

**Constitution and By-Laws
of the
First Baptist Church of Wartburg**

PREAMBLE

For the purpose of preserving and making secure the principles of our faith and to the end that this body be governed in an orderly manner, consistent with the accepted tenets of the Southern Missionary Baptist Churches affiliated with the Tennessee Baptist Convention and the Southern Baptist Convention, and for the purpose of preserving the liberties inherent in each individual member of the church, and to set forth the relationship of this body to other bodies of the same faith, we do declare and establish this constitution.

I. NAME AND PURPOSE

SECTION 1. NAME

This organization shall be known as the First Baptist Church of Wartburg, Incorporated, of Wartburg, Tennessee, located at 308 North Maiden Lane, Wartburg, Tennessee.

SECTION 2. PURPOSE

This church, believing in the Bible as the inspired Word of God and as the sole authority for faith and practice, and acknowledging its adherence to all the teachings of Jesus Christ, declares its purposes as follows:

- (1) To maintain regular services, both devotional and for public worship.
- (2) To proclaim earnestly the gospel message and to urge its personal acceptance.
- (3) To cooperate heartily by prayer, gift, and service in the effort to establish the kingdom of Christ throughout the world.
- (4) To promote regular Bible study, training for Christian service, and encouraging in every possible way life enlistment in some form of personal Christian activity.
- (5) To secure as far as possible, the practice of true religion and Christian benevolence as revealed and taught in the sacred Scriptures (James 1:27)
- (6) To maintain continuing support of home and foreign missions.

II. STATEMENT OF FAITH

1. THE SCRIPTURE

We believe that the Holy Bible was written by men divinely inspired and is a perfect treasure of heavenly instruction. That it has God as its author, salvation for its end, truth without any mixture of error for its matter; that it reveals the principles by which God will judge us, and therefore is, and will remain to the end of the world, the true center of Christian union and the supreme standard by which all human conduct, creeds, and opinion should be tried.

2. GOD

We believe there is one and only one living and true God, an infinite, intelligent spirit, whose name is Jehovah, the maker and supreme ruler of heaven and earth inexpressively glorious in holiness and worthy of all possible honor, confidence, and love. That in the unity of the Godhead, there are three persons: the Father, the Son, and the Holy Ghost; each with distinct personal attributes, but without division of nature, essence, or being in the great work of redemption.

3. THE FALL OF MAN

Man was created in a state of holiness under the law of his Maker, but, through the temptation of Satan, he fell from his original holiness and righteousness; whereby his posterity inherits a nature corrupt and in bondage to sin, is under condemnation, and when they are capable of moral action, become actual transgressors.

4. THE WAY OF SALVATION

We believe that the salvation of sinners is wholly of grace, through the mediatory offices of the Son of God, who by the appointment of the Father, was born of the Virgin Mary, freely took upon Himself our human nature, yet without sin, honored the divine law by His personal obedience and by His death made a full atonement for our sins; that having risen from the dead He is now enthroned in heaven and uniting in His wonderful person the most tender sympathies with divine perfections; He is in every way qualified to be the compassionate and all-sufficient Savior.

5. JUSTIFICATION

We believe that the great gospel blessing which Christ secures to such as believe in Him is justification; that justification includes the pardon of sin, and the promise of eternal life on principles of His righteousness; that it is bestowed not in consideration of any works of righteousness which we have done, but solely through faith in the Redeemer's blood; that it brings us into a state of most blessed peace and favor with God, and secures every other blessing needful for time and eternity.

6. THE FREE GIFT OF SALVATION

We believe that the blessings of salvation are made free to all by the gospel; that it is the duty of each individual to accept these blessings by repentance and obedient faith, and that nothing prevents the salvation of the greatest sinner on earth but his own inherent depravity and voluntary rejection of the gospel.

7. REGENERATION

We believe that in order to be saved a sinner must be regenerated or born again; that regeneration consists of giving a holy disposition to the mind; that it is effected in a manner above our comprehension by the power of the Holy Spirit in connection with divine truth so as to secure obedience to the Gospel and that its proper evidence appears in the holy fruits of repentance, faith, and newness of life.

8. REPENTANCE AND FAITH

We believe that repentance and faith are sacred duties and also inseparable graces wrought in our souls by the regenerating Spirit of God. Being deeply convinced of our just danger and helplessness and of the way of salvation by Christ, we turn to God with sincere contrition, confession, and supplication for mercy while at the same time heartily receiving the Lord Jesus Christ as our Prophet, Priest, and King and relying on Him alone as the only and all-sufficient Savior.

9. GOD'S PURPOSE OF GRACE

We believe that election is the gracious purpose of God, according to which He regenerates, sanctifies, and saves sinners. Gracious election is perfectly consistent with the free agency of man and comprehends all the means in connection with the end. God's election is a most glorious display of God's sovereign goodness and is infinitely wise, holy, and unchangeable, excluding boasting and promoting humility, and encouraging the spreading of the Gospel to the highest degree.

10. SANCTIFICATION

We believe that sanctification is the process that, according to the will of God, make us partakers of His holiness; that it is a progressive work; that it is begun in regeneration and is carried on in the hearts of believers by the presence and power of the Holy Spirit.

11. PERSERVERANCE OF THE SAINTS

We believe that all real believers endure to the end; that their persevering attachment to Christ is the groundwork which distinguishes them from false professors; that a special providence watches over their welfare; and that they are kept by the power of God through faith unto salvation.

12. THE CHURCH

We believe that a visible local church of the Lord Jesus Christ is a congregation of baptized believers associated by covenant in the faith and fellowship of the gospel, who observe the ordinances of Christ and are governed by His laws; people who exercise the gifts, rights, and privileges invested in them by God's Word; and that the only Scriptural officers are Bishops, or Pastors, and Deacons whose qualifications, claims, and duties are defined in the epistles to Timothy and Titus.

13. BAPTISM

We believe that Christian baptism is the immersion in water of a believer in the name of the Father and Son and Holy Ghost to show forth in a solemn and beautiful emblem of our faith in the crucified, buried, and risen Savior. Baptism is a symbol of the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. Baptism is a prerequisite to the privilege of church membership.

14. THE LORD'S SUPPER

The partaking of the Lord's Supper is the means by which the members of the body of Christ, by the sacred use of bread and the fruit of the vine, are to commemorate together the dying love of Christ, preceded always by solemn self-examination.

15. THE CHRISTIAN SABBATH

We believe the first day of the week is the Lord's Day of Christian Sabbath and is to be kept sacred by the devout observance of all the means of grace, both private and public.

16. THE RIGHTEOUS AND THE WICKED

There is a radical and essential difference between the righteous and the wicked. Those only who are justified through the name of the Lord Jesus Christ and sanctified by the Holy Spirit are truly righteous in His sight. Those who continue in impenitence and unbelief are in His sight wicked and under condemnation. This distinction between the righteous and the wicked holds in and after death, and will be made manifest at the judgement when final and everlasting rewards are made to all men.

17. THE RESURRECTION

The Scriptures clearly teach that Jesus rose from the dead. He appeared to His disciples after His resurrection in many convincing manifestations. He now exists in His glorified body at God's right hand. There will be a resurrection of the righteous and the wicked. The bodies of the righteous will conform to the glorious spiritual body of Jesus and the wicked assigned a place in everlasting torment.

18. THE RETURN OF THE LORD

The New Testament teaches in many places the visible and personal return of Jesus to this earth. The time of His coming is not revealed. It is the duty of all believers to live in readiness for His coming and by diligence in good works to make manifest to all men the reality and power of their hope in Christ.

19. RELIGIOUS LIBERTY

God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men, which are contrary to His Word and not contained in it. Church and state should be separate. The state owes to the Church protection and full freedom in the pursuit of its spiritual ends. In providing from such freedom no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The Gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free Church in a free state is the Christian ideal, and this implies the right of freedom and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power

20. PEACE AND WAR

The duty of Christians is to seek peace with all men on principles of righteousness. The true remedy for the war spirit is the pure gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace and oppose everything likely to provoke war.

21. EDUCATION

Christianity is the faith of enlightenment and intelligence. All sound learning is, therefore, a part of our Christian heritage. The cause of education in the kingdom of Christ is coordinate with the cause of missions and general benevolence, and should receive the support of the church. Continuing education is necessary to a complete spiritual program for Christ's people.

Education in the church shall consist of instruction to new converts to assist them in better understanding their scriptural duties as new Christians and their future growth in the faith.

Education for the membership shall consist of biblical instructions by the pastor, periodicals from the Southern Baptist Convention, other Bible-based books, videos, and periodicals. Continuing biblical study shall be encouraged on an individual basis to ensure growth in the faith.

Adherence to Christian principles shall be encouraged by the church family for church growth in the public school system. An important source of Christian education is in the home. Parents shall be encouraged to properly instruct and assist their children in Christian precepts.

22. SOCIAL ORDER

All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Jesus Christ. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death. Within the guidelines of civil authority, every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christian should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

23. COOPERATION

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of the New Testament churches should cooperate with one another in carrying forward the missionary, educational and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

24. EVANGELISM AND MISSIONS

The duty of every Christian man and woman, and the duty of every Church of Jesus Christ, is to seek to extend the gospel to the ends of the earth. The birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life. Expressly and repeatedly these commands are also made in the teachings of Christ. The duty of every child of God is to seek constantly to win the lost to Christ by personal effort and by all other methods sanctioned by the gospel of Christ.

25. STEWARDSHIP

God is the source of all blessings temporal and spiritual; all that we have and are we owe to Him. We have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in our possessions. Believers are, therefore, under obligation to serve Him with our time, talents, and material possessions and should recognize all these as entrusted to us to use for the glory of God and helping others. Christians should cheerfully, regularly, systematically, proportionately, and liberally contribute of their means to advancing the Redeemer's cause on earth.

26. THE KINGDOM

The Kingdom of God includes His general sovereignty over the universe, the reign of God in the heart and life of the individual in every human relationship, and in every form and institution of organized human society. The chief means of promoting the Kingdom of God on earth are preaching the gospel of Christ and teaching the principles of righteousness contained therein. The Kingdom of God will be complete when every thought and will of man shall be brought into captivity to the will of Christ. The duty of all Christ's people is to pray and labor continually that His Kingdom may come and His will be done on earth as it is done in heaven.

27. THE FAMILY

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption.

Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race.

The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. As wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

28. LAST THINGS

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord.

III. CHURCH CONVENANT

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

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

We also agree to maintain family and private devotions; to bring up our children in the nurture and admonition of the Lord; to seek the salvation of our kindred and acquaintances; to walk cautiously in the world; to be just in our dealings, reliable in our responsibilities, and an example to those around us; to avoid all tattling, backbiting, and

excessive anger; to abstain from the sale and use of intoxicating drinks as beverages, as well as illegal drugs and other substances harmful to our bodies, which are the temples of God.

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

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

IV. RELATIONSHIPS

The government of this church is vested in the body of believers who compose the church. The church is subject to the control of no other ecclesiastical body, but it recognizes the obligations of mutual counsel and cooperation, which are common among Baptist churches. Insofar as is practical, this church will cooperate with and support the Big Emory/New River Baptist Association and the Tennessee Baptist State Convention as well as the Southern Baptist Convention.

V. ADOPTION AND AMENDMENTS

SECTION 1 ADOPTION

(1) This constitution and its accompanying by-laws shall be considered adopted and in immediate effect if and when two-thirds of the members present and voting at the called business meeting at which the vote is taken shall vote in favor of same. This vote shall be taken at the called business meeting following the business meeting at which it is presented to the church.

(2) This constitution abolishes, supersedes, and takes the place of any constitution, rules, and by-laws and amendments that preceded it.

(3) A copy of this constitution and by-laws shall at all times be kept by the church clerk and another copy shall be kept in the church office. All amendments and revisions shall, after passage by the vote of the church, be prepared by the church clerk and incorporated in the constitution and by-laws and made available to church members upon request.

SECTION 2 AMENDMENTS

Changes in this constitution and by-laws may be made at any called business meeting of the church, provided that copies of each amendment and the supporting reason for the amendment have been presented in writing at a previous regular business meeting, and copies of said amendment have been made available in the church office to any member wishing to receive a copy. Amendments shall be passed by two-thirds of all members of the church present and entitled to vote.

VI. CHURCH MEETINGS

SECTION 1 WORSHIP

Public services shall be held each week on the Lord's Day and midweek for preaching, instruction, evangelism, and for the worship of Almighty God.

SECTION 2 SPECIAL SERVICES

Revival services and any other church meetings, which are essential in the promotion of the objectives of the church, shall be placed on the church calendar, published in official church publications, and announced from the pulpit at regular services. It shall be the pastor's duty to secure the evangelist for all revivals and special meetings.

SECTION 3 REGULAR BUSINESS MEETING

Regular business meetings shall be held on a Wednesday once monthly.

SECTION 4 SPECIAL CALLED BUSINESS MEETING

A specially called business may be held to consider matters of significant nature. A one week notice of the subject, date, time, and location must be given for the specially called meeting and it published in the church publications and announced from the pulpit unless extreme urgency renders such notices impractical. Only matters that have been previously announced may be discussed at special meetings.

SECTION 5 QUORUM

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

SECTION 6 PARLIAMENTARY RULES

The current edition of *Robert's Rules of Order* shall be the authority for all business meetings of the church.

VII. ORDINANCES

SECTION 1 BAPTISM

Baptism is a symbolic act of obedience. A person who receives 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, shall be received for baptism. (1) Baptism shall be by immersion in water. (2) Baptism may be administered by the pastor or by any ordained person the pastor shall authorize. (3) Baptism shall be as soon as possible after the public confession of faith.

SECTION 2 THE LORD'S SUPPER

The Lord's Supper is a symbolic act of obedience whereby born again believers, through partaking of the bread and fruit of the vine, commemorate the death and the new covenant in the blood of Jesus Christ and anticipate His second coming. (1) The Lord's

Supper shall be observed at least quarterly, but may be observed more often. (2) The pastor and deacons shall be responsible for the administration of the Lord's Supper.

VIII. MEMBERSHIP

SECTION 1 QUALIFICATION

The membership of this church shall consist of such persons who profess a personal faith and belief in the Lord Jesus Christ and who follow Him in a baptism of immersion. A person may be considered a member upon approval of the church membership. A person may be received in any of the ways presented in Article VIII, Section 2.

SECTION 2 RECEPTION

(1) By profession of faith. A person publicly confessing personal faith in the Lord Jesus Christ, giving evidence of a regenerate heart and adopting the covenant and the articles of faith and practice held by the church, shall upon baptism be admitted into the fellowship of the church and may present themselves for membership in the church.

(2) By statement. Any person who has been immersed upon profession of faith in a Southern Baptist church but who, because of loss of records or similar circumstances has no regular letter of dismissal, may be received into membership.

(3) By letter. Any person from another Southern Baptist church of like faith and order may be received into membership upon receipt of letter of transfer from that respective church.

(4) By baptism from another denomination. Any person who professes a personal faith and belief in the Lord Jesus Christ, who has been immersed in believer's baptism, and who actively follows the Lord Jesus Christ in discipleship, but who comes from a denomination other than Southern Baptist, must be examined by the membership committee and, upon their recommendation, be presented for church membership. Those who have been baptized by any method other than immersion must be immersed prior to presentation for membership in this body.

SECTION 3 RIGHTS OF MEMBERSHIP

Every member of this church is entitled to vote at all elections and on all questions submitted to the church in conference, provided that member is present. Every member of the church is eligible for consideration by the membership as candidates for the elective offices of the church. Every member of the church may participate in the ordinances as administered by the church.

SECTION 4 DUTIES

Members are expected to be faithful to all the duties essential to the Christian life; in attendance to the services of the church; to give for its support and its causes; and to share in its organized work.

SECTION 5 DISCIPLINE

All discipline shall be formulated and carried out according to Matthew 18:15- 17 in the spirit of Christ, in meekness and godly fear to restore broken fellowship and to avoid any falling by the way. Upon the recommendation of the deacon body and vote of the church, a member guilty of conduct unbecoming his profession of faith may have his membership excluded provided that reasonable notice is given to such member (if he can be located) and opportunity given for defense or satisfactory explanation. No member shall be excluded from this church without the privilege of a hearing (if they can be located).

SECTION 6. RESTORATION

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

SECTION 7. TERMINATION OF MEMBERSHIP

The continuance of membership shall be subject to the principles and usage of the Baptist churches, and especially as follows:

(1) Any member in good and regular standing who desires a letter of dismissal and recommendation to any other Baptist church is entitled to receive it upon his request providing the clerk of that church requests it and providing that church is of like Baptist faith. We encourage our people to present themselves to the church they are joining under watchcare of that church and let the clerk of the church write for said transferal of membership.

(2) If a member in good standing requests to be released from his covenant obligations to this church, after the church shall have patiently and kindly endeavored to secure his continuance in its fellowship, such request may be granted and his membership terminated.

SECTION 8. NON-RESIDENT MEMBERSHIP

All members who do not reside in this community and are not active in this church shall be considered non-resident members until such time as their membership is terminated according to the provisions of Article VIII, Section 7 of these by-laws or until such time as said member shall again become a resident of the community. Non-resident membership shall not be counted in determining a quorum of the church.

IX. CHURCH STAFF AND OFFICERS

SECTION 1. PASTOR (amended 10/21/07)

When a vacancy occurs, the church's active deacons shall search out qualified candidates and make a recommendation for Interim Pastor to serve the church until a pastor is elected.

A pastor search committee shall be selected by the church's active deacons and presented to the membership for approval. The committee shall diligently research the

qualifications of the interested ministers and make its recommendation to the church. The selection process for Interim Pastor and Pastor shall be the same. Only one name shall be presented for consideration of the membership. The recommendation shall be presented to the congregation immediately following the Sunday morning worship service in a special called business meeting. The actual voting will take place the following Sunday immediately following the worship service, after visitors have been allowed to exit the sanctuary. The vote shall be by paper ballot. The church's active deacons will verify membership of each person wishing to vote and hand them a ballot (only members who are present may vote, the only exception: active members must be absent due to official church business). After the ballots are marked they shall be gathered by the deacons and counted. The results will be announced to the congregation.

An affirmative vote of seventy-five (75) percent or more will be required to affirm the recommendation (unless the applicant has indicated a high percentage approval, in which case that percentage shall be required for confirmation). If the vote fails, a secondary name shall be presented at a future date.

SECTION 2. CHURCH STAFF

This church shall call or employ such staff members as the church shall need. A job description shall be written when the need for staff members is determined. Vocational staff members other than the pastor shall be recommended to the church by search committees elected for that purpose and employed by church action. A notice of not less than two weeks should be given by the staff members or the church at the time of termination.

SECTION 3. DEACONS

(1) Qualifications: The qualifications of deacons shall be those set forth in Acts 6:1-6; I Timothy 3: 8-13; II Timothy 2: 1-3; and Titus 1:5-9. The deacons' wives must be qualified as set forth in I Timothy 3:11-13. The deacon must also meet the other qualifications named herein:

- (a) To be a deacon one must be a member of the First Baptist Church of Wartburg for at least one year.
- (b) Deacons from other churches are not accepted as deacons of First Baptist Church of Wartburg unless they meet the qualifications herein stated and are elected by the church.
- (c) All male members 21 years of age and above may be considered by the deacon body for nomination to the office of deacon.
- (d) The pastor and deacon body will consider the qualifications of each new nominee and from that screening, willing candidates will be placed before the church for election.

(e) A dedication service of scripture focus as stated in the introduction shall be held for the new deacon ordination.

(2) Duties: In accordance with the meaning of the word and practice of the New Testament, deacons are to be servants of the church. They shall be zealous to guard the unity of the spirit within the church in the bonds of peace. They shall serve as an advisory committee conferring with the pastor in all matters pertaining to the welfare and work of the church. With the pastor, they are to consider and formulate plans for the constant effort and progress of the church in all things pertaining to the saving of souls, the development of Christians, and the extension and growth of the kingdom of God.

The deacons shall distribute the Lord's Supper.

The deacons shall meet at least monthly and more often if needed.

After due consideration the deacons shall formulate and bring to the church for approval such recommendations as seem advisable. It is understood that the deacons, like any other committee, make "recommendations." These recommendations are subject to church approval. The church may accept, reject, amend, or take any other action the church desires with reference to any recommendations the deacons may make. Also, the church may originate any action it so desires without consulting the deacon body.

SECTION 4. DISCIPLESHIP TRAINING/CHRISTIAN EDUCATION COORDINATOR

The church, upon the recommendation of the Nominating Committee, will elect the Discipleship/Christian Education Coordinator each year. He/she will have charge of the church activities pertaining to the area of Christian education especially as it pertains to discipleship training. This person will acquaint him/her self with programs and methods of deeper Christian involvement, along with the educational needs of the body, and will endeavor to adopt such programs within the life of the church.

SECTION 5. MODERATOR

The moderator shall be the pastor. In the absence of the pastor, the chairman of deacons shall preside; or in the absence of both, the clerk shall call the church to order and a moderator pro tem shall be elected from the deacon body.

SECTION 6. CLERK

The clerk of the church shall be elected annually upon the recommendation of the church nominating committee and take office on the first day of the new church year. The clerk shall keep a suitable record book of all the actions of the church, except as otherwise herein stated. This is to include a register of the names of members, with the dates of admission, dismissal, or death, together with a record of baptisms. The clerk shall issue letters of dismissal voted on by the church. The church may delegate some of the clerical responsibilities to a church secretary if one is employed by the church.

SECTION 7. TREASURER

The church shall elect annually a church treasurer. It shall be the duty of the treasurer to receive, preserve, and pay out all money or things of value paid or given to the church, keeping at all times an itemized account of all receipts and disbursements for

the preceding month. The treasurer's report shall be audited should any question arise, audit to be done by the finance committee. The church may delegate some of the clerical responsibilities to a church secretary if one is employed by the church.

Upon rendering the annual account at the end of each fiscal year, and its acceptance and approval by the church, the records shall be delivered by the treasurer to the church clerk, who shall keep and preserve the account as a part of the permanent records of the church.

SECTION 8. TRUSTEES (amended 12/17/14)

(a) Duties

(1) Trustees shall serve as legal representatives of the First Baptist Church of Wartburg, Inc.

(2) They shall affix their signatures, when signatures are required, to mortgages and legal documents related to church approved purchases, rental agreements, transfer of property, insurance, and other legally binding church approved business matters.

(3) They shall be expected to act as a reasonable and prudent person would act, if an emergency or fiscal situation were to arise that needed immediate attention, given the facts and circumstances of the situation. They will be required to report their actions to the church at the next regular appointed business meeting.

(b) Selection

(1) Any actively involved member of the church who is at least 21 years of age and who has been a member for at least five (5) years or with unanimous approval of the deacon body and nominating committee shall be eligible to serve as a trustee.

(2) There shall be at least three (3) trustees who shall serve five (5) year terms and may be eligible for re-election.

(3) The nominating committee will make recommendations for the office of trustee. The church will elect trustees at any scheduled business meeting.

(4) Vacancies created by death, disability, resignation, moving of church membership, and non-participation will be filled as soon as possible or as the church directs, following the same procedure as in B-3. In such case, the effected trustee shall serve only the remainder of the vacant position.

SECTION 9. YOUTH MINISTRY DIRECTOR

The Youth Ministry Director will work with the youth committee to plan develop, promote and carry out ministry to youth both inside and outside the church. The Director will work closely with the Pastor and other committees, as part of the church council, in scheduling events to promote the spiritual growth and transformation of the youth. The Director will provide up to date progress reports to the church at regular

business meetings and provide publicity information to the secretary for event/activity promotion.

SECTION 10. CHILDREN'S MINISTRY COORDINATOR (amended 01/20/21)

The Children's Ministry Coordinator plans, organizes, and equips those who are involved in Children's ministry by establishing a training plan and curriculum for students from nursery age through High School. The concept of the plan is to ensure that our children are taught through age specific material, the Bible. This position will enable those who work directly with our children a systematic plan to Know Christ, Serve Christ, Share Christ and Grow Believers.

This plan will enhance biblical knowledge required to promote spiritual growth. The coordinator will work with the Pastor, the VBS Director, Sunday School Director, Children's Church Director, Kidz Bible Club, Youth Director and Discipleship Director as applicable to ensure continuity as our children mature both physically and spiritually. The execution of the plan will incumbent upon the multiple functions this training plan will affect. The Coordinator will provide up to date progress reports to the church at regular business meetings and provide publicity information to the secretary for event/activity promotion.

SECTION 11. CHURCH HOSTESS

The church hostess will be responsible, along with her committee, for the planning, promotion, and administration of church social events. She will, as part of the church council, work with other committees to schedule regular opportunities for the church to express herself through fellowship. She will also provide information on upcoming events to the church at regular business meetings and provide publicity information to the secretary for event/activity promotion.

SECTION 12. SECURITY/SAFETY TEAM COORDINATOR (added 01/20/21)

Plans and schedules teams required to provide security and safety details, as necessary. Seeks and organizes volunteers to provide this service. Plans training events to ensure relevancy, continuity of effort and standardized practices. Works directly with Pastor and other Directors and Coordinators to prioritize requirements. The aspects of safety and security shall be provided to anyone who desires to join FBC in corporate worship. This coordinator must have a current background check on file with FBC. In order to adequately perform the FBC mission, it is imperative for all who attend BC for any function, to be able to worship and participate in a safe and secure environment. The Coordinator will provide up to date reports to the church at regular business meetings and provide publicity information to the secretary for dissemination.

SECTION 13. OUTREACH/MISSION COORDINATOR (added 01/20/21)

Plans, organizes, directs and manages outreach and mission requirements for FBC. The director will work with Pastor and other church leaders to prioritize requests. Will work as the FBC focal point for the Tennessee Baptist Mission Board, Big Emory Association for Disaster Relief, and any other applicable requests that require the building and organizing of teams associated with missions and outreach. Will coordinate with Pastor, Deacons, VBS Director and other church leaders on applicable outreach/mission potential. This position will centralize efforts, streamline requests, and provide stability into a very fluid mission area. Through these efforts, we will help others to Know Christ, capitalize on opportunities to Share Christ, and as we

serve, we Grow Believers. The Coordinator will provide up to date reports to the church at regular business meetings and provide publicity information to the secretary for dissemination.

X. PROGRAM ORGANIZATIONS

SECTION 1. GENERAL

All organizations of the church shall be under church control, all officers being elected by the church will report regularly to the church.

SECTION 2. SUNDAY SCHOOL

There shall be a Sunday School, divided into departments and classes for all ages and conducted under the direction of the Sunday School Director for the study of God's Word.

The tasks of the Sunday School shall be to teach the biblical revelation; to reach persons for Christ and church membership; to perform the functions of the church within its constituency; to provide and to interpret information regarding the work of the church and denomination.

SECTION 3. DISCIPLESHIP TRAINING/CHRISTIAN EDUCATION

There will be a discipleship training organization, divided into departments for all ages and conducted under the direction of the Discipleship/Christian Education Coordinator. Discipleship training will serve as the main Christian education organization of the church.

The tasks of discipleship training will be to orient new believers and new church members; to train church members to perform the functions of the church; to train church leaders; to teach Christian theology, Christian ethics, Christian history, and church polity and organization; to provide and to interpret information regarding the work of the church and denomination.

SECTION 4. WOMEN'S MISSIONARY UNION

There shall be a Women's Missionary Union with such officers and organizations as needed. The tasks of the Women's Missionary Union shall be to teach missions; to engage in missions; to support world missions through praying and giving; to provide and to interpret information regarding the work of the church and denomination.

SECTION 5. BROTHERHOOD

There shall be a Brotherhood with such organization as needed. This program shall be directed by a director who shall be elected by the church. The tasks are to teach missions; to engage in mission action; to support world missions through praying and giving; to provide and to interpret information regarding the work of the church and the denomination.

SECTION 6. CHURCH MUSIC

There shall be a church music program under the direction of the Music Director. Such officers and/or organizations shall be included as needed. The music tasks shall be to teach music; to train persons to lead, to sing, and to play music; to direct the church choir; to provide music in the church and community; to provide and to interpret information regarding the work of the church and the denomination.

XI. COMMITTEES AND COORDINATING GROUPS

SECTION 1. CHURCH COUNCIL

The church council will consist of the following people: Directors of: Sunday School, Discipleship Training, WMU, Brotherhood, Music, Youth, Children; Church Hostess, Chairman of Deacons, Church Clerk, and the Pastor.

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

SECTION 2. FINANCE COMMITTEE

The church finance committee will be nominated by the nominating committee and elected by the church.

SECTION 3. NOMINATING COMMITTEE (amended 01/20/21)

The Nominating Committee will be elected as follows: three members from the church at large will be brought by the previous year's nominating committee in the October regular business meeting, after meeting with said members and obtaining permission to allow their names to be placed in nomination. Those three members will meet in November and nominate the next year's Sunday School director and Discipleship Training/Christian Education coordinator in the December business meeting. So elected, these five members will comprise the nominating committee with the pastor as an ex-officio member. The Nominating Committee will serve from January until the election of the new Nominating Committee the following December.

SECTION 4. MEMBERSHIP COMMITTEE

The membership committee shall consist of the pastor and two deacons.

SECTION 5. YOUTH COMMITTEE

The youth committee shall consist of Sunday School teachers and any other volunteers duly elected by vote of the church after being nominated by the nominating committee. This committee will work with the Youth Ministry Director in the formulation of ministries specific to those people between the seventh and twelfth grades.