

CONSTITUTION AND BYLAWS

FIRST BAPTIST CHURCH SANGER, TEXAS

INTRODUCTION

A church is a fellowship of people who have accepted Christ as Savior and are united by their common relation to the Holy Spirit. A church, like a community or an individual, is always changing. Fundamental doctrines remain in the same, but methods of teaching these doctrines and of moving toward objectives must change if the mission of the church is to be accomplished.

A church constitution and bylaws document helps a church preserve democratic procedures. This instrument serves as the guide for members to follow in carrying out the work of the church.

Basic theology, organizational structure, and church policies are contained in a constitution. Bylaws, on the other hand, state the methods for expediting, these principles and policies. Bylaws will usually be changed more often than the constitution. It should be emphasized, however, that both constitution and bylaws should be reviewed annually by the church council and/or of governmental procedure be brought up to date.

The basic advantage of a constitution and bylaws are:

1. Furnishes members a written statement of their church organization, fundamental guidelines, and theological beliefs.
2. Aids in preserving democracy and harmony since predetermined guidelines have already been established by the members.
3. Provides orderly procedures for guiding the transaction of church business.
4. Serves as basis for solving problems before problems arise.

CONSTITUTION

PREAMBLE

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

I. NAME

This body shall be known as the First Baptist Church of Sanger, Texas.

II. STATEMENT OF FAITH

The Holy Bible is the inspired Word of God and is the basis for any statement of faith. The church subscribes to the doctrinal statement of the Baptist Faith and Message as adopted by the Southern Baptist Convention in 1963. We band ourselves together as a body of baptized believers in Jesus Christ personally committed to sharing the good news of salvation to lost mankind. The ordinances of the church are baptism and the Lord's Supper.

III. CHURCH COVENANT

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Savior, and on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, we do now in the presence of God and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ.

We engage, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church, in knowledge, holiness, and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline, and doctrines; to contribute cheerfully and regularly to the ministry, the expenses of the church, the relief of the poor, and the spread of the gospel throughout all nations.

We also engage to maintain family and private devotions, to educate our children religiously; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings; faithful to our engagement, and exemplary in our deportment; and to be zealous in our efforts to advance the kingdom of our Savior.

We further engage to watch over one another in brotherly love; to remember one another in prayer; to aid one another in sickness and distress; to cultivate Christian sympathy in feeling and courtesy in speech; to be slow to take offense but always ready for reconciliation and mindful of the rules of our Savior, to secure it without delay.

We moreover engage that when we remove from this place, we will as soon as possible unite with some other church, where we can carry out the spirit of this covenant and the principles of God's Word.

IV. CHARACTER

Section 1. Policy

The government of this church is vested in the body of believers who compose it. It is subject to the control of no other ecclesiastical body, but it recognizes and sustains the obligations of mutual counsel and cooperation which are common among Baptist churches.

Insofar as is practical, this church will cooperate with and support the Denton Baptist Association, Baptist General Convention of Texas, and Southern Baptist Convention.

Section 2. Doctrine

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

V. CHURCH ORDINANCES

Section 1. Baptism

This church shall receive for baptism any person who has received Jesus Christ as Savior by personal faith and who indicates a commitment to follow Christ as Lord.

- A. Baptism shall be by immersion in water.
- B. The pastor, or whoever is authorized by the church, shall administer baptism.
- C. Baptism shall be administered as an act of worship service of the church.
- D. A person who professes Christ and is not baptized after a reasonable length of time shall be counseled by the pastor and/or staff or deacon. If the candidate displays a lack of interest, he shall be removed from the list of those candidates.

Section 2. The Lord's Supper

Utilizing the two symbolic elements of bread and the fruit of the vine, the church shall regularly observe the Lord's Supper. (See Article III Section 5).

BYLAWS

I. MEMBERSHIP

Section 1. General

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

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

Section 2. Candidacy

Any person may offer himself as a candidate for membership in this church. All such candidates shall be presented to the church at any regular worship service for membership in any of the following ways:

- A. By profession of faith and for baptism according to the policies of this church.
- B. By promise of letter from another Baptist church.
- C. By restoration upon a statement of prior conversion experience and baptism in a Baptist church when no letter is obtainable.

Should there be any dissent as to any candidate, such dissent shall be referred to the pastor and the deacons for investigation and the making of a recommendation to the church within thirty (30) days. A three-fourths vote of those members present and voting shall be required to elect such candidates to membership.

Section 3. Termination of Membership

Membership shall be terminated in the following ways: (1) death, (2) dismissal to another Baptist church, (3) exclusion by action of this church*, (4) erasure upon becoming affiliated with a church of another faith or denomination, (5) by the member's personal request to be dropped from the roll.

Should a member become an offense to the church and to its good name by reason of immoral or unchristian conduct, or by persistent breach of his covenant vows, or nonsupport of the church, the church may terminate his membership by a three-fourths vote, but only after due notice and hearing, and after faithful efforts have been made to bring such member to repentance and amendment.

Section 4. Rights and Duties of Members

- A. Every member of the church is entitled to vote at all elections and on all questions submitted to the church.
- B. Every member of the church is eligible for consideration by the membership as candidates for elective offices in the church in accordance with these Bylaws.
- C. Every member of the church may participate in the ordinances of the church.
- D. Every member is requested and encouraged to be faithful in all the duties of the Christian life, to attend church services regularly, to support the church and its causes financially through tithes and offerings, and to share in its organized work through a commitment of time and talents.

Section 5. Non-Resident Membership

Members who have moved from the area and cannot attend services and who have failed to move their membership shall have their names automatically removed from the Resident Church Roll to the Non-Resident Church Roll. Non-resident members shall be reinstated to the Resident Church Roll when residence is re-established.

II. CHURCH OFFICERS

All church officers must be members of the church. The officers of this church shall be as follows:

Section 1. Pastor

The pastor is responsible for leading the church in functioning as a New Testament church. The pastor will lead the congregation, the organizations, and the church staff in performing their tasks. A major concern of the pastor is to perform pastoral responsibilities. The pastor is the leader of worship, proclamation, education, and pastoral ministry.

See Appendix A on page 24

Section 2. Professional Staff (Amended April 21, 2013)

In the selection of other professional staff members, the church shall call or employ such other professional staff members as the church requires. The bylaws governing professional staff applies to both part time and full time positions. It is the responsibility of the pastor to recommend professional staffing needs to the Personnel Committee. In conjunction with the pastor, all proposed staff must be approved first by the Personnel Committee, then with their recommendation by a majority vote of the church in conference. At the discretion of the pastor and Personnel Committee, when deemed necessary, a committee may be formed who will work with the pastor to seek nominees to fill the vacancy. Upon recommendation of the Personnel Committee, and upon approval of the church in conference, an offer will be made in writing over the signature of the Personnel Committee chairman delineating all conditions of the employment including salary, allowances, insurance provisions and deductions, retirement provisions and deductions, vacation, and matters relating to moving expense. A job description and a letter of understanding of the duties signed by the staff member will be kept on file at the church.

Section 3. Support Staff

This church shall employ such support staff members as the church shall need. A job description shall be written when the need for staff members is determined. Support staff members shall be recommended to the church by the personnel committee and employed by church action.

Section 4. Deacons

A Deacon shall be a man who is a member of the church in good standing and who has the qualifications as set forth in Acts 6:3 and 1 Timothy 3:8-13.

Deacons may be elected at any time by the church either to fill a vacancy or to increase the number of deacons. Deacons shall be elected by the church at either a regular business meeting or a special business meeting of the church by secret ballot. The number of deacons shall be determined by the church as deemed necessary.

This church may elect an unordained person of scriptural qualifications to the body of deacons who shall serve a training period of one year as a member of the body of deacons. After the period of training, this church shall vote at any regular business meeting to approve or disapprove such person as a deacon. If approved, the Chairman of the Deacons shall call for an Ordination Council and upon recommendation of the Ordination Council that person shall be ordained as a deacon.

A deacon's service shall be terminated by (1) death; (2) resignation; (3) termination of membership in the church; (4) removal from such office by the church.

Duties - In accordance with the meaning of the Word and the practice of the New Testament, the deacons are to be the servants of the Church. The task of the deacon is to assist the pastor in performing pastoral responsibilities.

- A. They are to be zealous to guard the unity of the spirit within the Church in the bonds of peace.
- B. They shall serve as a council of advice and conference with the pastor in all matters pertaining to the welfare and work of the Church. With the pastor they are to consider and formulate plans for the constant effort and progress of the church in all things pertaining to the saving of souls, the development of Christians and the extension and growth of the Kingdom of God.
- C. By proper organization and method among themselves they are to establish and maintain personal fraternal relations with, and inspiring oversight of, all membership of the church, and being responsible for each new member of the church receiving a new member packet.
- D. In counsel with the pastor and by such methods as the Holy Spirit may direct in accordance with the New Testament teachings, they are to have oversight of the discipline of the church in administering which they are always to be guided by the principles set forth in 1 Thessalonians 5:12-14. The deacons shall be free to call upon any members of the church to aid in discipline.
- E. In case of illness or inability of the pastor, subject to advice from and conference with him when possible, the deacons will serve as a Pulpit Supply Committee.
- F. In any period when the church is without a pastor, unless the church shall otherwise provide, the deacons will arrange for temporary ministry and take counsel with reference to securing a pastor. It is not intended in any way to prejudge herein the method by which the church shall proceed in securing a pastor.

Organization - The body of deacons shall consist of all those members of the church who have been ordained as deacons, whether by this church or by another Baptist church, according to the accepted ordination practices of the Southern Baptist Convention. However, there is no obligation to constitute as active deacon a person who comes to the church from another church where he has served as deacon. The deacons may organize themselves into such committees as their wisdom may direct for efficiency in service, and shall elect from among themselves a chairman to represent the body of deacons on the Administrative Committee and attend church council meetings. Immediately after election, the chairman, in consultation with the pastor, shall appoint the committee members and name the committee chairmen. The chairman of the deacons shall be elected for a term of one year and shall not succeed himself. The body of deacons will investigate a prospective member (deacon) and recommend him to the church for inclusion in the body of deacons.

The deacons shall meet regularly at such time and place as they may determine. Special meetings may be called by the chairman of the deacons, the pastor, or a majority of the deacons by giving notice thereof to each deacon and the pastor. A majority of deacons present at any deacons meeting held in accordance with these Bylaws shall constitute a quorum, provided at least one half of the members are present. The vote of a majority of the voting deacons present at the meeting, at which a quorum is present, shall be sufficient to decide any matter regularly before the deacon body for consideration.

Section 4. Moderator

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

Section 5. Clerk

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

Section 6 Treasurer

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

and disbursements for the preceding month. The treasurer's report shall be audited annually by an auditing committee or public accountant.

An assistant treasurer shall be elected to assist the treasurer in all matters pertaining to the office and shall serve as treasurer in absence of the treasurer. This assistant treasurer shall have his/her name on the signature card at the banks.

Upon rendering the annual account at the end of each fiscal year, and its acceptance and approval by the church, the records shall be kept and preserved as a part of the permanent records of the church.

Section 7. Financial Secretary

The financial secretary shall be elected by the church. The financial secretary shall receive the empty collection envelopes after the money has been removed and counted by the proper persons selected by the church to serve in turn; and from these he shall give donors individual credit. He shall keep the envelopes for reference for a period of seven (7) years. He shall also be responsible for preparing and distributing annually records of contributions to all contributing members.

Section 8. Church Ushers/Greeters

Every regular church usher shall be selected by the nominating committee and elected by the church. The ushers shall be led by a head usher also selected by the nominating committee and elected by the church. The ushers are to greet people as they enter and leave the church, seat people at the proper time, provide bulletins and/or other materials at the time of seating. The ushers will be attentive to the needs of the congregation and the pastor.

Section 9. Church Council

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

(2) The council, unless otherwise determined by vote of the church, shall have as regular members the pastor (who shall act as chairman), all ministerial staff, Sunday School director, Women's Missionary Union president, Men's Ministry director, Women's Ministry director and chairman of deacons. Committee chairmen and church-elected officers shall serve as ex-officio members.

(3) All matters agreed upon by the council, calling for action not already provided for, shall be referred to the church for approval or disapproval.

Section 10. Trustees

Six trustees, one third of whom shall be elected annually to serve for three years, and, until their successors shall be appointed, will hold in trust the property of the church. They shall have no power to buy, sell, mortgage, lease, or transfer any property without a specific vote of the church authorizing each action. It shall be the function of the trustees to affix their signatures to legal documents involving the sale, mortgaging, or purchase or rental of property or other legal documents where the signatures of trustees are required.

III. COMMITTEES

All church committee members should be current resident members of the church. They shall be selected by the Committee on Committees and elected by the church unless otherwise indicated in the description below. The committee members shall serve on a three-year rotation system with one third to be elected each year. The pastor or a staff member shall serve as an ex-officio member of all standing and special committees. The chairman of each committee shall bring matters to the church for approval or disapproval.

Section 1. Building and Grounds Committee

The Building and Grounds Committee assists the church in matters related to properties administration. Its work includes such areas as maintaining all church properties for ready use, establish a regular schedule of painting inside and outside facilities, schedule and promote at least two church-wide “work days” annually; perform minor repairs and advise when outside contractors are needed; cooperate with the Personnel Committee and the Pastor or Administrator in recommending employment of maintenance personnel.

Recommended meetings: Quarterly and/or as needed.

Section 2. Children’s Committee

The Children’s Committee is an advisory team to assist the Children’s Division Director and other children’s organizational leaders in providing effective, age-appropriate activities and learning for grades 1-6. The committee shall work in concert with the Minister of Education and other children’s division leaders to:

- A. Recommend needed equipment
- B. Assist in the assignment of space
- C. Evaluate and promote adherence to policies
- D. Participate in planning and conducting special activities and/or programs for children and parents.

Recommended meetings: Quarterly and/or as needed.

Section 3. Committee on Committees

The Committee on Committees consisting of six (6) members shall be selected by the Nominating Committee and elected by the church on a three-year rotating basis with one third to be elected each year.

- A. Committee members shall not nominate themselves or other Committee on Committee members to other committees while serving
- B. Except in rare instance, members rotating off a committee should remain off for one year before serving on the same committee.
- C. Attention shall be given to achieving a balance of gender, age, and length of membership

Recommended meetings: 4 to 5 during October and November.

Section 4. Lord's Supper Committee

The Lord's Supper committee prepares the elements and the equipment for the observance of the Lord's Supper. The committee does the preparatory and maintenance work needed to observe the memorial service. The Lord's Supper shall be observed on the last Sunday of each quarter unless otherwise determined by the church.

Recommended meetings: Twice annually.

Section 5. Missions Committee

The Missions Committee serves the church by:

- A. Discovering and evaluating possible mission projects, both local and worldwide.
- B. Promoting for cause of missions along with the WMU.
- C. Recommending church mission projects and any fund raising efforts for missions.
- D. Planning and supervising such mission projects as may be assigned to it.
- E. Administering the Mission Committee budgeted and designated funds

Recommended meetings: Quarterly and/or as needed.

Section 6. Music Committee

The primary charge of the Music Committee is to assist the Minister of Music with the following:

- A. Securing leadership for the Children's Choir program (Choir Coordinator, Directors and assistants).
- B. Keeping the Music Team staffed (organist, pianist/keyboard, guitar, percussion, etc.).
- C. Keeping the Media Team staffed (audio, media, and lighting control, etc.).
- D. Recommending appropriate salaries for the part-time paid Music Team and the Music/Media ministry assistant.
- E. Assisting the Ministry of Music in formulating the annual budget for the Music and Media sections.
- F. Assisting the special programs, presentations, banquets, and musicals (i.e. The Sanger Christmas Celebration, Children's Choir musicals, etc.).
- G. Serving as needed with filing and cleaning in the music library.

Recommended meetings: Quarterly and as needed.

Section 7. Nominating Committee

The Nominating Committee coordinates the staffing of all church leadership positions that are filled by volunteers, other than those covered in Section 1. The nominating committee recommends workers for the following organizations: Sunday School, Mission Organizations, Children's Choirs, and the directors of Men's Ministry, Women's Ministry and WMU. In addition, the committee fills vacancies on the Committee and Committees. The Nominating Committee recommends persons for these positions to be elected by the church. In addition, the committee fills vacancies on the Committee on Committees and on the Church Usher team. (See Section 8 under Church Officers in the Church Constitution)

Recommended meetings: 4 to 5 times during May through August.

Section 8: Personnel Committee

The personnel committee assists the church in matters related to employed personnel. Its work includes such areas as staff needs, salaries, benefits, hiring, discipline and changes in personnel services. Refer to Employee Handbook.

Recommended meetings: Quarterly and/or as needed.

Section 9. Preschool Committee

The Preschool Committee is an advisory team to assist the Preschool Division Director and other preschool organizational leaders in providing effective, age-appropriate care and

learning for preschoolers through age five. The committee shall work in concert with the Minister of Education and other preschool division leaders to:

- A. Recommend needed equipment.
- B. Assist in the assignment of space.
- C. Evaluate and promote adherence to policies.
- D. Participate in planning and conducting special activities and /or programs for preschoolers and parents.

Recommended meetings: Quarterly and/or as needed.

Section 10. Recreation Committee

This committee will provide support for the church staff member responsible for the overall church recreation program. Together they will seek to serve the entire church by scheduling and coordinating a balanced program for all age groups. The committee shall be responsible for recommending policies that ensure equitable use of the Family Life Center and equipment. Committee members should be available to serve as volunteers during church related recreational events.

Recommended meetings: Quarterly

Section 11. Scholarship Committee

The Minick Scholarship Committee shall be a permanent committee consisting of 5 members that are replaced on a 2-1-1 annual rotation. The committee chairman does not rotate off. It shall be the duty of this committee to bring all recommendations regarding recipients, amount of scholarship and any proposed changes to the church body for approval.

Recommended meetings: As needed

Section 12. Stewardship Committee

The Stewardship Committee shall consist of six elected members and the church treasurer and the chairman of the deacons serving as ex-officio members. This committee is responsible for:

- A. Preparing and promoting the annual budget to be presented to the church for a vote on the first Sunday of December.
- B. Providing budgetary oversight by working closely with the church treasurer and/or financial secretary.

- C. Reviewing and updating guidelines for spending and procedures related to the budget.
- D. Educating all members about the biblical approach to faithful Christian stewardship through the use of an annual stewardship emphasis.

Recommended meetings: Quarterly and/or as needed.

Section 13

Special committees shall be appointed whenever necessary to attend to any matters requiring church action and not falling within the scope of any of the regular committees.

IV MINISTRY SERVICE TEAMS

Section 1. Baptism Team

The Baptism Team is elected to assist the pastor in preparing for the ordinance of baptism. The team is responsible for preparing the candidates and the baptistery for the ordinance. The team will assume responsibility for cleaning and maintaining the baptismal garments and towels.

Section 2. Bereavement Team

The Bereavement Team shall coordinate acts of Christian ministry to bereaved families of the church membership or others within the Sanger Community. They shall study and recommend policies regarding the functions of this team.

Recommended meetings: Twice annually.

Section 3. Church MediaTeam

The Church Media Team is a team of 6-8 members who provide sound, lighting and other technical assistance for church related events. This is one of the *Service* teams that is elected by the church, but does not rotate on a three year cycle. Their duties are as follows:

- A. Provide sound, lights, and graphics for all worship services.
- B. Provide coverage for weddings, funerals, and other events that require technical help.
- C. Be responsible for repairs, upgrades, and installation of new equipment.

- D. Work with the church staff in maintaining the church web site.
- E. Provide tech support for major musical and drama productions.
- F. Make recommendations to the church regarding major purchases of sound and lighting equipment.

Section 4. Decorations Team

The Decorations Team will decorate the church for special events and holidays and manage, store, purchase and utilize the church decorations.

Section 5. Food Service Team

The Food Service Team is a non-rotating service team of nine members. Their major function is to coordinate the planning, purchasing of food and supplies, preparation, serving and clean up for major church meals and receptions. Specific actions:

- A. Prepare for major church organization events, such as youth and adult dinners, choir and Sunday School dinners and the occasional church-side fellowship or reception.
- B. Members should receive training in the use of all equipment in the FLC kitchen.
- C. The team leader will work with the sponsoring organization to enlist other members of the organization to assist as needed, specifically with set up, serving and clean up.
- D. This Committee will not be responsible for funeral meals, Sunday School class parties or dinners or wedding receptions.
- E. Requests for food service will be submitted to the Minister of Education at least two weeks before the event for calendaring and space assignment.

Section 6. Historical Team

The Historical Team is charged with the task of gathering and preserving church records and for recording major events and milestones in the life of the church. All historical data, photographs, and video should be used to help current and future members understand and appreciate their heritage and mission.

Recommended meetings: Quarterly

Section 7. Library Team

The Library Team is responsible for maintaining the library for use by members of First

Baptist Church. In order for the library to be an effective ministry, the committee will be responsible for the following duties:

- A. Have the library open on Sunday morning and Wednesday evenings.
- B. Prepare new and donated books and other educational material for circulation.
- C. Purchase new books and supplies as needed.
- D. Maintain the card file.
- E. Notify members about overdue books.
- F. Change window display according to seasons, holidays, church emphasis, etc.
- G. Do a total inventory once yearly.

Section 8. Tellers Team

The Teller Team is comprised of five responsible, faithful members who will assist the Financial Secretary and/or the church Treasurer in the counting and depositing of the weekly offerings and other receipts. Specific duties are:

- A. Receive and count monies from the Sunday School record boxes and the Sunday worship services.
- B. Complete the proper report form and turn it in to the Secretary or Treasurer.
- C. Make Sunday bank deposits.
- D. Be available for extra assignments when special events call for offerings.
- E. Notify the Financial Secretary or Minister of Education when you cannot serve

Section 9. Transportation Team

The Transportation Committee is a *service* group with the dual role of vehicle maintenance and vehicle purchases. In the area of maintenance the committee shall:

- A. Set up and oversees a schedule of regular maintenance, i.e. Oil changes, inspection, licenses, tires, etc.
- B. See that the vehicles are clean, filled with fuel and road worthy before use.

- C. Be responsible for seeing that repairs are made when needed.

Secondly, when a vehicle needs to be replaced, the committee shall work with the pastor or church administrator to gather information for new and used vehicles that would meet the church's needs and budget. The recommendation to purchase any new equipment shall be brought to the church as a joint recommendation from the Transportation Team and Stewardship Committee.

Recommended meetings: Twice annually and as needed.

V. EDUCATIONAL MINISTRIES

Section 1. General

All organizations of the church shall be under church control. All officers shall be elected by the church and shall report regularly to the church. It is understood that the pastor and minister of education are ex-officio officers of all the organizations named, and their leadership is to be recognized in same.

Section 2. Sunday School

There shall be a Sunday School, divided into departments and classes for all ages and conducted under the direction of all general directors, for the study of God's Word. Sunday School is to be conducted each Sunday morning. The Sunday School year begins on September 1 and ends on August 31.

The tasks of the Sunday School shall be:

- A. To lead in reaching persons to enroll and participate in Bible Study,
- B. To teach the Biblical revelation,
- C. To witness to persons about Christ,
- D. To lead members to minister to members and non-members, and
- E. To encourage members to participate in private and corporate worship.

Section 3. Discipleship Ministry

The tasks of the Discipleship Ministry shall be to teach systematic theology, Christian history, Christian ethics, and church policy and organization; give orientation to new church members; train all church members to worship, witness, learn, and minister daily; and train potential leaders; provide for specialized training; provide organization and leadership for special projects of the church; provide and interpret information regarding the work of the church and the denomination.

Section 4. Woman's Missionary Union

There shall be a Woman's Missionary Union with such officers and such forms of organization as needed. The tasks of the Woman's Missionary Union shall be to teach missions, lead persons to participate in missions, provide organization and leadership for special mission projects of the church, and provide and interpret information regarding the work of the church and the denomination.

Section 5. Women's Ministry

The Women's Ministry task is connecting women to Christ and each other through prayer, fellowship, discipleship, ministry and worship.

Section 6. Men's Ministry

The Men's Ministry will be under the leadership of the Director of Men's Ministry. The director shall be elected by the church and work with the staff in providing Bible studies, ministry and mission opportunities for the men of the church.

Section 7. Music Ministry

There shall be a Music Ministry under the direction of the minister of music. Such officers and organizations shall be included as needed. The music tasks shall be to teach music and hymnody to all ages, 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 and the denomination. The minister of music shall be responsible for and recommend policies regarding use of all music and sound equipment.

Section 8. Youth Ministry

The Youth Ministry will be under the direction of the Youth Minister. Such officers and organizations shall be included as needed. The purpose of youth ministry at First Baptist is to equip, prepare, support and encourage students to live out their faith in Jesus Christ. God has a purpose and plan for every Christian teenager; to know Him (John 17:3), serve Him and make His name known. Our aim is to provide an atmosphere where students can mature spiritually, all the while grow in a dynamic personal relationship with our Heavenly Father, therefore, becoming followers of Christ.

VI. CHURCH MEETINGS

Section 1. Worship Services

The church shall meet regularly each Sunday morning and evening for preaching, instruction, evangelism, and for the worship of Almighty God, and on Wednesday evening for prayer and Bible study. These meetings will be open for the entire membership of the church and for all people and shall be conducted under the direction of the pastor.

Section 2. Regular Business Meetings

Regular business meetings shall be held quarterly. These meetings are to be announced twice prior to the meeting. Should there be any unusual business or matter of unusual interest to be brought before such regular meetings, notice shall be given the membership one week prior to the meeting in the Herald. Any organization of the church that has a matter to be brought before the church should have the chairman or a representative of that group to present the matter to the church.

Section 3. Special Business Meetings

A specially called business meeting may be held to consider special matters of significant nature. A one-week notice must be given for the specially called business meeting unless extreme urgency renders such notice impractical.

Section 4. Quorum

The quorum consists of those who attend the business meeting, provided it is a stated meeting or one that has been properly called.

Section 5. Parliamentary Rules

Robert's Rules of Order Revised is adopted as the authority for parliamentary rules of procedure for all business meetings of the church, the deacons, and the committees.

Section 6. Fiscal Year

The fiscal year of the church shall begin on January 1 and end on December 31.

VII. CHURCH FINANCES

Section 1.

The stewardship committee, in consultation with the church council, shall prepare and submit to the church for approval an inclusive budget, indicating by items the amount needed and sought for all local and world-wide expenses.

Section 2.

All funds, for any and all purposes, shall pass through the hands of the church treasurer and be properly recorded on the books of the church.

Section 3.

It is understood that membership in this church involves financial obligation to support the church and its causes with regular, proportionate gifts. Each new member shall, therefore, receive a new member packet containing an explanation of each member's financial opportunity.

VIII. DISCIPLINE

Section 1.

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

Section 2.

Should any case of gross breach of covenant or of public scandal occur, the deacons shall endeavor to remove the offense, and if this effort fails, shall report the case to the church.

Section 3.

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

Section 4.

Any person whose membership has been terminated for any offense may be restored by vote of the church, upon evidence of his repentance and reformation.

IX. AMENDMENTS

Changes in this constitution and bylaws may be made at any regular business meeting of the church, provided such amendments shall have been presented in writing at a previous meeting, and copies of the proposed amendment be furnished to each member present. Amendments to the constitution and/or bylaws shall be by two-thirds vote of all members of the church present and entitled to vote. All changes must be recorded by the Church Clerk and published in the church newsletter.

BUDGET

A Preparation - The directors of each organization of the church shall obtain from their workers requests for budgetary items and shall submit a summary of such request to the Church Council for review. The Church Council shall submit a summary of all requests to the Stewardship Committee which shall use such requests to compile a budget for the church for each calendar year. If the requests exceed the estimated budgetary prospects of the church, the requests shall be returned to the Church Council for review and adjustment.

B. The proposed church budget shall be prepared as follows:

- (1) The Stewardship Committee shall set a date, the first Sunday of December, for the proposed budget to be voted on by secret ballot with no discussion following a Sunday morning worship service;
- (2) The proposed budget shall be mailed the first Wednesday in November, at least thirty days prior to the vote;
- (3) The proposed budget shall be presented and discussed at the regular business meeting, the third Sunday in November, prior to the date it is to be voted on;
- (4) The Stewardship Committee shall conduct an open forum on a Sunday evening in lieu of evening worship service at least one week before the vote.

C. All motions in the business meeting involving expenditure of money not specified in the budget and not presented by the Stewardship Committee, shall be automatically referred to the Stewardship Committee for consideration. At the following regular business meeting (or at a special meeting if necessary) the Stewardship Committee shall make a recommendation to the church concerning the original motion.

D. No supplies are to be bought and charged to the church by individuals. Any worker needing supplies shall take their request to the director of the department or organization for approval and if the request is extraordinary or exceeds the department organization's budget, the director of the department or organization shall take the request to the Stewardship Committee for approval.

E. All donations of property and material used in connection with any organization of the church shall be deemed the property of the church and may be used as the church sees the need. Such donations shall be evaluated by the Stewardship Committee which shall instruct the Financial Secretary to record the value to the credit of the donor and issue a receipt if requested. No value can be put on donor receipt; this must be decided by donor and his tax preparer.

CHURCH POLICY REGARDING WEDDINGS AND RECEPTIONS

All persons desiring to use the facilities of First Baptist Church for weddings, rehearsal or receptions are required to make the necessary arrangements with the proper personnel designated by this church, and agree with such church policies as are herein contained or such requirements that may become necessary on any given occasion.

A copy of such policies should be read and discussed with all wedding parties prior to final arrangements and their acceptance noted by the pastor or some designated person.

The pastor and wedding coordinator should first counsel with the wedding party and secure

all proper information in regard to the wedding. The church personnel will assist in making all arrangements.

POLICIES:

All wedding ceremonies performed at this church shall be performed by an ordained MINISTER OF THE WORD OF GOD. There shall be no self-styled ceremonies permitted and all ceremonies shall be under the direction of the officiating minister.

Marriage is a biblical institution established by God as described by Scripture. We believe biblical marriage can only occur between one man and one woman. This church recognizes that marriage is the uniting of one man and one woman in covenant commitment for a lifetime. Accordingly, this church's pastors and staff will not officiate in same-sex unions or same-sex marriages, nor will its property or resources be used for such purposes.

The Bible teaches that legitimate sexual relations are exercised solely within marriage between a man and woman. Hence, this Church opposes all forms of sexual immorality, including premarital sex, extramarital behavior, homosexual behavior, and pornography.

See Appendix B on page 27

FLORAL DECORATIONS:

As you plan to decorate for your wedding in our lovely sanctuary you are requested to abide by the following rules and we request that every effort be made to preserve the dignity, simplicity, and atmosphere of this place of worship.

ALL DECORATIONS ARE SUBJECT to approval and must be cleared with the church personnel prior to use.

ONLY DRIPLESS CANDLES, either Lenox or Paragon brands are permitted to be used and must be placed in candelabra that rest upon protective floor covering. Please do not attach candles to pew or other furniture.

DECORATIONS are not to be attached to furniture except by tape, rope, or protecting clamps.

FLOWERS must be placed in leak-proof containers and should not be placed on furniture or musical instruments unless they are artificial.

FURNITURE should not be moved or re-arranged without specific permission.

ALL FLORAL DECORATIONS should be removed after the wedding unless previous arrangements have been made.

PEWS MAY BE RESERVED by placing rope or some fabric-covered clamps on the ends.

FLORIST MAY MAKE APPOINTMENTS as to delivery time and the church should be open one and one-half hours prior to the wedding.

RECEPTION:

Arrangements for the use of Fellowship Hall should be made at the time reservations are made for the wedding. In the event that a caterer is used, please make it clear to the caterer that facilities should be left in the same order in which they were found.

NO ALCOHOLIC BEVERAGES of any kind are permitted in or around the building and grounds of this church.

SMOKING is not permitted within the buildings of this church.

We regret that rice, confetti, or bird seed should not be used in the sanctuary. They should be used or thrown outside the building and away from floors and walks as much as possible.

PHOTOGRAPHS:

No pictures should be taken in the sanctuary during the ceremony or after the time in which the father escorts the bride in the sanctuary, however, time exposures or high speed film that require no flash bulb, may be used at some location which is unnoticed by the worshippers.

After the benediction, the photographer may take such pictures as may be necessary or required, however, care should be taken not to keep the guest waiting too long for the receiving lines to be formed.

All rules pertaining to the use of the church facilities are to be observed by the photographer. They should not move furniture, or use furniture as ladders, and observe such other rules or policies as herein recorded.

MUSIC:

In keeping with the desire of this church to maintain its sacred character and appropriate dignity as a place of worship and the HOUSE OF THE LORD, we request that the Minister of Music or Pastor counsel with all wedding parties in regard to music selections and instruments used in the ceremonies.

The Minister of Music is available on request and arrangements made with him. Only authorized musicians may play the instruments, and it is the bride's responsibility to arrange for their services at least two weeks before the wedding.

THE BRIDAL PARTY:

Because of the lack of storage facilities, it is necessary for the bridal party to see that all paraphernalia incident to the wedding be removed as soon as possible.

The church is not responsible for the security of personal articles.

Dressing areas will be designated at the request of the wedding party.

It is suggested that someone be appointed by the wedding party to receive and care for any gifts that may be brought to the wedding.

FEES:

MEMBERS OF FIRST BAPTIST CHURCH

The sanctuary and north end fellowship hall of First Baptist Church are available without cost for weddings within the membership of this church family, except for janitorial, wedding consultant, and sound board services. This fee is \$250 payable to the church for disbursement. The fee is due when the wedding is placed on the calendar. There is also a refundable deposit of \$250 due. If using the Family Life Center for the reception members will need to refer to the building rental contract.

NON-MEMBERS OF FIRST BAPTIST CHURCH

The cost of non-members who use the church facilities is \$550.00 and must be paid before the wedding can be placed on the calendar. There is also a refundable deposit of \$250 due.

We want your wedding to be the most memorable occasion possible and we will be here to assist you any way we can. If you have any questions, please do not hesitate to ask us.

HONORARIUMS:

The Minister, Organist, and Vocalist play important roles in the wedding service. They should be compensated because of their special places in a memorable service, which in memory, will last a lifetime.

An honorarium is a gift of gratitude from the wedding party rather than a "fee". In determining the amount of honorarium, the size of the wedding, time spent in counseling, and rehearsals should be considered.

If there are any questions about this, please feel free to discuss it with us.

The pastor shall act as your counselor and we request that you feel free to discuss any part of your wedding plans with him. The pastor will meet with you or the wedding party on all arrangements, however, any final decisions rests with the pastor if he is to perform the ceremony.

The bride and groom are requested to meet with the pastor prior to the ceremony and it is requested that you contact him as soon as possible.

APPENDIX A

Calling a Senior Pastor

When the Senior Pastor resigns or is otherwise no longer pastor, the Chairman of the Deacons will call a special meeting of all the active Deacons of the church, where the Deacon Body will elect a Pulpit Supply Committee and an Interim Pastor Search Committee. The Pulpit Supply Committee will consist of three active deacons, nominated and voted on by the Deacon Body, or the Deacons can vote to allow the Deacon Chairman to appoint three (3) active deacons as the Pulpit Supply Committee. They will also elect an Interim Pastor Search Committee or vote to allow the Chairman of Deacons to appoint a committee of three to be recommended for church approval at the next regular church business meeting responsible for finding a prospective interim pastor. The Pulpit Supply Committee may contact the Denton Baptist Association, State conventions, and Seminaries to find preachers that are able to fill the pulpit until the church votes to call an interim pastor.

The Interim Committee must be approved by the church during the next regular business meeting and will begin working after the Pastor's last day. This Committee will prayerfully seek God's will concerning the type of Interim Pastor the church needs at that time and present their recommendation for church approval. Some, but not all of the Interim options could be: 1) Using the present staff to perform the duties of the pastor; 2) Contacting the State Convention and contracting with an Intentional Interim Pastor; or 3) A modified Interim program where you find someone to do some of the pastoral duties such as preaching and use the present ministry staff to perform the other duties like hospital visitation, committee work, and possibly some of the preaching. The committee will consult with the Stewardship Committee to determine the compensation for the Interim Pastor. The Stewardship Committee should contact the State Convention and Denton Baptist Association for information that will assist them in determining how to compensate the Interim Pastor for his duties and any staff members if responsibilities are added to their regular workload. The Stewardship Committee will bring their proposal to the next regular business meeting for church approval.

This plan will be presented to the church at the next regular business meeting for approval. After being approved, the Committee will prayerfully seek a man to serve as the Interim Pastor according to the leadership of the Holy Spirit and the will of the church. When the Interim Pastor Search Committee has prayerfully found the man they believe should be the Interim Pastor and he is willing to serve, he will be invited to come preach in view of a call with the understanding that he cannot be considered for the position of Pastor. He must get at least an 80% positive vote to extend the call as Interim Pastor.

Forming a Pastor Search Committee.

1. The Nomination Sunday will be announced for two weeks in regular Sunday worship services, newsletters, and bulletins. During those two weeks, members will have access to the ballots that will be used for making nominations. One side of the ballot will have

instructions and 5 lines for the names of the nominees and a place to sign their name on the other. For one's nomination to be valid, you must be a resident member and you must sign the back of the ballot. You cannot nominate any one name more than once. Instructions will say, "Please pray for God's direction in making these nominations for the Pastor Search Committee. Please nominate leaders that are invested and committed to the Lord Jesus Christ and the future of FBC Sanger. You must sign the back of the ballot for it to be valid."

2. On Nomination Sunday, every member of the church will be given the opportunity to submit their ballot. The ballots will be collected and then tabulated by the deacon chairman and the members of the Interim Search Committee. The top 10 will be on the next ballot and it will be used the following Sunday, and it will be required that each ballot be signed on the back as well by a resident member.

3. On Election Sunday, when the service begins, members will be asked to stand and those standing will be given a ballot and the chairman of the deacons will read the instructions on the ballot and then lead in prayer.

4. The ballots will be collected and then tabulated by the deacon chairman and the members of the Interim Search Committee. The 5 with the most votes will be the Search Committee, plus the Chairman of the Deacons and the chairman of the Personnel Committee as ex-officio members. If there is a tie, there shall be a runoff election the next week at the beginning of the worship service where the ballot will list the names of those involved in the tie and the voter will circle the name of the person they want to serve on the committee. If 2 members of the same family are in the top five of vote, one of them must recuse themselves from serving, so that none of the committee members are related. The committee will be announced during the Sunday night service and in the next newsletter. The committee will be introduced at the next Sunday morning worship service and the Chairman of Deacons will lead the congregation to pray for them.

This committee shall be appointed by the church to seek out a suitable pastor, and their recommendations will constitute a nomination, though any member has the privilege of making other nominations according to the policy established by the church. The committee shall bring to the consideration of the church only one man at a time. In presenting a man as a prospective pastor, a written agreement between the search committee and the nominee shall be presented to the church at the time of the election. The recommended agreement shall include policy, job description, benefits, and salary. Election shall be by secret ballot, an affirmative vote of 80 % of those present being necessary for a choice. The pastor, thus elected, shall serve until the relationship is terminated by his request or the church's request. He shall preside at meetings of the church. The pastor shall give at least two weeks notice at the time of resignation before terminating his responsibilities as pastor.

The Search Process

1. Prayer – the committee shall begin meeting weekly for prayer and organization, electing a chairman and selecting their meeting dates.

2. Publicity – the committee will advertize the position in the state Baptist papers, seminary placement programs, including a date to stop receiving resumes.
3. The Search Committee will be present at the next regular business meeting to hold a town hall meeting where they will pray with the members of the church and listen to their concerns and answer their questions.
4. The Committee will report on their progress and process at every regular business meeting.
5. After the Committee is elected and has stopped accepting resumes, they will ask the Stewardship Committee to meet and prepare a salary range based on the current church budget and financial condition of the church. They will present this range of salary and benefits to the church body for approval.

When the Search Committee comes together concerning the man they believe should be recommended to the church as Senior Pastor, and the prospective pastor has agreed to the job description of the Senior Pastor, the Search Committee will set the salary from the range the Stewardship Committee had previously recommended and the church approved based on the prospective pastor's education and experience. At this point they will begin the process of bringing him in view of a call.

An Invitation to Come in View of a Call

1. The Search Committee will meet with the church Ministry Staff and announce who they are inviting to come in view of a call and consult with them in determining the best date for the prospective pastor to come in view of a call and in planning the details of the weekend.
2. The Search Committee will announce to the church on the next Sunday in the worship service and through the newsletter the general information about the candidate such as his age, education, experience, and strengths. They will also explain the activities of the weekend when he comes in view of a call.
3. One week before the prospective pastor comes in view of a call, the Search Committee will again inform the church who the prospective pastor is and explain the schedule of the next weekend.
4. The prospective pastor will come and have lunch with the entire staff on the Friday of the weekend, followed by a brief tour of the facilities with the ministry staff. Friday Night will be Dinner with the Search Committee. Saturday will include a breakfast with the Deacon Body and their wives and a Meet and Greet/Question and Answer time with the members of the church from 1:00-3:00 p.m. Sunday, the Pastoral Candidate will preach in the morning service, which will be followed immediately with a business meeting where the congregation will vote on whether to call him as Senior Pastor.

5. After the service when the Candidate preaches, the Chairman of Deacons will call the meeting to order and ask all the members of the church to stand, and they will be given a ballot and then asked to sit down. One side of the ballot will have printed: "Please circle one: For.... Against." The chairman of the deacons will ask them to mark "For" if they are in favor of extending a call to the candidate to be the Senior Pastor or "Against" if they are not in favor of calling him as Senior Pastor. Then the ballots will be collected by the deacons and taken to the church office where they will be tabulated. When the ballots have been counted and verified, the Chairman of the deacons will announce the outcome to the church and invite the new Senior Pastor and family to return to the sanctuary for the announcement.

APPENDIX B

STATEMENT OF FAITH: MARRIAGE AND HUMAN SEXUALITY

Preamble

* We believe that all matters of faith and conduct must be evaluated on the basis of Holy Scripture, which is our infallible guide (2 Timothy 3: 16-17). Since the Holy Bible does speak to the nature of human beings and their sexuality, it is imperative that we correctly understand and articulate what the Bible teaches on these matters.

* We are committed to the home and family as set forth in Holy Scripture. We believe God has ordained and created marriage to exist between one man and one woman, with absolute marital fidelity. The Bible sets forth specific home and family values, which include the distinct roles of husbands and wives, fathers and mothers, and children. It is our firm conviction that we uphold the dignity of each individual as we embrace the unchanging and longstanding principles of scriptural truth.

Religious Beliefs

Based on Holy Scripture and the constant moral teaching of the universal Church, we believe:

* **Marriage** - First Baptist Church of Sanger, Texas defines marriage as the permanent, exclusive, comprehensive, and conjugal "one flesh" union of one man and one woman, intrinsically ordered to procreation and biological family, and in furtherance of the moral, spiritual, and public good of binding father, mother, and child. (Genesis 1:27-28, Genesis 2:18-24, Matthew 19:4-9, Mark 10:5-9, Ephesians 5:31-33)

* **Sexual Immorality** - First Baptist Church of Sanger, Texas believes that sexual acts outside marriage are prohibited as sinful. Consequently, First Baptist Church of Sanger, Texas members must resist and refrain from any and all sexual acts outside marriage - including but not limited to adultery, fornication, incest, zoophilia, pornography, prostitution, masturbation, voyeurism, pedophilia, exhibitionism, sodomy, polygamy, polyamory, solo gamy, or same-sex sexual acts. (Exodus 20:14, Leviticus 18:7-23, Leviticus 20:10-21, Deuteronomy 5:18, Matthew 15:19, Matthew 5:27-28, Matthew 15:19, Romans 1:26-27, 1 Corinthians 6:9-13, 1 Thessalonians 4:3, Hebrews 13:4, Galatians 5:19, Ephesians 4:17-19, Colossians 3:5)

* **Sexual Identity** - First Baptist Church of Sanger, Texas believes that God created mankind in

His image: male (man) and female (woman), sexually different but with equal personal dignity. Consequently, First Baptist Church of Sanger, Texas members must affirm their biological sex and refrain from any and all attempts to physically change, alter, or disagree with their predominant biological sex - including but not limited to elective sex-reassignment, transvestite, trans gender, or non-binary "genderqueer" acts or conduct. (Genesis 1:26-28, Romans 1:26-32, 1 Corinthians 6:9-11)

* **Sexual Orientation** - First Baptist Church of Sanger, Texas believes that God created and ordered human sexuality to the permanent, exclusive, comprehensive, and conjugal "one flesh" / union of man and woman, intrinsically ordered to procreation and biological family, and in furtherance of the moral, spiritual, and public good of binding father, mother, and child. Consequently, First Baptist Church of Sanger, Texas members must affirm the sexual complementary of man and woman and resist any and all same-sex sexual attractions and refrain from any and all same-sex sexual acts or conduct, which are intrinsically disordered. (Genesis 1:27, Genesis 2:24, Matthew 19:4-6, Mark 10:5-9, Romans 1:26-27, 1 Corinthians 6:9-11, Ephesians 5:25-27, Revelation 19:7-9, Revelation 21:2)

* **Sexual Redemption** - First Baptist Church of Sanger, Texas believes that all have sinned and fall short of the glory of God and should seek redemption through confession, repentance, baptism, and faith in Jesus Christ. Consequently, First Baptist Church of Sanger, Texas members must welcome and treat with respect, compassion, and sensitivity all who experience same-sex attractions or confess sexually immoral acts but are committed to resisting sexual temptation, refraining from sexual immorality, and conforming their behavior to First Baptist Church's Statement of Faith. (Matthew 11:28-30, Romans 3:23, Ephesians 2:1-10, 1 Corinthians 10:13, Hebrews 2:17-18, Hebrews 4:14-16)

* **Celibacy** - First Baptist Church of Sanger, Texas believes that Holy Scripture grants two lifeenhancing options for human sexual behavior: (1) the conjugal "one flesh" marital union of one man and one woman, and (2) celibacy. Either is a gift from God, given as He wills for His glory and the good of those who receive and rejoice in His gift to them. Celibacy and faithful singleness is to be celebrated and affirmed within the First Baptist Church of Sanger, Texas. (Genesis 1:27-28; 2:18, 21-24; Matthew 19:4-6; Mark 10:5-8; Hebrews 13:4; 1 Corinthians 7:1-8; Matthew 19:12; 1 Corinthians 12:12-13; Romans 12:10; 1 Timothy 5:1-2)

Holy Scripture

Marriage and Human Sexuality

Genesis 1:26-28
Genesis 2:18-24
Genesis 19:5-10
Exodus 20:14
Leviticus 18:7-23
Leviticus 20:10-21
Deuteronomy 5:18
Judges 19:22-24
Matthew 5:27-28
Matthew 15:19
Matthew 19:4-9
Mark 10:5-9
Romans 1:26-27
1 Corinthians 6:9-13

Pastoral Care

Matthew 11:28-30
Romans 3:23
Ephesians 2:1-10
1 Corinthians 10:13
Hebrews 2:17-18
Hebrews 4:14-16

1 Corinthians 5:21
Galatians 5: 19
Ephesians 4:17-19
Ephesians 5:25-27
Ephesians 5:31
Colossians 3:5
1 Thessalonians 4:3
Hebrews 13:4
1 Timothy 1:8-10
Jude 1:7
Revelation 19:7-9
Revelation 21:2

Application

All of our members, employees, and volunteers must affirm and adhere to this Doctrinal and Religious Absolute statement on marriage and human sexuality to qualify for involvement with the ministry. This is necessary to accomplish our religious mission, goals and purpose. Behavior or counter-witnessing that does otherwise will impede and burden our integrity and religious mission. We believe that God's grace can wipe the slate of guilt and sin, though the consequences are still incurred.

Authority

The Bible is the inspired and infallible Word of God, acting as the source of authority over morality, our beliefs, Christian lifestyle and conduct. [Designated Authority] is charged with the ministerial responsibility of Biblical interpretation and promulgating religious policy. [Designated authority] will determine life application as well as final matters relating to church theology, philosophy, Christian practice, faith, divine truth, morality, and theological and doctrinal resolutions.

APPENDIX C

Building Security

Texas Legislature passed House Bill 910 allowing for "OPEN CARRY" of handguns in public, which goes into effective January 1, 2016. It is the desire of the FBC Sanger to provide a safe and secure environment for worship. This includes being safe from unnecessary distractions during worship services. With this being considered the FBC Sanger prohibits the "OPEN CARRY" of handguns on its campus and will post signs in compliance with Texas Penal Code 30.07. **This does not affect any on/off duty law enforcement officers and those lawfully carrying concealed handguns in compliance with Texas Penal Code 30.06.**