The Pastor Search Team Nominations Ministry Team shall consist of the Chair of the Deacons, the Church Clerk, the Church Treasurer, the Chair of the Bylaws Ministry Team, and the Chair of the Personnel Ministry Team. When the Church chooses to operate at multi-campus locations, the Pastor Search Team Nominations Ministry Team shall be expanded to include the Chair of the Campus Leadership Council(s).

SECTION 9-17.a

Repealed and replaced May 17, 2015

9-17.b Members shall perform the following duties:

- (1) shall prepare a nominee list to be presented to the Church for approval of individuals to serve on the Pastor Search Ministry Team in accordance with Article VII, Section 7-7;
- (2) shall seek out and recommend to the Church for approval an Interim Senior Pastor, an Interim Executive Pastor, or an Interim Campus Pastor, in accordance with Article VII, Section 7-6; and
- (3) shall perform other duties as provided for in these Bylaws.

9-18 Personnel Ministry Team

9-18.a The Personnel Ministry Team shall consist of nine (9) people, at least one (1) of whom shall have human resource experience. The Senior Pastor and the Executive Pastor may serve as ex-officio members and shall have no vote in or veto authority over any action of the Ministry Team.

9-18.b Members shall serve for three (3) year terms on a rotating basis, with three (3) new members being elected every year.

9-18.c Members shall perform the following duties:

- (1) shall develop and maintain personnel policies and procedures, and shall make an annual review of same to determine if revisions are needed;
- (2) shall recommend to the Church for approval the employment of Ministry Area Pastors and Church Staff Members, whether full-time, part-time, or interim, as authorized by the Church, as provided for in the Church Unified Budget, and consistent with these Bylaws;
- (3) shall employ other personnel based on the needs of the Church and as provided for in the Church Unified Budget;
- (4) shall prepare and maintain job descriptions consistent with these Bylaws, and shall make an annual review of same to determine if revisions are needed;
- (5) shall recommend salaries, work schedules, vacation, sick leave, days off for regular or special reasons for all Pastors, all Church Staff Members, and all other personnel;
- (6) shall assist in the resolution of any problem or conflict which may arise between personnel;
- (7) shall be the Church's representative on all personnel matters, including but not limited to interviewing, hiring, evaluating, terminating, suspending, and counseling the Pastors,

Church Staff Members and other personnel, except as otherwise provided for in these Bylaws;

- (8) shall report all unresolved personnel issues to the Deacons; and
- (9) shall perform other duties as provided for in these Bylaws.

9-19 Property Management Ministry Team

9-19.a The Property Management Ministry Team shall consist of seven (7) people, at least one (1) of whom shall have construction, property maintenance, or property management experience.

9-19.b Members shall serve for three (3) year terms on a rotating basis, with at least two (2) new members being elected every year.

9-19.c Members shall perform the following duties:

- (1) shall supervise and maintain all Church buildings and grounds;
- (2) shall inspect all Church properties quarterly, or as needed, and maintain an inventory of all equipment and furnishings;
- (3) shall make regular reports to the Church regarding the Church property and maintenance;
- (4) shall develop and maintain maintenance policies and procedures;
- (5) shall assist the Church in selecting and maintaining proper and adequate furnishings for the Church programs and activities;
- (6) shall study and evaluate maintenance costs and make recommendations to the Finance Ministry Team for anticipated maintenance, repair, and equipment needs; and
- (7) shall perform other duties as provided for in these Bylaws.

9-20 Strategic Planning Ministry Team

9-20.a The Strategic Planning Ministry Team shall consist of nine (9) people representative of all major organizations and programs of the Church, a minimum of four (4) of whom shall be women. The Senior Pastor, the Executive Pastor, and a Campus Pastor may serve as ex-officio members and shall have no vote in or veto authority over any action of the Ministry Team.

9-20.b Members shall serve for three (3) year terms on a rotating basis, with three (3) new members being elected every year.

9-20.c Members shall perform the following duties:

- (1) shall study and evaluate space allocations to determine the better use of space and to provide for continued growth;
- (2) shall study the layout of property owned and being acquired by the Church with particular emphasis as to how it could best be used by the Church;
- (3) shall assist the Church in determining needs, acquiring property, arranging, equipping, and administering parking space;
- (4) shall establish priorities for expenditures related to acquisitions, improvements, or renovations of Church property and make necessary recommendations to the Church;
- (5) shall develop and maintain policies regarding the use of space, property, and equipment;
- (6) shall work with the Pastors and other Ministry Teams to anticipate and plan for any change in ministry areas; and
- (7) shall perform other duties as provided for in these Bylaws.

9-21 Committee on Ministry Teams

9-21.a The Committee on Ministry Teams shall consist of seven (7) people.

9-21.b Members shall serve for three (3) year terms on a rotating basis, with at least two (2) new members being elected every year.

9-21.c Members shall perform the following duties:

- (1) shall prepare a nominee list for all standing Ministry Teams, the Church Clerk, the Church Treasurer, and the Trustees prior to the beginning of the designated Church year;
- (2) shall insure proper representation from each campus on all standing Ministry Teams when the Church chooses to operate at multi-campus locations;
- (3) shall maintain an accurate list of all standing Ministry Teams showing terms of office for each member;
- (4) shall, along with a Ministry Area Pastor, create or disband special Ministry Teams based on the needs of a particular ministry area; and
- (5) shall perform other duties as provided for in these Bylaws.

ARTICLE X – AMENDMENTS

- 10-1 Changes in the Constitution and Bylaws may be made at any regular or special Business Meeting of the Church provided each amendment shall have been presented at least thirty (30) days in advance at a previous meeting or worship service. Copies of the proposed amendment(s) shall be available and distributed to the Members.
- 10-2 Any of the articles of this Constitution and Bylaws may be amended, altered, or repealed by a two-thirds (2/3) vote of the Voting Members casting a vote after the requirements in Article X, Section 10-1, are satisfied.
- 10-3 This Constitution and Bylaws as adopted by the Church shall supersede and hold for naught all previous Constitutions and Bylaws and shall serve as the Constitution and Bylaws for that certain Charter of Incorporation of “Temple Baptist Church, Hattiesburg, Mississippi”, a Mississippi Corporation, as approved March 1958, until a subsequent Constitution and Bylaws is adopted by Temple Baptist Church.