

First Baptist Church

Current Constitution

Proposed Changes to the Constitution

CONSTITUTION PREAMBLE

We declare and establish this constitution as our highest governing document, second only to scripture, other than scripture, to preserve and secure the principles of our faith and to govern the church body in an orderly manner. This constitution shall preserve the liberties of each individual church member and the freedom of action of this body in relation to other churches.

No change

ARTICLE I CHURCH NAME

This body, located at Fourteenth and Main Streets, shall be known as the First Baptist Church of Blue Springs, Missouri, Inc. This organization is a not-for-profit corporation authorized and existing pursuant to Missouri law. First Baptist Church is organized for religious, charitable, and educational purposes.

No change

ARTICLE II PURPOSES

PURPOSE STATEMENT: In view of God's grace and mercy, we encourage people to experience life-change in Jesus Christ, enable them to move toward maturity in Christ, and equip them to exercise their gifts in community.

THE FIVE PURPOSES:

Evangelism: To be a dynamic spiritual organism empowered by the Holy Spirit to share Christ with as many people as possible in our church, community, and throughout the world.

Worship: To be a community that experiences an awareness of God, recognizes His person, and responds in obedience to His leadership.

ARTICLE II PURPOSE

PURPOSE STATEMENT: In view of God's grace and mercy, we exist to know Christ and to make Him Known.

The Great Commandment: "Jesus said, 'Love the Lord your God with all your heart...soul...and mind. This is the first and the greatest commandment. And the second is like it: Love your neighbor as yourself. All the Law and the Prophets hang on these two commandments'." Matthew 22:36-40

The Great Commission: "Jesus said, 'Go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit and teaching them to obey everything I have commanded you'." Matthew 28:18-20

First Baptist Church

Current Constitution

Fellowship: To experience an increasingly meaningful relationship with God and with other believers.

Discipleship: To equip people to experience a growing and maturing faith in Jesus Christ.

Ministry/Missions: To be a church in which the membership ministers unselfishly to persons in the community and in the world in Jesus' name.

Proposed Changes to the Constitution

VALUES

We can summarize our core values using the following 10 statements:

VALUE 1

We believe that the Bible is the catalyst for transformation in individual lives and in the church. 2 Timothy 3:16-17, James 1:23-25, Hebrews 4:12

VALUE 2

We believe that God is intimately concerned about each individual lost person, and therefore, reaching them is a priority of our church. 1 Timothy 2:3-4, Luke 19:10

VALUE 3

We believe that the church should be culturally relevant, while remaining doctrinally pure. (This includes the concept of sensitively relating to our culture through our facility, printed materials, and use of the arts). 1 Corinthians 9:19-23

VALUE 4

We believe that a church should operate as a unified community of servants stewarding their spiritual gifts and resources. 1 Corinthians 12 and 14, Romans 12, Ephesians 4, Psalm 133:1

VALUE 5

We believe that the Christian home and deliberate hospitality is one of God's most effective tools. Acts 10, Luke 5:27-32

First Baptist Church

Current Constitution

Proposed Changes to the Constitution

VALUE 6

We believe that life-change happens best in small groups. Luke 6:12-13; Acts 2:44-47

VALUE 7

We believe that excellence honors God and inspires people. Colossians 3:17, 3:23-24; Romans 12:11

VALUE 8

We believe disciple making is one of the essential callings of each believer. It is not an optional program for the spiritually elite, but rather the basic ministry of all true believers. 2 Timothy 2:2; Matthew 28:18-20

VALUE 9

We believe that loving relationships should permeate every aspect of church life. 1 Corinthians 13; John 13:34-35, Romans 12:9-10

VALUE 10

We believe that the pursuit of full devotion to Christ and His cause is normal for every believer. Philippians 2:1-11, Matthew 22:37-39

ARTICLE III STATEMENT OF BASIC BELIEFS

We affirm the Holy Bible as the inspired word of God and the basis for our beliefs. "The Baptist Faith and Message," as adopted by the Southern Baptist Convention in 2000, sets forth our basic doctrinal statements. We voluntarily 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. (See Article VI of the Bylaws.)

No change

First Baptist Church

Current Constitution

Proposed Changes to the Constitution

What We Believe:

The Bible - The Bible is God's Word to all people. It was written by human authors under the supernatural guidance of the Holy Spirit. It is the supreme source of truth for Christian beliefs and living. Because it is inspired by God, it is truth without any mixture of error. II Timothy 3:16, II Peter 1:20-21, II Timothy 1:13, Psalm 119:105, 160; Psalm 12:6, Proverbs 30:5

God - God is the Creator and ruler of the universe. He has eternally existed in three personalities: the Father, the Son, and the Holy Spirit. These three are co-equal and are one God. Genesis 1:1, 26, 27; 3:22, Psalm 90:2, Matthew 28:19, I Peter 1:2, II Corinthians 13:14

Jesus Christ - Jesus Christ is the Son of God. He is co-equal with the Father. Jesus lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all men by dying on a cross. He arose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven's glory and will return again to earth to reign as King of Kings and Lord of Lords. Matthew 1:22-23, Isaiah 9:6, John 1:1-5; 14:10-30, Hebrews 4:14-15, I Corinthians 15:3-4, Romans 1:3-4, Acts 1:9-11, I Timothy 6:14-15, Titus 2:13

Man - Man is made in the spiritual image of God, to be like Him in character. He is the supreme object of God's creation. Although man has tremendous potential for good, he is marred by an attitude of disobedience toward God called "sin." This attitude separates man from God. Genesis 1:27, Psalm 8:3-6, Isaiah 53:6a, Romans 3:23, Isaiah 59:1-2

Salvation - Salvation is a gift from God to man. Man can never make up for his sin by self-improvement or good works. Only by trusting in Jesus Christ as God's offer of forgiveness can man be saved from sin's penalty. Eternal life begins the moment one receives Jesus Christ into his life

First Baptist Church

Current Constitution

Proposed Changes to the Constitution

by faith. Romans 6:23, Ephesians 2:8-9,
John 14:6; John 1:12, Titus 3:5, Galatians 3:26,
Romans 5:1

Holy Spirit - The Holy Spirit is equal with the Father and the Son as God. He is present in the world to make men aware of their need for Jesus Christ. He also lives in every Christian from the moment of salvation. He provides the Christian with power for living, understanding of spiritual truth and guidance in doing what is right. The Christian seeks to live under His control daily. II Corinthians 3:17, John 16:7-13; 14:16-17, Acts 1:8, I Corinthians 2:12; 3:16, Ephesians 1:13, Galatians 5:25, Ephesians 5:18

Eternity - Man was created to exist forever. He will either exist eternally separated from God by sin, or in union with God, through forgiveness and salvation. To be eternally separated from God is Hell. To be eternally in union with Him is eternal life. Heaven and Hell are places of eternal existence. John 3:16, 1 John 2:25; 5:11-13, Romans 6:23, Revelation 20:15

Eternal Security - Because God gives man eternal life through Jesus Christ, the believer is secure in that salvation for eternity. Salvation is maintained by the grace and power of God, not by the self-effort of the Christian. It is the grace and keeping power of God that gives this security. John 10:29, 2 Timothy 1:12, Hebrews 7:25; 10:10-14, I Peter 1:3-5

Church - We believe that the New Testament church is a local body of baptized believers with Christ as its head and the Holy Spirit as its guide. New Testament churches promote God's work by cooperating together to advance the kingdom of God. The local church is to be governed independently of outside persons, bodies, groups, or authorities. Matthew 16:15-19, Acts 2:41-42, 47, Acts 14:23, Acts 20:28, Ephesians 1:22-23

First Baptist Church

Current Constitution

Proposed Changes to the Constitution

Baptism/Lord's Supper - We believe that all Christ's followers should be baptized in the name of the Father, the Son, and the Holy Spirit; that baptism is by immersion as a picture of the death, burial, and resurrection of Christ; and that the Lord's Supper should be observed in remembrance of Him as a testimony to His death for our sins until He comes again. Matthew 3:13-17, Matthew 26:26-30, Matthew 28:19-20, John 3:23, Romans 6:3-5, I Corinthians 11:23-29, Colossians 2:12

ARTICLE IV POLICY AND RELATIONSHIPS

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First Baptist Church is governed by a majority of its membership unless stated otherwise herein. (See Article I, Church Membership, of the Bylaws.)

First Baptist Church is governed by an elder/congregational method.

All internal groups created by the church shall act in accordance with the constitution and bylaws established by the church and shall report to and be accountable to the church, unless otherwise specified by church approval.

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This church is a self-governing body operating through theocratic process under the Lordship of Jesus Christ and is not subject to the control of any other external body. Insofar as is practical, this church will cooperate with and support the Blue River - Kansas City Baptist Association, the Missouri Baptist Convention, and the Southern Baptist Convention.

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ARTICLE V AMENDMENTS

Amendments may be made to the constitution at any regular or special business meeting. The church council shall give a one month (30 day) written notice for all proposed amendments. The notice shall include the exact language of the proposed amendment, the exact language of the provision to be amended, and the date, the time, and the place of the business meeting, and it shall be

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First Baptist Church

Current Constitution

given in such a manner that all resident members have an opportunity to be informed of the business meeting. Amendments require a two-third majority vote of those present for passage.

BYLAWS

ARTICLE I CHURCH MEMBERSHIP

Section 1. General. This self-governing church body under the Lordship of Jesus Christ is made up of members who meet the qualifications for membership as outlined in Section 2. The members shall determine who shall be added to the body according to Section 3.

Section 2. Candidacy. Any person may become a candidate for membership in this church at any regular church service. All such persons shall qualify for candidacy in one or more of the following ways:

- A. By making a public profession of a personal commitment to Jesus Christ as Lord and Savior followed by baptism by immersion unless physically restricted;
- B. By public statement of faith in Jesus Christ as Lord and Savior which was followed by baptism by immersion unless physically restricted;
- C. By public promise of letter from another Baptist church of like faith and order;
- D. By vote for restoration of a previously excluded member as outlined in Section 6.

Pastoral discretion may be used to determine the validity of such qualifications.

Additionally, any person who meets the above

Proposed Changes to the Constitution

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- C. By public promise of letter from another Baptist church of like faith and order;
- D. By vote for restoration of a previously excluded member as outlined in Section 6.
- E. In adherence to Scripture all candidates are pursuing a full devotion to Christ by involvement in a consistent discipleship process.
- F. In adherence to Scripture all candidates are pursuing a full devotion to Christ in service

First Baptist Church

Current Constitution

qualifications for membership shall complete "Candidate's Orientation" in order to know and understand the beliefs and expectations of the church.

Section 3. Membership. All candidates shall have completed "Candidate's Orientation" prior to being presented for membership. Candidates shall be approved for membership by majority vote at a regular business meeting.

Section 4. Rights of Members. The rights of members shall include the following:

- A. Every member of the church age 15 years or older is entitled to one vote at all elections and on all questions submitted to the church in a business meeting, provided the member is present.
- B. Every member of the church age 15 years or older is eligible for consideration by the membership as a candidate for church-elected office unless otherwise provided herein.
- C. Every member of the church may participate in the ordinances of the church as administered by the church.

Section 5. Termination of Membership. Members shall be removed from the church roll in the following ways:

Proposed Changes to the Constitution

using their spiritual gifts to build the Body of Christ and through giving to support our church mission. Elder and Pastoral discretion may be used to determine the validity of such qualifications.

Section 3. Membership. All Candidates shall have completed "new member orientation" prior to being presented for membership. Candidates shall be approved for membership by approval of the elders.

Section 4. Rights of Members. The rights of members shall include the following:

- A. Every member of the church age 15 years or older is entitled to one vote at all elections and on all questions submitted to the church in a business meeting, provided the member is present which includes:
 - Annual Budget
 - Confirmation of Elders and Deacons
 - Disposition of Church Assets
 - Merger or dissolution of Church
 - Acquisition of real property and related indebtedness
 - Amendments to the Constitution/By-laws
 - Calling or removing of called staff
 - Confirm Trustees
 - Confirm Finance Committee members
 - Confirm Moderator/Parliamentarian
- B. Every member of the church age 15 years or older is eligible for consideration by the membership as a candidate for church-elected office unless otherwise provided herein.
- C. Every member of the church may participate in the ordinances of the church as administered by the church.

Section 5. Termination of Membership. Members shall be removed from the church roll in the following ways:

First Baptist Church

Current Constitution

- A. Death of a member;
- B. By transfer of letter to another Baptist church of like faith and order;
- C. Upon the request of the member;
- D. Upon exclusion of the member by action of the church, see Section 6.

Pastoral discretion may be used to remove the name of an inactive member from the rolls after consultation with the inactive member.

The name of a member can be removed from the church roll by church vote if the member has been inactive for 2 years and the church has no contact information.

Section 6. Discipline of Members. The goal of church discipline is the restoration, rather than punishment, of a member. Discipline may be necessary when a member demonstrates either an attitude which promotes division or a lifestyle of wickedness. The senior pastor and deacons together may take action in accordance with Matthew 18:15-18. If necessary, the church membership shall take action to exclude the member by a two-thirds vote of members present at a business meeting. The church may restore to membership any previously excluded person upon evidence of repentance per the person's request.

ARTICLE II CHURCH OFFICERS

Section 1. Church Officers. All who serve as officers of the church shall be members of this church. The officers of this church are the pastors, deacons, non-pastoral called staff, business administrator, moderator, church clerk, treasurer, and trustees.

Proposed Changes to the Constitution

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- B. By transfer of letter to another Baptist church of like faith and order;
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Pastoral discretion may be used to remove the name of an inactive member from the rolls after consultation with the inactive member.

The name of a member can be removed from the church roll by direction of the elders if the member has been inactive for 2 years and the church has no contact information.

Section 6. Discipline of Members. The goal of church discipline is the restoration, rather than punishment, of a member. Discipline may be necessary when a member demonstrates either an attitude which promotes division or a lifestyle of wickedness. The elders, along with called pastoral staff together may take action in accordance with Matthew 18:15-17, "If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over. But if he will not listen, take one or two others along, so that every matter may be established by the testimony of two or three witnesses. If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, treat him as you would a pagan or a tax collector." If necessary, the church membership shall take action to exclude the member by a two-thirds vote of members present at a business meeting. The church may restore to membership any previously excluded person upon evidence of repentance per the person's request.

ARTICLE II CHURCH OFFICERS

Section 1. Church Officers. All who serve as officers of the church shall be members of this church. The officers of this church are the elders, pastors, deacons, and trustees of the church.

First Baptist Church

Current Constitution

Proposed Changes to the Constitution

Section 2. Elders.

A. The Role of the Elders.

We believe the New Testament church is to be led by a plurality of Godly leaders under the oversight and watch care of elders. The elders are given ultimate responsibility and authority to see that the church remains on a true course Biblically, that its members are being appropriately shepherded, the body is being fed through insightful and accurate Biblical teaching, and that the life of the church is being well managed with assistance of other competent and Godly leaders. They are to care about the spiritual and physical well being of members, regularly praying for the sick. They are to guard the body against harmful influences, disunity, confronting those who are contradicting Biblical truth or who are continuing in patterns of sinful behavior.

The elders are the overseers and shepherds of the entire church. Elders are to counsel the Pastor in his administration of Church personnel. They shall be responsible for the daily operations of the church. They prepare the job descriptions and oversee responsibilities of other staff members. They shall review all church Staff salaries annually and must approve the salaries of all employees of the Church. In doing so, they are to ward off potential entrances of satan, so that the truth of Christ will remain credible to both the congregation and the community. (I Peter 5:1-4; Acts 20:28-31; Titus 1:9; James 5:14).

Elders are responsible for direction, doctrine and discipline. Their God-given authority is for building up others in a spirit of kindness and gentleness, never for tearing any one down. In response to the Biblical pattern of leadership, members of the Body are taught in Scripture to lovingly support their leaders and submit to their leadership (Hebrews 13:17; I Thessalonians 5:12-13). The Senior Pastor will serve as an elder and will serve perpetually, and will not be subject to term limits.

First Baptist Church

Current Constitution

Proposed Changes to the Constitution

B. Biblical Qualifications for Elders

Elder qualifications are summarized in 1 Timothy 3:2-7 and Titus 1:6-9:

1. **Above reproach** - *Elders must lead by example and demonstrate a lifestyle free of patterns of sin.*
2. **Husband of one wife** - *Elders, if married, must be devoted spouses.*
3. **Temperate** - *Elders must be self-controlled, enslaved to nothing, free from excesses.*
4. **Prudent** - *Elders must be sober, sensible, wise, balanced in judgment, not given to quick, superficial decisions based on immature thinking.*
5. **Respectable** - *Elders must demonstrate a well-ordered life and honorable behavior.*
6. **Hospitable** - *Elders must be unselfish with their personal resources. They must be willing to share blessings with others.*
7. **Able to teach** - *Elders must be able to communicate truth and sound doctrine in a nonargumentative way.*
8. **Not addicted to wine** - *Elders must be free from addictions and willing to limit their liberty for the sake of others.*
9. **Not pugnacious or quick tempered** - *Elders must be gentle, patient, and able to exercise self-control in difficult situations.*
10. **Uncontentious** - *Elders must not be given to quarreling or selfish argumentation.*
11. **Free from the love of money** - *Elders must not be stingy, greedy, out for sordid gain, or preoccupied with amassing material things.*
12. **Manage own household** - *Elders must have a well-ordered household and a healthy family life.*
13. **Not a new convert** - *Elders must not be new believers. They must have been Christians for long enough to demonstrate the reality of their conversion and depth of their spirituality.*
14. **Good reputation with outsiders** - *Elders must be well respected by unbelievers and free from hypocrisy.*

First Baptist Church

Current Constitution

Proposed Changes to the Constitution

15. **Not self-willed** - *Elders must not be stubborn, prone to force opinions on others, or abuse authority. They must be servants.*

16. **Loving what is good** - *Elders must desire the will of God in every decision.*

17. **Just** - *Elders must desire to be fair and impartial. Their judgments must be based on scriptural principle.*

18. **Devout** - *Elders must be devoted Christ followers seeking to be conformed to His image. They must be committed to prayer, worship, the study of Scripture, and the guarding of their own walk.*

19. **Holding fast the faithful Word** - *Elders must be stable in the faith, obedient to the Word of God, continually seeking to be controlled by the Holy Spirit.*

C. Process for Elder Selection and Tenure

Elders would serve a term of three years and would be eligible to serve two consecutive terms. After two terms, the elder must vacate the position for a one year sabbatical. At the elders discretion he can remove himself after one three-year term. The total number of elders shall be comprised of a majority of laymen.

Selection of Elders/Term of Elders

Scripture gives evidence of the first elders being appointed by the founders of the church. Initially, the pastor and chairman of deacons shall make recommendations to the deacons who will nominate elders to the church for confirmation. By this example, it is implied that the existing spiritual leadership of a church be intimately involved in the process of selecting elders to ensure selection based on spiritual rather than superficial qualifications. Beyond this, there are not specific guidelines given regarding the selection process. It would therefore appear that freedom is given to the individual church to develop a process that will best serve its own special needs and situations (Acts 14:21-24; Titus 1:5-9).

First Baptist Church

Current Constitution

Proposed Changes to the Constitution

Process for Elder Selection

This process should follow three steps:

1. The candidate should express his desire and willingness to serve to the elders and may be nominated by an active church member.
2. The candidate is examined and trained by the Elder Examination Board and recommended to the church by the elders.
3. The candidate is affirmed and ordained by the congregation, thereby becoming a member of the Elder Board.

First Baptist Church

Current Constitution

Proposed Changes to the Constitution

Section 2. Pastors.

A. The Role of the Pastors. The senior pastor is the overseer and shepherd of the entire church. He shall also be responsible for the daily operations of the church. The pastors, including the senior pastor, are overseers and shepherds of God's church hi the area of their job description as prepared by the personnel committee and approved by the church. Pastors, other than youth pastors, shall have been previously ordained. They are responsible for direction, doctrine and discipline. Their God-given authority is for building up others in a spirit of kindness and gentleness, never for tearing any one down.

B. Search Committee For a Pastor. When it is

Section 3 - Senior Pastor

A. Roles of the Senior Pastor

Consistent with the New Testament concept of spiritual gifts, the senior pastor, like any member of the body, is uniquely gifted and should seek to minister primarily within his gift area.

In addition to his pastoring role as an elder, the senior pastor is primarily responsible to be a teacher of the Word of God and to provide strategic leadership and vision to the body. His goal is to help mature believers through insightful and accurate presentation of Biblical truth, equipping them to be the true “ministers” in the body. He must strive to teach and lead by word and example, and he must stress both the understanding the application of God’s truth.

First Baptist Church

Current Constitution

necessary to call a pastor, a search committee consisting of six members shall be selected. The members shall consist of:

Chairman of deacons at the time the search committee is elected as committee chairman.

One active deacon elected by the deacons.

Chairperson of the personnel committee at the time the search committee is elected.

Three members from nominations made by the committee on committees.

At least two of the members shall be knowledgeable in the ministry area where the pastor is to serve.

This committee shall take the necessary steps to secure the pastor. The committee shall investigate the merits of each man under consideration regarding personal character, sound doctrine, education, ministerial record, ministry skills, conversion experience, and call to the ministry. When a suitable man is found, the committee shall invite him to come before the church in view of a call.

If the chairman of deacons and the chairperson of the personnel committee are serving on one search committee and an additional search committee is formed, the deacons shall elect the chairman of the new search committee from the remaining deacon officers. Additionally, the personnel committee shall appoint a member of the personnel committee to serve on the new search committee.

C. The Call. The call of a pastor shall come before the church at a regular or special business meeting. Notice of such meeting and its purpose shall be given at all regular church services not less than one week preceding such business meeting.

An affirmative vote of 75% of the votes cast shall be required to issue a call. The vote shall be by

Proposed Changes to the Constitution

The senior pastor should not be responsible to consistently minister in areas unrelated to his primary function and giftedness. This can lead to watered down, inaccurate teaching or ineffective leadership, both of which in turn weaken the body. As shepherds of the church, the elders are responsible to appoint other leaders with complementary gifts to undertake areas and aspects of the ministry that cannot be filled by the senior pastor.

Teaching within the body should not be limited to the senior pastor. The New Testament emphasizes the need for teaching elders and/or the utilization of other members who are gifted in this area, thereby providing a variety of input and role models.

B. Search Team for a Pastor

When it is necessary to call a pastor, a Search Team shall be selected. The members shall consist of:

1. Chairman of Deacons at the time the Search Team begins their responsibilities.
2. Three elders selected by the elders and three members of the church selected by the elders and affirmed by the church body.

This Search Team shall take the necessary steps to secure the pastor. The Team shall investigate the merits of each man under consideration regarding personal character, sound doctrine, education, ministerial record, ministry skills, conversion experience, and call to the ministry. When a suitable man is found, the Team shall invite him to come before the church in view of a call.

C. The Call

The call of a pastor shall come before the church at a regular or special called business meeting. Notice of such meeting and its purpose shall be given at all regular church services not less than one week preceding such business meeting.

First Baptist Church

Current Constitution

written ballot. Only one candidate shall be presented to the church at any one time.

A pastor shall be called for an indefinite period of time. The salary package shall be determined at the time of the call and shall be reviewed at least annually.

D. Accountability. The Pastor shall have regularly scheduled mutual accountability meetings with Chairman and Vice Chairman of the Deacons, and Personnel committee chairman at least quarterly. Mediator- chosen by Church body, as recommended by Deacons/Leadership.

E. Voluntary Resignation. A pastor may voluntarily resign with two weeks notification to the church.

F. Discipline of Pastors. All pastors are to be held accountable to the standards in Titus 1:6-8 which fall into four groups: 1) sexual morality; 2) proven family leadership; 3) above reproach in attitude and conduct; and 4) sound doctrine.

A three-step procedure shall take place before a pastor is removed from a ministry position:

Step 1. The offended person shall tell the pastor his perceived offense between the two people.

Step 2. If the pastor will not listen or repent of the perceived offense, the offended person shall take one or two other people along to discuss the perceived offense. If the perceived offender is not the senior pastor, then the senior pastor shall be the one to accompany the offended party. At the senior pastor's discretion, he may wish to take another pastor or called staff member along with him. If the perceived offender is the senior pastor, then another pastor shall be the one to accompany the offended party.

At the pastor's discretion, he may wish to take another member of the called staff along with him.

Proposed Changes to the Constitution

An affirmative vote of 75% of the votes cast shall be required to issue a call. The vote shall be by written ballot. Only one candidate shall be presented to the church at any one time.

A pastor shall be called for an indefinite period of time. The salary package shall be determined at the time of the call and shall be reviewed at least annually.

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The pastor shall have regularly scheduled mutual accountability meetings with the elders.

E. Voluntary Resignation

A pastor may voluntarily resign with two weeks notification to the church.

F. Discipline of Pastors

All pastors are to be held accountable to the standard in Titus 1:6-9 which fall into four groups: 1) sexual morality; 2) proven family leadership; 3) above reproach in attitude and conduct; and 4) sound doctrine.

The elders will follow necessary steps from Matthew 18:15-17 seeking restoration of the pastor. "If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over. But if he will not listen, take one or two others along, so that every matter may be established by the testimony of two or three witnesses. If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, treat him as you would a pagan or a tax collector."

If he will not listen or repent of the matter, the matter must be taken to the elders for consideration. The elders will have the authority to choose one of the three following alternatives:

First Baptist Church

Current Constitution

Step 3. If he will not listen or repent of the matter, the matter must be taken to the deacons, the pastors, and called staff for consideration. They will have the authority to choose one of the three following alternatives:

If the pastor refuses to repent a loving but clear ultimatum to return to biblical standards will be determined by the above parties. If the pastor will not listen or repent of his ways, a motion to remove the pastor from his office will be brought before the church by the deacons. According to 1 Timothy 5:20, the reason for dismissal must be brought before the church.

If the pastor agrees to repent but the pastors, deacons, and called staff determine he cannot be restored to his position, the pastor will be asked to resign immediately without public disclosure of the details of the sin. However, there must be a written admission of sin by the pastor.

If the pastor refuses to resign when asked, a motion to remove the pastor from his office will be brought before the church by the deacons. According to 1 Timothy 5:20, the reason for dismissal must be brought before the church.

3. If the pastor agrees to repent and can be restored to his position, the pastor must repent to the pastors, called staff, and deacons, and must accept the process of restoration determined by the pastor, called staff and deacons.

Section 3. Deacons.

A. The Role of the Deacons. The role of the deacons of First Baptist Church of Blue Springs is to serve as officers of the church, obedient and submissive to the authority of the pastors, and to assist in meeting the needs of the local congregation and community.

Proposed Changes to the Constitution

- 1) If the pastor refuses to repent a loving but clear ultimatum to return to Biblical standards will be determined by the above parties. If the pastor will not listen or repent of his ways, a motion to remove the pastor from his office will be brought before the church by the elders.
- 2) If the pastor or called staff agrees to repent but the elders determine he cannot be restored to his position, the pastor will be asked to resign immediately without public disclosure of the details of the sin. If the pastor refuses to resign when asked, a motion to remove the pastor from his office will be brought before the church by the elders.
3. If the pastor agrees to repent and can be restored to his position, the pastor must repent to the elders, called staff, and deacons, and must accept the process of restoration determined by the elders.

Section 4. Deacons

- A. The Role of the Deacons. The role of the deacons of First Baptist Church of Blue Springs is to serve as officers of the church, obedient and submissive to the authority of the elders. New Testament Deacons serve the Lord by conducting the caring ministry of the church—doing the benevolence work, visiting the sick, being alert to the spiritual needs of the congregation—for the purposes of freeing the pastoral staff to focus on prayer and the ministry of the Word, promoting unity within the church, and facilitating the spread of the gospel.

Deacons will serve perpetually and will not be subject to term limits.

Elections shall be held each year to add to the deacons as church size warrants. A deacon's time of service may be interrupted by a vote of the church, by resignation, or by a leave of absence

First Baptist Church

Current Constitution

A Deacon term shall be no longer than 3 years. He is not eligible for re-election until a minimum of one year has passed. Each year on June 30th the assigned term of approximately one-third of the number of deacons shall expire. Elections shall be held annually to add to the deacons such numbers as the church size warrants. Each year an election will be held to add to the deacons in such numbers as needed. A deacon's time of service may be interrupted by a vote of the church, by resignation, or by a leave of absence of a predetermined length of time. Resignation and/or leave of absence may be granted by the deacon officers.

There shall be no obligation to constitute as an assigned deacon one who has been a deacon in another church, but in such instances one might be chosen through election to serve as a deacon by this church. His previous ordination by another church of like faith and order which meets the eligibility requirements of church bylaws Article JH, Section 3, Subsections (B) and (C) shall suffice for this church.

B. Scriptural Qualifications. Acts 6:3 and I Timothy 3:8-13 contain the scriptural qualifications for deacons.

C. Church Requirements. A deacon candidate shall be a male, at least 21 years of age, and a member of the church for not less than one year prior to being considered for the office of deacon.

D. Deacon Election.

A Deacon Nominating Team within the deacons will be responsible for the process of nominating deacon candidates to the church.

Notice will be published in the church bulletin in March and October as a reminder to the church family that the nominating team would receive nomination forms for qualified men as possible nominees for deacon service.

Proposed Changes to the Constitution

of a predetermined length of time. Resignation and/or leave of absence may be granted by the deacon officers.

There shall be no obligation to constitute as an assigned deacon one who has been a deacon in another church, but in such instances one might be chosen through election to serve as a deacon by this church.

B. Scriptural Qualifications. Acts 6:3 and I Timothy 3:8-13 contain the scriptural qualifications for deacons. Deacon qualifications are the same as elder qualifications with the exception of “able to teach.”

C. Church Requirements. A deacon candidate shall be a male, at least 21 years of age, and a member of the church for not less than one year prior to being considered for the office of deacon.

D. Deacon Election.

1. A Deacon Nominating Team within the deacons will be responsible for the process of nominating deacon candidates to the church.
2. Notice will be published in the church program in March and October as a reminder to the church family that the nominating team would receive nomination forms for qualified men as possible nominees for deacon service.
3. The nominating team, in consultation with the elders, will determine eligibility of the deacon candidate.
4. If eligible, the candidate would be invited to complete the deacon candidate questionnaire.
5. The nominating team shall oversee the candidate for an adequate amount of time for the purpose of determining the individual's church involvement, spiritual maturity, and lifestyle.

First Baptist Church

Current Constitution

The nominating team, in consultation with the pastors and other called staff, will determine eligibility of the deacon candidate.

If eligible, the candidate would be invited to complete the deacon candidate questionnaire.

The nominating team shall oversee the candidate for an adequate amount of time for the purpose of determining the individual's church involvement, spiritual maturity, and lifestyle.

The candidate's name would then be shared with the senior pastor and deacons for ratification as a candidate for election as a deacon and to serve as a deacon-in-training.

The deacon-in-training would be mentored by a current deacon for six months sharing in all deacon responsibilities with the exception of voting privileges and sensitive matters.

At the close of the training period both the mentoring deacon and candidate would meet with the nominating team to verify the suitability of the individual being considered as a deacon.

The candidate shall come before the full deacon body for questioning and ratification.

10? The candidate would then be presented to the church for election and ordination to the office of deacon and voted on by the church.

E. Removal of a Deacon. Removal of a deacon from the role of active deacon may only occur after:

Three consecutive unexcused absences of that deacon from regularly scheduled deacons' meetings,

That deacon demonstrates a failure in maintaining the required spiritual qualifications of a deacon,

That deacon fails to perform the ministries of a

Proposed Changes to the Constitution

6. The candidate's name would then be shared with the elders and deacons for ratification as a candidate for election as a deacon and to serve as a deacon-in-training.
7. The deacon-in-training would be mentored by a current deacon for six months sharing in all deacon responsibilities with the exception of voting privileges and sensitive matter.
8. At the close of the training period both the mentoring deacon and candidate would meet with the nominating team to verify the suitability of the individual being considered as a deacon.
9. The candidate shall come before the full deacon body for questioning and ratification.
10. The candidate would then be presented to the church for election and ordination to the office of deacon and voted on by the church.

E. Removal of a Deacon. Removal of a deacon from the role of active deacon may only occur after:

1. That deacon demonstrates a failure in maintaining the required spiritual qualifications of a deacon,
2. That deacon fails to perform the ministries of a deacon, or
3. That deacon demonstrates an attitude which promoted division.

The deacon officers together with the elders have authority to remove a deacon from active status.

F. Officers. Officers of the deacon body shall be Chairman, Vice Chairman, Secretary,

First Baptist Church

Current Constitution

deacon, or

That deacon demonstrates an attitude which promotes division.

The deacon officers together with the senior pastor have authority to remove a deacon from active status.

F. Officers. Officers of the deacon body shall be Chairman, Vice Chairman, Secretary, and Treasurer. The term of the office shall be one year and no officer shall serve in the same office for consecutive terms. The chairman must have served as a deacon for at least one year preceding his election as chairman. The deacons shall elect their officers for a term from July 1 through June 30. If an officer is not able to complete his term, the deacons shall elect a replacement for the remainder of the term.

G. Duties. The deacons of First Baptist Church of Blue Springs exist to provide spiritual leadership and service to the congregation. In accordance with the practice in the New Testament, leadership and service by the deacons shall occur in the following areas:

Lead the church in the achievement of its mission.

Proclaim the gospel to our church, community, and throughout the world.

Support me ministries of the church.

Support the pastoral leadership of the church.

Serve through deacon ministries approved by the church.

Section 4. Moderator/Parliamentarian. The church will elect a moderator/parliamentarian annually from nominations made by the

Proposed Changes to the Constitution

Treasurer. The term of the office shall be one year and no officer shall serve in the same office for consecutive terms. The chairman must have served as a deacon for at least one year preceding his election as chairman. The deacons shall elect their officers for a term from July 1 through June 30. If an officer is not able to complete his term, the deacons shall elect a replacement for the remainder of the term.

G. Duties. The deacons of First Baptist Church of Blue Springs exist to provide spiritual leadership, modeling and service to the congregation, in accordance with the practice in the New Testament, leadership and service by the deacons shall occur in the following areas:

- Lead the church in the achievement of its mission.
- Provide oversight and prayer to the proclamation of the Gospel to our church, community, and throughout the world.
- Support ministries of the church.
- Support the pastoral leadership of the church.
- Serve through deacon ministries approved by the church.
- Oversight of building and grounds (exterior and interior).
- Benevolence - needs of those within the church are met.
- Preparation for the Lords' Supper and baptisms.
- Preparing the physical surroundings so that the building is ready for services.
- Special building projects that arise.

Section 5. Moderator/Parliamentarian. The church will confirm a moderator/parliamentarian annually from nominations made by the elders. The moderator/parliamentarian shall preside at all business meetings according to Robert's Rules of Order. Should the moderator/parliamentarian not be able to preside at a business meeting, the pastor shall appoint a pro-tempore moderator/parliamentarian. The pro-tempore moderator/parliamentarian shall be approved by majority vote of the church at the beginning of the business

First Baptist Church

Current Constitution

committee on committees. The moderator/parliamentarian shall preside at all business meetings according to Robert's Rules of Order. Should the moderator/parliamentarian not be able to preside at a business meeting, the senior pastor shall appoint a pro-tempore moderator/parliamentarian. The pro-tempore moderator/parliamentarian shall be approved by majority vote of the church at the beginning of the business meeting. The term shall be July 1 through June 30.

Section 5. Church Clerk. The church shall elect a church clerk annually from nominations made by the committee on committees. The election of one or more assistant clerks may be done at the same election. The clerk shall be responsible for recording and processing all records of church business meetings. The clerk or assistant shall be available to attend all regular and special business meetings. When the clerk or an assistant clerk is not present for business meetings, the first order of business shall be the election of a clerk pro tempore. In such case, the clerk pro tempore at the earliest opportunity shall give the notes of the business meeting to the regular clerk.

The clerk shall also be responsible for gathering the information necessary for preparing the annual church profile for the local association. All church records are church property and shall be maintained in the church office.

The clerk shall be responsible for keeping and preserving a suitable record of all official action of the church. The clerk shall be responsible for keeping a register of church member's names, including dates of admission, dismissal, death, and erasure, along with a record of baptisms. The clerk shall issue letters of dismissal voted by the church. The clerk shall give required notice of all meetings where notice is necessary as indicated in these bylaws. The church support staff shall assist the clerk with clerical

Proposed Changes to the Constitution

meeting. The term shall be July 1 through June 30.

Section 6. Church Clerk. The church shall confirm a church clerk annually from nominations made by the elders. The election of one or more assistant clerks may be done at the same election. The clerk shall be responsible for recording and processing all records of church business meetings. The clerk or assistant shall be available to attend all regular and special business meetings. When the clerk or an assistant clerk is not present for business meetings, the first order of business shall be the election of a clerk pro-tempore. In such case, the clerk pro-tempore at the earliest opportunity shall give the notes of the business meeting to the regular clerk.

The clerk shall also be responsible for gathering the information necessary for preparing the annual church profile for the local association. All church records are church property and shall be maintained in the church office.

The clerk shall be responsible for keeping and preserving a suitable record of all official action of the church. The clerk shall be responsible for keeping a register of church member's names, including dates of admission, dismissal, death, and erasure, along with a record of baptisms. The clerk shall issue letters of dismissal voted by the church. The clerk shall give required notice of all meetings where notice is necessary as indicated in these bylaws. The church support staff shall assist the clerk with clerical responsibilities as requested. The term shall be July 1 through June 30.

Section 7. Treasurer. The church will confirm a treasurer annually from nominations made by the elders. The church treasurer shall communicate to the church and appropriate committees the financial status of the church. The treasurer shall work with the staff and committees to see that church-approved policies and accepted accounting practices are used in the receiving, recording, and

First Baptist Church

Current Constitution

responsibilities as requested. The term shall be July 1 through June 30.

Section 6. Treasurer. The church will elect a treasurer annually from nominations made by the committee on committees. The church treasurer shall communicate to the church and appropriate committees the financial status of the church. The treasurer shall work with the staff and committees to see that church-approved policies and accepted accounting practices are used in the receiving, recording, and disbursing of church monies. The term shall be July 1 through June 30.

The treasurer shall:

1. Present the monthly financial report to the finance committee and to the church at regularly scheduled business meetings, or assist the Business Administrator in carrying out this responsibility.

Serve as a member of the finance committee.

Assist the church clerk in preparing the annual church profile to the local association.

Assist in the preparation and maintenance of adequate records of all church funds received and disbursed.

Assist in the preparation of reports and in the maintenance of records of contributions by individual members.

Assist in spot checking the procedures and records associated with receipting for church funds and the procedures for disbursing those funds.

Annually coordinate an audit of the financial records and procedures of the church by an outside firm.

Monthly reconcile the bank statements.

Proposed Changes to the Constitution

disbursing of church monies. The term shall be July 1 through June 30.

The treasurer shall:

1. Present the monthly financial report to the finance committee and to the church at regularly scheduled business meetings, or assist the business administrator and or the Finance Team Chairman in carrying out this responsibility.
2. Serve as a member of the finance committee.
3. Assist the church clerk in preparing the annual church profile to the local association.
4. Assist in the preparation and maintenance of adequate records of all church funds received and disbursed.
5. Assist in the preparation of reports and in the maintenance of records of contributions by individual members.
6. Assist in spot checking the procedures and records associated with receipting for church funds and the procedures for disbursing those funds.
7. Annually coordinate an audit of the financial records and procedures of the church by an outside firm.
8. Monthly reconcile the bank statements.
9. Review the details of all transactions for the month and make recommended changes for the general ledger.
10. Annually review the written procedures that deal with church funds with the finance committee.

First Baptist Church

Current Constitution

Review the details of all transactions for the month and make recommended changes for the general ledger.

Annually review the written procedures that deal with church funds with the finance committee.

Section 7. Trustees. The church shall elect six (6) trustees from nominations made by the committee on committees to serve as legal officers for the church. They shall serve three-year terms with two new trustees being elected each year. A lapse of one year is required before re-election. They shall hold in trust all church property. Upon a specific vote of the church authorizing necessary action, they shall have the power to buy, sell, mortgage, lease, or transfer any church property. When the signatures of the trustees are required, two or more shall sign legal documents involving the sale, mortgage, purchase, or rental of property, or other legal documents related to church-approved matters. Trustees shall be responsible for overseeing the maintenance of the building and of the grounds. The term shall be July 1 through June 30.

The chairperson of trustees is designated to be the President of the Corporation when needed and/or required for legal documents. The trustees shall also elect a Vice President and Secretary from their membership for the purpose of executing legal documents.

Section 8. Non-Pastoral Called Staff.

A. The Role of the Non-Pastoral Called Staff. The non-pastoral called staff are full time employees of the church who have responded to a call upon their lives to enter into full-time service for the Lord, but are not ordained. The non-pastoral called staff shall be obedient and submissive to the authority of the pastors. They are empowered for the work of the ministry to assist in meeting the needs of the local congregation and the community.

Proposed Changes to the Constitution

Section 8. Trustees. The church shall confirm six (6) trustees from nominations made by the elders to serve as legal officers for the church. They shall serve three-year terms with two new trustees being elected each year. A lapse of one year is required before re-election. They shall hold in trust all church property. Upon a specific vote of the church authorizing necessary action, they shall have the power to buy, sell, mortgage, lease, or transfer any church property. When the signatures of the trustees are required, two or more shall sign legal documents involving the sale, mortgage, purchase, or rental of property, or other legal documents related to church-approved matters. Trustees shall be responsible for overseeing the maintenance of the building and of the grounds. The term shall be July 1 through June 30.

The chairperson of trustees is designated to be the President of the Corporation when needed and/or required for legal documents. The trustees shall also elect a Vice President and Secretary from their membership for the purpose of executing legal documents.

Section 9. Non-Pastoral Called Staff.

- A. The Role of the Non-Pastoral Called Staff. The non-pastoral called staff are full time employees of the church who have responded to a call upon their lives to enter into fulltime service for the Lord, but are not ordained. The non-pastoral called staff shall be obedient and submissive to the authority of the elders and supervising pastors. They are empowered for the work of the ministry to assist in meeting the needs of the local congregation and the community.
- B. Voluntary Resignation. A non-pastoral called staff member may voluntarily resign with two weeks notification to the church.

First Baptist Church

Current Constitution

B. Search Committee For a Non-Pastoral Called Staff Member. When it is necessary to call a non-pastoral called staff member, a search committee consisting of six members shall be selected. The members shall consist of:

Chairman of deacons at the time the search committee is elected as committee chairman.

One active deacon elected by the deacons.

Chairperson of the personnel committee at the time the search committee is elected.

Three members from nominations made by the committee on committees.

At least two of the members shall be knowledgeable in the ministry area where the non-pastoral called staff member is to serve.

This committee shall take the necessary steps to secure the non-pastoral called staff member. The committee shall investigate the merits of each individual under consideration regarding personal character, sound doctrine, education, ministerial record, ministry skills, conversion experience, and call to the ministry. When a suitable candidate is found the committee shall invite that candidate to come before the church in view of a call.

If the chairman of deacons and the chairperson of the personnel committee are serving on one search committee and an additional search committee is formed, the deacons shall elect the new chairman of the new search committee from the remaining deacon officers. Additionally, the personnel committee shall appoint a member of the personnel committee to serve on the new search committee.

C. The Call. The call of a non-pastoral called staff member shall come before the church a regular or special business meeting. Notice of such meeting and its purpose shall be given at all regular church services not less than one week preceding

Proposed Changes to the Constitution

C. Discipline of Non-Pastoral Called Staff. All non-pastoral called staff are to be held accountable to the standards in Titus 1:6-9 which fall into four groups: 1) sexual morality; 2) proven family leadership; 3) above reproach in attitude and conduct; and 4) sound doctrine.

First Baptist Church

Current Constitution

Proposed Changes to the Constitution

such business meeting.

An affirmative vote of 75% of the votes cast shall be required to issue a call. The vote shall be by written ballot. Only one candidate shall be presented to the church at any one time.

Non-pastoral called staff shall be called for an indefinite period of time. The salary package shall be determined at the time of the call and shall be reviewed at least annually.

D. Voluntary Resignation. A non-pastoral called staff member may voluntarily resign with two weeks notification to the church.

E. Discipline of Non-Pastoral Called Staff. All non-pastoral called staff are to be held accountable to the standards in Titus 1:6-8 which fall into four groups: 1) sexual morality; 2) proven family leadership; 3) above reproach in attitude and conduct; and 4) sound doctrine.

A three-step procedure shall take place before a non-pastoral called staff member is removed from a ministry position:

Step 1. The offended person shall tell the non-pastoral called staff member the perceived offense between the two people.

Step 2. If the non-pastoral called staff member will not listen or repent of the matter, the offended party shall take one or two others to discuss the perceived offense with the non-pastoral called staff member. A pastor shall accompany the offended party. At the pastor's discretion, he may wish to take another pastor or another called staff member along with him.

Step 3. If the non-pastoral called staff member will not listen or repent of the matter, the matter must be taken to the deacons, the pastors, and called staff for consideration. They will have the authority to choose one of the three following procedures:

First Baptist Church

Current Constitution

Proposed Changes to the Constitution

1. If the non-pastoral called staff member refuses to repent, a loving but clear ultimatum to return to biblical standards will be determined by the above parties. If the non-pastoral called staff member will not listen or repent, a motion to remove him/her from office will be brought before the church by the deacons. The reason for dismissal must be brought before the church.

2. If the non-pastoral called staff member agrees to repent but the pastors, deacons, and called staff determine he or she cannot be restored to his/her position, the non-pastoral called staff member will be asked immediately to resign without public disclosure of the details of the sin. However, there must be a written admission of sin by the non-pastoral called staff member.

If the non-pastoral called staff member refuses to resign when asked, a motion to remove the non-pastoral called staff member from his/her office will be brought before the church by the deacons. According to 1 Timothy 5:20, the reason for dismissal must be brought before the church.

3. If the non-pastoral called staff member agrees to repent and can be restored to his/her position, the non-pastoral called staff member must repent to the pastors, called staff, and deacons, and must accept the process of restoration determined by the pastors, called staff and deacons.

Section 9. Business Administrator.

A. The Role of the Business Administrator. The business administrator shall be responsible for church business management on a day-to-day basis. The business administrator shall administer a comprehensive plan of business operation for the church within the guidelines of the constitution and bylaws and of the policies and procedures as set forth by the finance committee, personnel committee, trustees, and other appropriate governing bodies of First Baptist Church.

Section 9. Business Administrator

Has been deleted because this position is not a called staff position.

First Baptist Church

Current Constitution

Proposed Changes to the Constitution

B. Search Committee For the Business

Administrator. When it is necessary to call a business administrator, a search committee consisting of six members shall be selected. The members shall consist of:

Chairman of deacons as committee chairman.

One active deacon elected by the deacons.

Chairman of the personnel committee.

Three members from nominations made by the committee on committees.

At least two of the members shall be knowledgeable in church business policies and procedures.

This committee shall take the necessary steps to secure the business administrator. The committee shall investigate the merits of each individual under consideration regarding personal character, sound doctrine, education, administrative skills, computer system skills, and conversion experience. When a suitable person is found, the committee shall invite that person to come before the church for a vote.

If the chairman of deacons and the chairperson of the personnel committee are serving on one search committee and an additional search committee is formed, the deacons shall elect the chairman of the new search committee from the remaining deacon officers. Additionally, the personnel committee shall appoint a member of the personnel committee to serve on the new search committee.

C. Church Vote. The vote for business administrator shall come before the church at a regular or special business meeting. Notice of such meeting and its purpose shall be given at all regular church services not less than one week preceding such business meeting.

An affirmative majority vote is required for

First Baptist Church

Current Constitution

employment. The vote shall be by written ballot. Only one candidate shall be presented to the church at any one time.

The business administrator shall be employed for an indefinite period of time. The salary package shall be determined at the time of employment and shall be reviewed at least annually.

ARTICLE III COMMITTEES

Section 1. The Role of Committees. The role of committees of First Baptist Church of Blue Springs is to perform tasks as approved by the church in obedience and submission to the Pastors of the church and to the church council, and to assist in meeting the needs of the local congregation and community. All committee members shall have been a member of the church for not less than one year prior to being considered for committee membership. Committee service shall consist of a three year term or the balance of an unexpired term of a person who is unable to complete that term. No person shall serve consecutive terms, partial or full terms, on the same committee, except that a person who fills an unexpired term of 12 months or less is eligible to fill the unexpired term plus a new term if re-elected. No person shall serve on more than one standing committee at the same time. The church committee year shall be July 1 to June 30.

Section 2. Standing Committees. The church shall have the following standing committees:

Committee on committees
Nominating committee
Personnel committee
Finance committee

A. Committee on Committees. The committee on committees shall recommend to the church the names of members to serve on the standing committees of the church, and shall recommend

Proposed Changes to the Constitution

ARTICLE III - COMMITTEES

Section 1. The Role of Committees. The role of committees of First Baptist Church of Blue Springs is to perform tasks as approved by the church in obedience and submission to the elders of the church and to assist in meeting the needs of the local congregation and community. All committee members shall have been a member of the church for not less than one year prior to being considered for committee membership. Committee service shall consist of a three year term or the balance of an unexpired term of a person who is unable to complete that term. No person shall serve consecutive terms, partial or full terms, on the same committee, except that a person who fills an unexpired term of 12 months or less is eligible to fill the unexpired term plus a new term if re-elected. No person shall serve on more than one standing committee at the same time. The church committee year shall be July 1 to June 30.

First Baptist Church

Current Constitution

the committee chairperson. The committee on committees shall also recommend to the church names of members to serve on search committees and the Blue River - Kansas City Baptist Association Executive Board, as well as the names of members to serve as moderator, church clerk, treasurer, and trustees. The members and chairperson of the committee on committees shall be nominated annually by the deacons and the senior pastor. The committee on committees shall consist of six (6) members serving three (3) year terms, with two (2) members rotating on and off the committee each year. The committee on committees shall perform other tasks as assigned by the church or as set forth in the Church Operations Manual.

B. Nominating Committee. The nominating committee shall recommend to the church the names of members to serve in lay ministry positions of the church. The nominating committee shall consist of six (6) members serving three (3) year terms, with two (2) members rotating on and off the committee each year. The nominating committee shall perform other tasks as assigned by the church or as set forth in the Church Operations Manual. The church must approve annually all nominees for lay positions.

C. Personnel Committee. The personnel committee shall recommend to the church the terms and conditions of employment for all paid church personnel. The personnel committee shall consist of six (6) members serving three (3) year terms, with two (2) members rotating on and off the committee each year. The personnel committee shall perform other tasks as assigned by the church or as set forth in the Church Operations Manual.

D. Finance Committee. The finance committee shall assist the church treasurer in performing the duties of the office, shall annually develop and recommend the church budget, and shall assist the officers, along with the treasurer, in promoting church-wide stewardship. The finance committee

Proposed Changes to the Constitution

Section 2. Standing Committee: The church shall have the following standing committee with oversight by elders.

Finance Committee. The Finance Committee shall assist the church treasurer and business administrator in performing the duties of the office, shall annually develop and recommend the church budget, and shall assist the officers, along with the treasurer, in promoting church-wide stewardship.

The Finance Committee shall annually review the written procedures that deal with church funds. The finance committee shall consist of six (6) members serving three (3) year terms, with two (2) members rotating on and off the committee each year as appointed by the elders and affirmed by the church body. This committee will also include one existing elder. The Finance Committee shall perform other tasks as assigned by the church or as set forth in the Church Operations Manual.

Section 3. Ad Hoc Committees. An ad hoc committee may be appointed to complete a specific task after which the committee is dissolved. The elders and/or deacons together may recommend the purpose for an ad hoc committee as well as the members and the chairperson to serve on that committee. Both the purpose of and the members for that committee shall be approved by church vote.

Section 4. Creation of Additional Standing Committees. Additional standing committees may be established by recommendation from the elders.

Section 5. Removal of Committee Member. If a committee member demonstrates an attitude which promotes division, or demonstrates a lifestyle of wickedness, or fails to perform the tasks of the committee, the senior pastor, committee chairman, and elders may use discretion in removing that committee member.

First Baptist Church

Current Constitution

Proposed Changes to the Constitution

shall annually review the written procedures that deal with church funds. The finance committee shall consist of six (6) members serving three (3) year terms, with two (2) members rotating on and off the committee each year. The finance committee shall perform other tasks as assigned by the church or as set forth in the Church Operations Manual.

Section 3. Ad Hoc Committees. An ad hoc committee may be appointed to complete a specific task after which the committee is dissolved. The church council and senior pastor together may recommend the purpose for an ad hoc committee as well as the members and the chairperson to serve on that committee. Both the purpose of and the members for that committee shall be approved by church vote.

Section 4. Creation of Additional Standing Committees. Additional standing committees may be established by recommendation from the senior pastor and church council upon approval by the church, in accordance with Article X of the bylaws.

Sections. Removal of Committee Member. If a committee member demonstrates an attitude which promotes division, or demonstrates a lifestyle of wickedness, or fails to perform the tasks of the committee, the senior pastor, committee chairman, and deacon chairman may use discretion in removing that committee member.

ARTICLE IV COUNSELING AT FIRST BAPTIST CHURCH

Counseling at First Baptist Church
section has been removed.

All counseling provided by the ministerial staff of First Baptist Church, Blue Springs, will be Biblically based, with a deep reliance upon God's Holy Spirit to direct, enlighten, and provide God's solutions to individual's problems and disorders. (John 14:15-16)

This counseling will not be based on secular

First Baptist Church

Current Constitution

counseling methods but upon (1) God's Word, the Bible, the recognition of Satan's (and demons) involvement in individuals problems (Luke 10:17-22) and (2) the absolute necessity of the individuals recognition of and dependence upon Almighty God and our Heavenly Father. As Christ said in John 15:5 "Apart from me you can do nothing."

ARTICLE V

CHURCH MINISTRY ORGANIZATIONS

Section 1. Responsibilities. In the absence of a staff member the Senior Pastor will be default pastor. The church shall maintain effective ministries that fulfill the purposes of this church as set forth in Article n of the constitution.

All ministries, their leaders, and workers related to the church shall be obedient and submissive to the authority of the pastors. Ministry leaders shall be elected annually by the church and report regularly to the church. All ministry activities shall be subject to church coordination. The church shall provide the human resources, the physical resources, and the financial resources for the appropriate advancement of these ministries.

The church ministry year shall be from July 1 through June 30.

Section 2. Sunday School. The Sunday School, under the direction of a called staff member, shall be the primary ministry for Bible teaching. Its tasks shall be to teach biblical revelation and the five purposes of the church, and to provide and to interpret information regarding the work of the church and of the denomination. The Sunday School shall be organized by departments and/or classes appropriate for all ages. Sunday School directors of children, youth, and adults, in consultation with the staff, will make recommendations to the nominating committee regarding staffing Sunday School teachers.

Proposed Changes to the Constitution

ARTICLE IV

CHURCH MINISTRY ORGANIZATIONS

Responsibilities. In the absence of a staff member the elders will appoint appropriate pastors to be default pastor. The church shall maintain effective ministries that fulfill the purposes of this church as set forth in Article 5 of the constitution.

All ministries, their leaders, and workers related to the church shall be obedient and submissive to the authority of the elders and pastors. Ministry leaders shall be appointed by elders and/or pastors. These ministry leaders report at least annually to the church. All ministry activities shall be subject to change and to pastoral coordination. The church shall provide the human resources, the physical resources, and the financial resources for the appropriate advancement of these ministries.

Ongoing ministries of the church are subject to change and fall under the leadership responsibilities of elders, pastors and deacons.

The church ministry year shall be from July 1 through June 30.

Discipline of Volunteer Ministry Leaders and Workers. All ministry leaders, workers, and volunteers shall be held accountable for their lifestyle, attitudes, and spiritual gifts. If these are in contradiction to the vision of the church, to clear biblical standards, or to personal well-being, a procedure shall take place to remove a ministry leader, worker, or volunteer from a ministry position.

First Baptist Church

Current Constitution

Proposed Changes to the Constitution

Section 3. Small Groups. Small groups, under the direction of a called staff member, shall be a Bible teaching ministry. Their tasks shall be to teach biblical revelation and to apply the five purposes of the church among its members and the community. Small groups shall be organized as needed for any age and/or gender and for a specified time-frame.

Section 4. Discipleship Training. Discipleship training, under the direction of a called staff member, shall serve as the primary equipping ministry of the church. Its tasks shall be to teach the purposes of the church, reasons for church membership, church policies and structures, church history, Christian theology, spiritual habits, and disciplines. Discipleship training shall lead members to discover their gifts and places of ministry, and train those in ministry to disciple others. Discipleship training shall be organized for all ages and shall have leaders as the ministry requires.

Section 5. W.M.U. Woman's Missionary Union, under the direction of a called staff member, shall be the primary missions education and missions support ministry of the church. Its tasks shall be to pray for and give to missions, do missions, learn about missions, develop spiritually towards a missions lifestyle, and participate in the work of the church and denomination. Woman's Missionary Union shall have leaders and organizations as the ministries require.

Section 6. Missions-Related Ministry. Missions-related ministry, under the direction of a called staff member and the WMU director, shall lead the church to participate in local, regional, national and international missions. Missions-related ministry shall have leaders and organizations as the ministry requires.

Section 7. Men's Ministry. Men's ministry, under the direction of a called staff member, shall be ministry to men. Its tasks shall be to reach persons

First Baptist Church

Current Constitution

Proposed Changes to the Constitution

for Christ and church membership, to train and equip mentors, to provide small groups, and to actively participate in missions. Men's ministry shall have leaders and organizations as the ministry requires.

Section 8. Music Ministry. The church music ministry, under the direction of a called staff member, shall lead the church in music education, training, and worship. Its tasks shall be to teach music, to train persons to lead, sing, and play music, and to provide music in the church and in the community. The church music ministry shall have such leaders and organizations as the ministry requires.

Section 9. Youth Ministry. The youth ministry, under the direction of a called staff member, shall be the ministry to middle school and high school students. Its tasks shall be to reach students for Christ and for church membership, to equip students in spiritual habits and disciplines, and to actively participate in local and global missions. The youth ministry shall have such leaders and organizations as the ministry requires.

Section 10. Senior Adults Ministry. The senior adult ministry, under the direction of a called staff member, shall be the ministry to senior adults. Its tasks shall be to reach senior adults for Christ and church membership, to equip senior adults to discover their spiritual gifts and their places of ministry, and to actively participate in local and global missions. The senior adult ministry shall have such leaders and organizations as the ministry requires.

Section 11. Mother's Day Out. The Mother's Day Out weekday early education program, under the direction of a called staff member, shall provide Christian part-time child care for preschoolers of the church and community.

Section 12. Little Angels Learning Center. The Little Angels Learning Center weekday early

education program, under the direction of a called staff member, shall provide Christian educational opportunities for preschoolers of the church and of the community within a Christian setting.

Section 13. Benevolence Ministry. The benevolence ministry, under the direction of a called staff member, shall assist the church in meeting the physical needs of its members and of the community in Christ's name. The benevolence ministry shall have such leaders and organizations as the ministry requires.

Section 14. Singles Ministry. The singles ministry, under the direction of a called staff member, shall be the ministry to single adults. Its tasks shall be to reach single adults for Christ and for church membership, to provide divorce recovery programs as needed, to equip single adults to discover their spiritual gifts and their places of ministry, and to actively participate in local and global missions. The singles ministry shall have leaders and organizations as the ministry requires.

Section 15. Women's Ministry. The women's ministry, under the direction of a called staff member, shall be the ministry to women. Its tasks shall be to reach women for Christ and church membership, to train and equip mentors, to provide small groups, and to actively participate in local and global missions. The women's ministry shall have leaders and organizations as the ministry requires.

Section 16. Sports Ministry. The sports ministry, under the direction of a called staff member, shall lead the church to reach persons for Christ and church membership through sporting activities and shall teach persons how to enjoy the experiences of sports in a manner that honors God. The sports ministry shall have leaders and organizations as the ministry requires.

Section 17. Fellowship Ministry. The fellowship ministry, under the direction of a called staff

member, shall be the primary ministry to plan and implement opportunities for church-wide fellowship activities. The fellowship ministry shall have leaders and organizations as the ministry requires.

Section 18. HUGS (Hosts, Ushers, Greeters, Sidewalk) Ministry. The HUGS ministry, under the direction of a called staff member, shall be the primary greeter ministry of the church. Its tasks are to give intentional value to people who enter the campus of First Baptist Church and to guide people to their destination in an organized and comfortable manner. The HUGS ministry shall have leaders and organizations as the ministry requires.

Section 19. New Ministries. The church council shall recommend to the church for a vote any new ministries which are required to fulfill the purposes of the church.

Section 20. Discipline of Ministry Leaders, Workers, and Volunteers. All ministry leaders, workers, and volunteers shall be held accountable for their lifestyle, attitudes and spiritual gifts. If these are in contradiction to the vision of the church, to clear biblical standards, or to personal well-being, a two-step procedure shall take place to remove a ministry leader, worker, or volunteer from a ministry position:

Step 1: The person in direct authority over the ministry leader, worker, or volunteer shall tell the individual their concern between the two of them.

Step 2: Ministry Leader. If a ministry leader is not receptive to the concern, the called staff member responsible for that ministry shall discuss the concern with the leader. If the matter is not resolved at this meeting, the called staff member responsible for that ministry, together with the senior pastor, may, at their discretion, remove the individual from the ministry position.

Ministry Worker or Volunteer. If a worker or volunteer is not receptive to the concern, the called staff member responsible for that ministry shall discuss the concern with the individual. If the matter is not resolved after this meeting, the called staff member responsible for that ministry, may, at his discretion, remove the individual from the ministry position.

Section 21. Special Peoples Ministry. The Special Peoples ministry under the direction of a called staff member, shall be to reach Special People for Christ and for church membership, to provide specialized programs as needed and to equip Special People to discover their spiritual gifts and their place in ministry. The Special People ministry shall have leaders and organizations, as the ministry requires.

Section 22. 180° Evangelism Ministry. The 180° ministry under the direction of a called staff member, shall be to reach the unchurched of the community for Christ by providing a non-traditional worship format. The 180° ministry shall have leaders and organizations, as the ministry requires.

ARTICLE VI CHURCH COUNCIL

Section 1. The Role of the Church Council. The role of the church council shall be to coordinate and evaluate the ministries and organizations of the church. A majority of church council members shall constitute a quorum.

Section 2. Responsibilities. The church council shall:

- A. Review and coordinate ministry and organizational plans recommended by church officers, ministries, and organizations.
- B. Recommend to the church the coordination of leadership, calendar time, and resources according to ministry priorities.

ARTICLE VI CHURCH COUNCIL

This section has been removed because duties will be assumed by the elders and staff.

- C. Evaluate ministries in terms of church purposes.
- D. Assist the pastor in the appointment of Ad Hoc Committees to the Church as defined in Section 3, Article III, Committees. Matters agreed upon by the church council which call for action not already approved shall be referred to the church for a vote.

Section 3. Membership. Members of the church council shall be the following: the chairperson of each standing committee, one representative from each ministry organization, the business administrator, all pastors and non-pastoral called staff members, the chairman of deacons, and the chairperson of trustees. The church-elected leader from each ministry organization shall be nominated by the nominating committee.

The senior pastor shall serve as moderator, or the senior pastor shall appoint a moderator from the remaining staff members or chairman of deacons. All members of the church council shall have equal voting privileges.

If the representative of a ministry organization, the chairperson of a standing committee, the chairman of deacons, or the chairperson of trustees cannot attend a church council meeting, the council member shall send an alternate representative from within the organization, ministry, or committee.

ARTICLE VII CHURCH ORDINANCES

Section 1. Baptism. The church shall receive for baptism any person who has received Jesus Christ as Savior by personal faith, who professes Him publicly at any worship service, and who indicates a commitment follow Christ as Lord.

- A. Baptism shall be by immersion.

- B. The senior pastor, pastors, called staff, or whomever the senior pastor shall authorize, shall administer Baptism. The deacons shall assist in the preparation and the observance of Baptism.
- C. Baptism shall be administered as an act of worship during any 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 senior pastor and/or called staff or deacons.

Section 2. The Lord's Supper. The church shall observe the Lord's Supper at least quarterly. The senior pastor and deacons shall administer the Lord's Supper. The deacons shall be responsible for the physical preparation of that observance.

ARTICLE VIII CHURCH MEETINGS

Section 1. Worship Services. The church shall meet regularly each Sunday morning, Sunday evening, and Wednesday evening, and at such other times as the church approves, for the worship of Almighty God. The senior pastor and chairman of deacons may change the schedule in cases of emergency. Prayer, praise, preaching, instruction, and/or evangelism shall be among the ingredients of these services. The pastors shall oversee these services.

Section 2. Special Services. Revival services and any other church-wide meetings essential to the advancement of the church's purposes shall be placed on the church calendar as approved by the church council.

Section 3. Regular Business Meetings. The church shall hold regular business meetings six times a year, in February, April, June, August, October, and December on the third Sunday of the month immediately following the evening worship service. The Church Council may change the date of the meeting, as needed, when there is a scheduling conflict. Notification to be given in two consecutive Sunday AM services prior to the meeting.

ARTICLE V CHURCH ORDINANCES

Section 1. Baptism. This church shall receive for baptism any person who has received Jesus Christ as Savior by personal faith, who professes Him publicly at any worship service, and who indicates a commitment to follow Christ as Lord.

- A. Baptism shall be by immersion.
- B. The pastors, elders, called staff, or whomever the elders shall authorize, shall administer baptism. The deacons shall assist in the preparation and the observance of baptism.
- C. Baptism shall be administered as an act of worship during any 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 called staff or deacons.

Section 2. The Lord's Supper. The church shall observe the Lord's Supper not less than once a quarter. The elders and deacons shall administer the Lord's Supper. The deacons shall be responsible for the physical preparation of that observance.

ARTICLE VI CHURCH MEETINGS

Section 1. Worship Services. The church shall meet regularly each Sunday morning, and at such other times as the church approves, for the worship of Almighty God. The elders and chairman of deacons may change the schedule in cases of emergency. Prayer, praise, preaching, instruction, and/or evangelism shall be among the ingredients of these services. The pastors shall oversee these services.

Section 4. Matters to be Presented at Business Meetings. Any matter to be presented at a business meeting which requires a church vote shall be brought by a committee or ministry organization with prior notice to the church council. All other matters raised at a business meeting which require a church vote shall be referred to the appropriate committee or ministry organization or to the church council for consideration.

Section 5. Special Business Meetings. The church may conduct special business meetings to consider matters of a special nature or significance. Special business meetings shall take place following a regularly scheduled worship service.

A one-week notice shall be given for the special business meeting. The notice shall include the subject and the date, and time and the place, and shall be given in such a manner that all resident members have the opportunity to be informed of the meeting.

Section 6. Quorum. The quorum consists of 50 members who attend the meeting, provided it is a stated meeting or one that has been properly called.

Section 7. Parliamentary Rules. Robert's Rules of Order, Revised, is the guide for parliamentary rules of procedure for all business meetings of the church.

ARTICLE IX CHURCH FINANCES

Section 1. Annual Budget. The finance committee, in consultation with the church council, shall prepare and submit to the church for approval an inclusive annual budget, indicating by item the amount needed. The proposed budget shall be available not less than one week prior to the church vote.

Membership in this church involves financial commitment to support the church and its causes with regular tithes and offerings.

Section 2. Special Services. Special services and any other church-wide meetings essential to the advancement of the church's purposes shall be placed on the church calendar as approved by the elders and pastors.

Section 3. Business Meetings. The church shall hold business meetings in March and September of each calendar year. Notification of these meetings will be given in two consecutive Sunday AM services prior to the meeting. These meetings are held on Sunday evenings on the third Sunday of March and September. There will also be a special called business meeting for the purpose of discussing and voting on the church budget in June of each calendar year. The elders may change the date of the meeting, as needed, when there is a scheduling conflict. Other special called meetings may be scheduled as warranted. A one-week notice shall be given for the special business meeting. The notice shall include the subject and the date, the time and the place, and shall be given in such a manner that all resident members have the opportunity to be informed of the meeting.

Section 4. Matters to be Presented at Business Meetings. Any matter to be presented at a business meeting which requires a church vote shall be brought by a committee or ministry organization with prior notice to the elders or deacons. All other matters raised at a business meeting which require a church vote shall be referred to the appropriate committee or ministry organization or to the elders or deacons.

Section 5. Quorum. The quorum consists of 50 members who attend the meeting, provided it is a stated meeting or one that has been properly called.

Section 6. Parliamentary Rules. Robert's Rules of Order, Revised, is the guide for parliamentary rule of procedure for all business meetings of the church.

ARTICLE VII CHURCH FINANCES

Section 1. Annual Budget. The finance committee, in consultation with the elders and deacons, shall prepare and submit to the church for approval an inclusive annual budget, indicating by item the amount needed. The proposed budget shall be available not less than one week prior to the church vote.

Membership in this church involves financial commitment to support the church and its causes with regular tithes and offerings.

Section 2. Accounting Procedures. The treasurer, in cooperation with the business administrator, shall be responsible for all funds received for any and all purposes and shall properly record all funds on the financial records of the church. Those persons who have responsibility for actual dispersal of funds shall be bonded, the church paying the bond. Written detailed accounting procedures and guidelines will be developed and shall be reviewed annually by the finance committee.

Section 3. Control of Expenditures. The control of expenditures shall be supervised by the finance committee through a voucher system.

Any capital expenditure, not within budget guidelines, exceeding \$1,500.00 must be approved by the elders and/or Finance Team, except for the correction of immediate emergencies which endanger the operation of plant and equipment, or the well-being of individuals. The trustees shall be responsible for such decisions. The trustees shall fully report at the next scheduled business meeting any emergency capital expenditures when the exception is used.

Section 4. Financial Report. A financial report will be made available each month for all to review. This report will be available by the 15th of the following month.

Section 2. Accounting Procedures. The treasurer, in cooperation with the Business Administrator, shall be responsible for all funds received for any and all purposes and shall properly record all funds on the financial records of the church. Those persons who have responsibility for actual dispersal of funds shall be bonded, the church paying the bond. Written detailed accounting procedures and guidelines will be developed and shall be reviewed annually by the finance committee.

Section 3. Control of Expenditures. The control of expenditures shall be supervised by the finance committee through a voucher system.

Any capital expenditure, not within budget guidelines, exceeding \$1,500.00 must be approved by the church, except for the correction of immediate emergencies which endanger the operation of plant and equipment, or the well-being of individuals. The trustees shall be responsible for such decisions. The trustees shall fully report at the next scheduled business meeting any emergency capital expenditures when the exception is used.

Section 4. Fiscal Year. The church fiscal year shall run from July 1 through June 30.

ARTICLE X CHURCH OPERATIONS MANUAL

Section 1. Responsibilities. The committee on committees shall maintain the Church Operations Manual to include church policies and organizational charts depicting lines of responsibility in the administration of the church.

The Church Operations Manual shall be approved by the church and shall include: (1) personnel policies, (2) church committees policies, (3) guidelines for use of church properties, and (4) deacon policies. Copies of this manual shall be maintained in the church office and made available to any member of the church.

The committee on committees, in consultation with the deacons, trustees, or appropriate committees, shall review the manuals at least annually, with the authority to recommend changes for church approval. Any church member or church organization may suggest changes in the manuals to the committee on committees.

Procedures may be added, revised, or deleted upon approval by the church council or approval by the church.

ARTICLE XI AMENDMENTS

Section 1. Amendments. Amendments may be made to the bylaws at any regular or special business meeting. The church council shall give a one month (30 day) written notice for all proposed amendments. The notice shall include the exact language of the proposed amendment, the exact language of the provision to be amended, and the date, the time, and the place of the meeting, and it shall be given in such a manner that all resident members have an opportunity to be informed of the meeting. Amendments require a two-third majority vote of those present for passage.

ARTICLE XII DOCUMENTS

Section 1. Document Responsibility. A copy of the constitution and bylaws shall reside in the custody of the following in the event a question of authenticity should arise; (1) senior pastor, (2) chairperson of the trustees, (3) chairman of deacons, and (4) church clerk. The trustees shall maintain the official, notarized, copy of the constitution in a safety deposit box. A current copy of the constitution and bylaws shall be maintained in the church office.

Section 5. Fiscal Year. The church fiscal year shall run from July 1 through June 30.

ARTICLE VIII CHURCH OPERATIONS MANUAL

Section 1. Responsibilities. The elders/pastoral staff/deacons and trustees shall maintain the Church Operations Manual to include church policies and organizational charts depicting lines of responsibility in the administration of the church.

The Church Operations Manual shall be approved by the church and shall include: (1) personnel policies, (2) church committees policies, (3) guidelines for use of church properties, and (4) deacon policies. Copies of this manual shall be maintained in the church office and made available to any member of the church.

These policies will be reviewed at least annually, with the authority to recommend changes for church approval. Any church member or church organization may suggest changes in the manuals to the elders/pastoral staff/deacons and trustees.

Procedures may be added, revised, or deleted upon approval by the elders or approval by the church.

ARTICLE IX DOCUMENTS

Document Responsibility. A copy of the constitution and bylaws shall reside in the custody of the following in the event of a question of authenticity should arise; (1) elders/pastor, (2) chairperson of the trustees, (3) chairman of the deacons, and (4) church clerk. The trustees shall maintain the official, notarized, copy of the constitution in a safety deposit box. A current copy of the constitution and bylaws shall be maintained in the church office.

**ARTICLE XIII
AUTHORITY**

Section 1. Authority. This document supersedes any and all previous constitutional documents of First Baptist Church of Blue Springs and will serve as governing authority unless amended at some future date. The effective date of this document is October 21, 2001.

ARTICLE X AMENDMENT

Amendments may be made to the bylaws at any regular or special business meeting. The elders shall give a one month (30 day) written notice for all proposed amendments. The notice shall include the exact language of the proposed amendment, the exact language of the provision to be amended, and the date, the time, and the place of the business meeting, and it shall be given in such a manner that all resident members have an opportunity to be informed of the business meeting. Amendments require a two-third majority vote of those present for passage.

ARTICLE XI AUTHORITY

This document supersedes any and all previous constitutional documents of First Baptist Church of Blue Springs and will serve as governing authority unless amended at some future date. The effective date of this document is October 26, 2008.

Revisions

This constitution dated October 26, 2008, supersedes the constitution dated September 25, 2005.