



NEWSOMS BAPTIST CHURCH

Constitution and By-Laws

UPDATED 07/20/2022

SEEK FIRST THE KINGDOM OF GOD.

THE CONSTITUTION OF NEWSOMS BAPTIST CHURCH

Table of contents

Preamble	2
By-Laws	4
Article I:	
Membership	4
Article II:	
Church Officers and Elected Leaders	6
Article III:	
Committees.	17
Article IV:	
Church Finance.	27
Article V:	
Meetings	29
Article VI:	
Rules of Order	31
Article VII:	
Ground Rules	32
Article VIII:	
Marriage Statement	33
Article IX:	
Adoption and Amendment	35

THE CONSTITUTION OF NEWSOMS BAPTIST CHURCH

Preamble

For the more certain preservation and security of the principles of our faith, and to the end that this body may be governed in an orderly manner consistent with the accepted tenets of the Southern Baptist Convention as adopted on June 9, 1998, and for the purpose of preserving the liberties inherent in each individual member of this church and the freedom of action of this body with respect to its relation to other churches of the same faith, we do declare and establish this constitution.

I. NAME

This body shall be known as the Newsoms Baptist Church of Newsoms Virginia.

II. PURPOSE

The purpose of this body shall be to provide regular opportunities for public worship, to sustain the ordinances, doctrines and ethics set forth in the New Testament for the Church of our Lord Jesus Christ; to nurture its members through a program of Christian Education; to channel its offerings to the support of the objects of the Redeemer's Kingdom, and to preach and evangelize among all people the gospel of the Revelation of God through Jesus Christ as Savior and Lord.

III. CHARACTER

Section 1. Policy

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

Section II. Doctrine

This church accepts the Scriptures as its authority in matters of faith and practice. Its understanding of Christian truth as contained therein is in essential accord with the belief of Southern Baptist churches but being aware at all times of the rights of Christian freedom, which grants to every man the right to deal with God for himself within scriptural limitations.

BY-LAWS

Article I—Membership

Section 1. Qualifications

The membership of this church shall consist of such persons as confess Jesus Christ to be their Savior and Lord, and who (1) after due examination by the church as to their Christian experience, and, if coming from other churches as to their letters of dismissal and recommendations or satisfactory substitutes therefore, (2) have been accepted by vote of the church, and having been baptized by immersion, (3) enter into its purpose.

Section 2. Duties

Members are expected, first of all, to be faithful in all the duties essential to the Christian life; and also to attend habitually the services of this church, to give regularly for its support and its causes, and to share in its organized work.

Section 3. Rights

Such members as are in full and regular standing, and do not hold letters of dismission [dismissal], and such only, may act and vote in the transactions of the church. Voting rights are withheld until said member has reached the age of 16 years. No person shall be allowed to hold any office in the church or any of its organizations who is not an active member of the church.

Section 4. Termination

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

(1) Letters of dismissal and/or recommendation shall be granted only for members upon the request of another church, or written request of another church, or written request by said member, clerk, or pastor. This letter or request to be approved at a regular business meeting of the church, the applicant specifying the church to which the letter shall be directed and said letter to be forwarded to the clerk or pastor of said church.

(2) Should a member become a poor representative of the church and to its good name by reason of immoral or unchristian conduct, or by persistent breach of his Christian covenant with God, the church may terminate his membership according to guidelines set forth in Matthew 18.

Article II.—Church Officers and Elected Leaders

The officers of this church shall be:

Pastor

Section 1. Calling the Pastor

A pastor shall be chosen and called by the church whenever a vacancy occurs. His election shall take place at a meeting called for that purpose, of which at least one week's notice shall be given. A pulpit committee consisting of five people, (a minimum of two men and two women) shall be nominated by the deacons and approved by the church to seek out a suitable pastor, and their recommendation will constitute a nomination. The committee shall bring to the consideration of the church only one candidate at a time. Election shall be by written ballot. An affirmative vote of 80 percent voting members present shall elect a new pastor.

Section 2. Termination of Pastor

The pastor, thus elected, shall serve until relationship is terminated by a written ballot vote of 80 percent of voting members present. The notice of termination vote shall be given at least 30 days before said vote. Pastor may terminate said relationship with church body provided he gives written notice to church 30 days prior to leaving. Exceptions to this 30 day notice would be, death or medical emergency accepted by membership.

Section 3. Duties, Goals and Expectations of Pastor

The pastor shall have in charge the welfare and oversight of the church. He shall be responsible for the pulpit at all times. He shall establish a list of goals and expectations to be agreed upon between pastor and church to be reviewed annually. He shall preside at all meetings of the church, except (1) any meeting the pastor or his family shall be discussed, or, (2) where the pastor's personal welfare may be discussed, or, (3) when the church or deacons may request that he not preside.

Deacons

Section 1. Number, Election, Terms of Service

- (1) There shall be eight (8) active deacons for this church.
- (2) The rotating system shall be followed as to the term of office. The term of office shall be for four (4) years unless otherwise specified. After a term of service, one year must elapse before a deacon can be eligible for reelection.
- (3) The nominating committee, in counsel with the deacons, shall be responsible for the nomination of deacons. They shall nominate one person for each vacancy that occurs. The nominations shall be presented along with other church officers at the assigned Business Meeting (as stated in Article V, section 2 . There is no obligation to constitute as deacon any person who comes to the church from another church where he/she has served as deacon.
- (4) They shall supply and prepare the Lords Supper quarterly or as needed.

Section 2. Duties. In accordance with the meaning of the word and the practice of the New Testament, deacons are to be servants of the church..

- (1) They are to be zealous to guard the unity of the spirit within the church in the bonds of peace.
- (2) They shall serve as a counsel of advice and conference with the pastor in all matters pertaining to the welfare and work of the church. With the pastor they are to consider and formulate plans for the constant effort and progress of the church in all things pertaining to the saving of souls, the development of Christians, and the extension and growth of the kingdom of God.
- (3) By proper organization and method among themselves, they are to establish and maintain personal fraternal relations with, and inspiring oversight of, all the membership 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.

Section 3. Method of Procedure.

- (1) The whole body of deacons shall be organized as a unit for the consideration of all larger problems and general policies. They shall meet regularly at least once per quarter. They shall organize themselves with a chairman, vice-chairman and secretary. Only the deacons who shall serve the following year shall be eligible to vote in organizational meeting.
- (2) They shall apportion the membership of the church among themselves, or make plans whereby the entire membership may have the benefit of the oversight in Christ of their brethren.
- (3) Each deacon shall freely confer with the pastor about all members and cases of discipline which in his judgment would be most wisely and spiritually handled in private.

Moderator

The moderator of the church shall be the pastor except as noted under duties of the pastor. In the absence of the pastor, the vice-chairman of the 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.

Clerk

The church shall elect annually a church clerk. The clerk of the church shall keep in a suitable book an accurate record of all the actions of the church, except as otherwise herein provided. He/She shall keep a current register of the names of members with dates of admission, dismissal, or death, together with a record of baptisms. He/She shall also notify all officers, members of committees and delegates of their election or appointment. He/She shall issue letters of dismissal voted by the church, preserve on file all communications and written official reports, and give legal notice of all meetings where such notice is necessary, as indicated in these by-laws. The clerk will work with the Pastor to keep the By-laws updated with all changes. The clerk shall consider it a part of his (her) responsibility to promote loyalty and efficiency in church life.

Treasurer

The church shall elect annually a church treasurer. The treasurer shall disburse all checks, monies and bonds, according to the annual budget of the church, or as directed by the church in business meetings. He/She shall pay all accounts by check, credit card, or electronic methods. He/She shall make written and such other reports as the church may direct. He/She shall present an

annual report to the church. He/She shall submit quarterly/annually, and at such times as the church shall direct, all his accounts and papers to an auditing committee selected by the deacons. In the event the church requires the treasurer to be bonded, he/she shall furnish same in the amount set by the deacons, the cost being assumed by the church. All books, records, and accounts kept by the treasurer shall be considered the property of the church. The books shall be open to inspection at all times to the finance committee and the deacons. The treasurer shall work very closely with the financial secretary and the finance committee.

It shall be the duty of the treasurer to issue requisitions for all church purchases. The treasurer shall be an ex-officio member of the finance committee.

Financial Secretary

The Financial Secretary shall be elected annually. It shall be the duty of the financial secretary to receive all funds, both regular and special, from all organizations of the church, and to make the deposits each week, presenting the church treasurer with deposit receipts. Any funds with stipulations for use attached must first be reviewed and accepted by the Finance Committee and Deacons before deposited to any church account. The financial secretary shall send statements to the church at least annually and perform other duties as may be required. In the event, the church requires the financial secretary to be bonded; he/she shall furnish same in the amount required by the deacons, the cost being assumed by the church. The financial secretary shall be required to hold signature authority on all church accounts, as a backup to the church treasurer in case of an emergency, which the treasurer is unable to perform immediate duty. The finance committee shall be

responsible for seeing that all monies are counted before leaving the church by at least two (2) people.

Board of Ushers

The board of ushers, nine (9) in number, shall serve a three-year term with one third to be elected each year. The nominating committee should nominate members to this board. They shall care for the seating and comfort of the congregation, the greeting and introduction of visitors, receiving of the offerings and similar needed services at all church events/functions. The chair usher shall coordinate the scheduling of ushers for all church events. Ushers shall be responsible for counting and recording worship attendance each Sunday. The junior usher board four (4) in number shall serve a one-year term. They shall assist the Board of Ushers as directed by the chair usher and shall be nominated by the nominating committee each year.

Communications Coordinator

The communications coordinator shall serve a term of one year and shall be selected by the church nominating committee for election by the church. The Communications Coordinator shall be added as administrator on the NBC Facebook account and/or other social media outlets. The Communications Coordinator shall promote special church functions/events by means such as but not limited to; online resources (such as Facebook and/or church web site) and local means (such as newspaper and/or flyers), and send church information to other Southern Baptist associates when needed.

The Correspondence Secretary

The Correspondence Secretary shall serve a term of one year and shall be selected by the church nominating committee for election by the church. He/She will gather all information for ordering materials needed by Sunday School Classes.

Custodian

Custodian shall be elected to serve a term of one year, and shall be selected by the church nominating committee for election by the church.

Duties:

- (a) They are responsible for overseeing the opening and closing church building for Sunday School and Sunday worship service and all announced church events to maintain keys for all buildings
- (b) Shall be responsible for maintaining proper building temperatures according to use.

Choir Director

Choir Director shall serve a term of one year and shall be selected by the church nominating committee for election by the church.

He/She shall serve as an ex-officio member of the Music Committee. They shall be responsible for providing and coordinating a program of music for Worship Service and other church events. He/She shall also be responsible for organizing, guiding and training choir members to perform during worship and other special events.

Pianist

Pianist shall serve a term of one year and shall be selected by the church nominating committee for election by the church. He/She shall be responsible for providing music during Sunday school hour and/or worship service and other special events. They must also be familiar with the Baptist Hymnal currently used in worship.

Children's Choir Director

Children's Choir Director shall serve a term of one year and shall be selected by the church nominating committee for election by the church. He/she shall be responsible for guiding children to perform for worship service and other special events.

Assistant Children's Choir Director

Assistant Children's Choir Director shall serve a term of one year and shall be selected by the church nominating committee for election by the church. He/She shall be prepared to fulfill the duties of the Children's Choir Director in their absence.

Officers of Church Organizations

All organizations of the church shall be under church control, all officers being elected by the church and reporting regularly to the church. It is understood that the pastor is ex-officio leader of all the organizations named, and his/her leadership is to be recognized in all of them.

Sunday School Superintendent

Three months before the close of the Sunday school year, the general superintendent shall be elected upon nomination of the nominating committee. His/Her term of office shall not exceed three years. After election, the general superintendent shall become a member of the nominating committee. The following duties will be assumed at the beginning of the church year (October 1).

- (a) Preside over Sunday school service
- (b) Responsible for overseeing the teaching of each Sunday School class
- (c) Responsible for overseeing secretary duties
- (d) Responsible for preparing sanctuary for worship service
- (e) Welcome church visitors during Sunday school service

Assistant Sunday School Director

The Assistant Sunday School Director shall serve a term of one year and shall be selected by the church nominating committee for election by the church. He/she shall fulfill the duties of the Sunday School Superintendent in his/her absence.

Sunday School Secretary

The Sunday School Secretary shall serve a term of one year and shall be selected by the church nominating committee for election by the church. He/She shall be responsible for collecting and recording all Sunday School attendance and offerings.

Assistant Sunday School Secretary

The Assistant Sunday School Secretary shall serve a term of one year and shall be selected by the church nominating committee for election by the church. He/She shall fulfill the duties of the Sunday School Secretary in his/her absence.

Mission Coordinator

The Mission Coordinator shall serve a term of one year and shall be selected by the church nominating committee. The Mission Coordinator is responsible for working with the pastor to coordinate mission opportunities on behalf of the church both locally and foreign. The Mission Coordinator shall work with the Chairman of Deacons to oversee the Newsoms Baptist Church mission fund. This person shall not be a current serving deacon.

Youth Director

The Youth Director shall serve a term of one year and shall be selected by the church Nominating Committee for election by the church. They shall be responsible for organizing activities for teenagers (the age group of the “teenagers” may vary depending on the need at the time) for the purpose of spiritual development and maturity.

Children's Director

The Children's Director shall serve a term of one year and shall be selected by the church Nomination Committee for the election by the church. They shall be responsible for organizing activities for the children (the age groups of the "children" may vary depending on the need at the time) with the purpose of spiritual development and maturity.

Committee of Trustees

Trustees shall be three in number. They will be nominated by the nominating committee, voted on by the church members and shall serve unspecified years. They will be reelected only when a vacancy occurs or the church body votes to replace a member of this committee. They will hold in trust the property of the church. They shall have no power to buy, sell mortgage, lease or transfer any property without a specific vote of the church authorizing such action. They shall verify that an adequate program of insurance for the church is in place. They shall have other responsibilities only as the church shall specifically instruct them. The committee of trustees shall be presented yearly to the church.

Article III. Committees

All standing committees of the church shall be elected on a rotation basis to serve a term of three years unless otherwise indicated. They shall be selected by the church nominating committee for election by the church. All special committees shall be elected to serve for the ensuing year. Any vacancies which occur shall be filled for the duration of that term by nomination of the nominating committee. Members of any committee shall not become employed by said committee.

(1). Properties Committee

This committee shall be six (6) in number, one of whom shall be a deacon (active or inactive), one-third of whom shall be elected at each annual meeting to serve for three years.

Duties:

- (a) Maintain adequate and attractive church property
- (b) Supervise painting and building repairs
- (c) Purchase equipment and maintenance supplies in line with the church budget
- (d) Responsible for hiring of such maintenance personnel as is needed to maintain and clean the building
- (e) Present to the finance committee an estimate of their needs for the next fiscal year

(2) Church Council

This council shall consist of the pastor, chairman of the deacons, the Sunday school superintendent, the music director, youth leaders, and a representative from all other standing committees. The duty of the church council shall be to evaluate the present

church programs, develop and recommend changes that may be necessary, plan the calendar of activities and give general supervision and correlation to the entire program.

(3) Finance Committee

This committee shall be composed of six (6) members (chairman of deacons, church treasurer, financial secretary, and three members at large). Of the members at large, one person is to be elected annually to serve for a period of three years.

Their duties are to:

- (a) Secure from organizational heads and committee chairmen a proposed estimate of expenditures for the coming year.
- (b) Prepare a challenging budget for the church.
- (c) Present the budget no later than the third Sunday in September
- (d) Be responsible for the annual stewardship drive.
- (e) At least one member shall be responsible for counting and recording monies collected at the close of each service or event.

(4) Nominating Committee

This committee shall consist of four elected members, one of whom is to be an active deacon and the existing Sunday school superintendent. One of the four elected members is to be elected annually for a three-year term. This committee shall designate its own chair, as well as the chair of all committees that are nominated. This committee is responsible for recommending to the church, nominees for all offices of the church and its organizations, all committees and their chairperson. This committee shall present by the first Sunday in July (during the Sunday school hour) the names of all organization leaders and by the third Sunday in September,

all other nominations for organization personnel and committee members. On the first Sunday in September, the nominating committee shall bring a complete list of nominations of all officers and teachers in the Sunday school. No department or class shall have authority to elect its own teacher or associate. In every case the nominations will call for election on the part of the church at its discretion, with any changes it may decide to make.

The duties of these officers and teachers shall be those ordinarily designated in the approved denominational standards. All nominees will be elected to office, committee, or position following a vote of membership during business session.

(5) Music Committee

This committee shall consist of three (3) members, one-third of whom shall be elected each year to serve for a term of three years, and shall be selected by the church nominating committee for election by the church. Choir Director shall be an ex-officio member of this committee.

Duties:

This committee shall aid the choir director and organist in promoting a program of church music. They shall at all times recognize the leadership of the choir director and organist in all matters pertaining to the music program.

- (a) They shall make recommendations to the church nominating committee, organist, pianist, and all other personnel related to the music of the church
- (b) They shall be responsible for seeing that all musical equipment is kept in good repair including the periodic tuning of all pianos. They shall see the adequate supplies

are available to maintain a program of music. They shall see that all choir robes are cleaned periodically and are in good repair.

- (c) They shall prepare an itemized budget of estimated needs for the coming year for the finance committee.

(6) Flower Committee

This committee shall be three in number, one third of whom shall be elected annually to serve a term of three years.

Their duties are:

- (a) They shall be responsible for providing floral arrangements in the church auditorium and in other portions of the building as the church so indicates.
- (b) They shall be responsible for securing, arranging and disposing of the flowers as well as giving proper attention to all essential supplies.
- (c) They shall send flowers in case of bereavement for members of the church.
- (d) They shall be responsible for providing one flower to any church member grieving the death of a parent, spouse or child (parent, spouse or child being non-member)
- (e) They shall present to the finance committee an estimate for the next year's needs.
- (f) They shall place flowers on the grave of Rev. Carl Ousley every year for Memorial Services at the Holly Wood Cemetery.

(7) Church Hostess Committee

This committee shall be composed of two (2) co-chairman and four (4) other members. Two are to be elected each year for a three year term. They shall have charge of the kitchen and its equipment.

Their duties are:

- (a) They shall be responsible for all church socials, dinners, etc. which are held in the church social hall.
- (b) They shall be responsible for the maintenance and supervision of the kitchen. They shall see that the kitchen is properly equipped and that ample supplies are available for all **social** functions for church activities.
- (c) They shall recommend the purchase of new equipment for the social hall and kitchen as the need arises.
- (d) They shall present to the finance committee an estimate of their needs for the next fiscal year.

(8) Nursery Committee

This committee shall consist of three (3) members, one-third of whom shall be elected each year to serve for a term of three years and shall be selected by the church nominating committee for election by the church. This committee shall have the responsibility of making necessary arrangements to provide a nursery during the worship services and at other special meetings as requested by the pastor. They shall recommend the purchase of nursery equipment and supplies to the properties committee.

(9) Recreation Committee

This committee shall consist of three (3) members, one-third of whom shall be elected each year to serve for a term of three years, and shall be selected by the church nominating committee for election by the church.

Their duties are:

- (a) Plan and supervise all recreational activities such as Easter Egg Hunt, Christmas Party, Halloween Party, Picnic Games, etc..
- (b) Present to the finance committee an estimate for the next year's needs

(10) Chrismon Tree Committee

This committee shall consist of three (3) members, one-third of whom shall be elected each year to serve for a term of three years, and shall be selected by the church nominating committee for election by the church.

Their duties are:

- (a) Shall be responsible for selecting, purchasing, and decorating Chrismon tree, outside and inside wreaths and greens for the Christmas season
- (b) Shall be responsible for setting up advent wreath during holiday season
- (c) Present to the finance committee an estimate for next years need.

(11) Grounds Committee

This committee shall consist of three (3) members, one-third of whom shall be elected each year to serve for a term of three years, and shall be selected by the church nominating committee for election by the church.

Their duties are:

- (a) Supervise the maintenance of the church grounds.
- (b) Hire and dismiss such maintenance personnel as are needed to maintain church grounds.
- (c) They shall present to the finance committee an estimate for the next year's needs.

(12) The Food Committee

This committee shall consist of three (3) members, one-third of whom shall be elected each year to serve for a term of three years, and shall be selected by the church nominating committee for election by the church. Each member is responsible for one third of the church members to provide food when needed.

Their duties are:

- (a) Shall be responsible for providing one meal to the family of a deceased church member on the day of the funeral.
- (b) Church members will provide all food for that meal except the meat (church will provide meat).

(13) Memorial Committee

This committee shall consist of three (3) members, one-third of whom shall be elected each year to serve for a term of three years, and shall be selected by the church nominating committee for election by the church.

Their duties are:

- (a) Shall be responsible for purchasing items for the church using the Memorial Fund monies.

(14) Baptism Committee

This committee shall consist of two (2) members to serve a term of one year and shall be selected by the church nominating committee for election by the church.

Their duties are:

- (a) Make arrangements for Baptism Services: filling pool, hanging curtain, placing protective mats on carpet, designating room for dressing and undressing of candidates, assisting pastor with candidates in and out of pool.
- (b) Drain pool, replace top, and general clean up after each Baptism service
- (c) They shall present to the finance committee an estimate for the next year's needs.

(16) Church Historian Committee

This committee shall consist of two (2) members to serve a term of one year and shall be selected by the church nominating committee for election by the church.

Their duties are:

- (a) Shall be the custodian of all records not required for current use.
- (b) Shall prepare and preserve any item and all records having value to the church.
- (c) Annually prepare a summary of the church activities and submit the same in writing to the church in business session.
- (d) Shall present to the finance committee an estimate for the next year's needs.

(18) Personnel Committee

This committee shall consist of (4) four members; Vice Chairman of Deacons, Sunday school super intendent, WMU President, and (1) member at large. The member at large shall be selected by the nominating committee to serve a term of three years and shall serve as chairman of the committee. When in the event one person holds two of the above committee titles, there shall be two members at large selected by the nominating committee. The second member at large shall serve only as long as the scenario stated above exists.

Their duties are:

- (a) They shall, at the beginning of the new church year, review with each paid staff member the standards and goals set forth in writing by the church body in the church by-laws for that staff member's position.
- (b) They shall conduct quarterly a progress review with each paid staff member to determine if any adjustments need to be made by the church or staff member to meet the standards and goals set forth previously.
- (c) They shall keep in strict confidence any discussions held with staff member. No detailed report shall be required from this committee in any church business meeting.
- (d) They shall make a non-detailed performance report and any related pay increase recommendation for the coming year to the finance committee by August 1st of the current year.

(19) Sound Technicians

The sound technician shall consist of (3) members, one-third of whom shall be elected each year to serve a term for three years. They shall be selected by the church nominating committee for election by the church.

Their duties are:

- (a) To maintain all audio and visual equipment so that they remain in proper working order.
- (b) They shall work with the pastor, choir director, and organist to coordinate a program for Sunday morning Worship service as well as any other service held in the sanctuary such as but not limited to: Funerals, VBS, cantatas, and children's play programs.
- (c) They shall run the audio and visual equipment for services and programs. In the event they cannot attend, they will be responsible for finding and training, if necessary, someone who can run the audio and visual equipment during said service or program.

(20) Ad hoc Committees

The membership shall create and name temporary committee as deemed necessary to carry on efficiently and effectively the program of the church. It will be the duty of the pastor or moderator to recommend members to the ad hoc committee. These recommendations shall come before general membership for vote. This committee shall present to the finance committee an estimate of its financial needs.

Article IV: Church Finance

Section 1:

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

- (a) Any funds with stipulations for use attached must first be reviewed by the Finance Committee and Deacons before deposited to any church account.

Section 2:

Special offerings may be sought by the church or by any of its organizations only upon approval of the church after recommendation of the finance committee. This does not preclude individuals making special offering at any time as the Spirit of God may move them.

Section 3:

Any undertaking that requires the collection or expenditures of money not provided for in the budget shall first be referred to the finance committee for consideration and recommendation.

Section 4:

All payments shall be made by check or electronic payment. All bills and receipts shall be kept on file for a minimum of seven years. All record books, records of gifts, etc..., shall be kept on file for a minimum of seven years.

Section 5:

It is understood that membership in this church involves obligation to support the church and its causes with regular, proportionate gifts.

Section 6:

The church may have annually a stewardship emphasis, which will include an effort to enlist the total membership in financial support of the church.

Section 7:

The cash offering (excluding checks and designated funds) collected on the first Sunday every month will be directed to the Deacon Welfare Fund.

- (a) The deacons will have discretion over use of these funds
- (b) Funds may be used for charity work in and around community

Article V: Meetings

Section 1: Worship

- (a) Morning worship services shall be held each Lord's Day except as the church may direct in cases of emergency.
- (b) The Lord's Supper shall be observed on the first Sunday of the first month of each quarter, or at such time as the church may determine.
- (c) Special religious meetings may be held by the suggestion of the pastor, or by vote of the church

Section 2: Business

- (a) The regular business meeting of the church shall be on the third Wednesday night of the first month of each quarter
- (b) The following order of business shall be observed in the regular business meetings:
 - 1) reading of minutes of previous meeting
 - 2) financial reports by the treasurer
 - 3) reports and recommendations of committees and officers
 - 4) unfinished business
 - 5) new business
 - 6) adjournment
- (c) The membership request motions from committees or church members to be in writing.
- (d) The pastor shall, when requested by the deacons or a standing committee, call from the pulpit a special business meeting.
 - 1) Written request shall be given to pastor specifying purpose of special meeting. This written notice shall be read by pastor one week in advance of special meeting.

- 2) Ten members of the church may also call special meetings one week in advance.
- (e) The annual meeting for the election of officers and the adoption of the budget shall be held the third Sunday in September.
- (f) Fifteen members shall be necessary for a quorum to transact business.

Article VI: Rules of Order

Section 1: The moderator shall see that every business meeting is opened and closed with prayer.

Section 2: No discussion shall be allowed unless a motion has been made and seconded.

Section 3: When one motion is pending, the moderator shall not permit another to be entertained, except motion to adjourn, to lay on the table, to call the previous question, to postpone or to amend.

Section 4: Any member wishing to speak shall first rise from his seat and respectfully address the moderator.

Section 5: The moderator shall call to order any member who introduces any matter foreign to the subject under consideration, and he shall not allow any member to indulge in discourteous and unkind allusions or remarks.

Section 6: In conducting business meetings, the church shall be guided by Roberts Rules of Order, except in cases specially provided by in these by-laws.

Article VII: Ground Rules

1. If the church buildings are to be used for any other activity than is regularly scheduled by the church, it must be cleared by the hostess committee.
2. The piano in the sanctuary and education building must not be moved under any circumstances for any event or service unless it is cleared with the music committee.
3. The kitchen, educational building and equipment may be used by any church organization for any church function and is cleared with the hostess committee. Any group using the buildings must be responsible for cleaning the same after its use.
4. A fee of \$25.00 per building per day shall be charged to church members for their use of the buildings for non-church functions excluding funerals. This fee shall be paid to hostess committee one week prior to use. A fee of \$75.00 per building per day shall be charged to non-church members for use of the buildings for weddings. This fee shall be paid to hostess committee one week prior to use.
5. Any church property may not be used outside the premises unless it involves an event or service hosted by the entire church.
6. Any donated articles for use in or on the church premises must be accepted and approved by the church membership.

Article VIII: Marriage Statement

Marriage between a man and a woman was instituted by God with Adam and Eve. **Genesis 2:24** states: "Therefore a man leaves his father and his mother and cleaves to his wife and they become one flesh."

In **Matthew 19:4-5**, Jesus reaffirms this: "He answered, ' Have you not read that he who made them from the beginning made them male and female, ' and said 'For this reason a man shall leave his father and mother and be joined to his wife, and the two shall become one'?"

We believe that the term "marriage" has only one meaning and that is marriage sanction by God which joins one man and one woman in a single, exclusive union, as delineated in scripture.

We believe that God intends sexual intimacy to occur between a man and a woman who are married to each other. We believe that God has commanded no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

We believe that any form of sexual immorality. such as adultery, fornication, homosexuality, bisexual conduct, incest, pornography or any attempt to change one's sex or disagreement with one's sex, is sinful and offensive to God.

We believe that in order to preserve the function and integrity of the church as the local Body of Christ, and to provide a biblical role model to the church members and the community, it is imperative that all persons employed by the church in any capacity, or who

serves as volunteers, shall abide by and agree to this Statement on Marriage and Sexuality and conduct themselves accordingly.

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.

We believe that every person must be afforded compassion, love, kindness, respect and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with scripture nor the doctrines of this church.

I Corinthians 6:9-10 Do you not know that the unrighteous will not inherit the kingdom of God? Do not be deceived. Neither fornicators, nor idolaters, nor adulterers, nor homosexuals, nor sodomites, nor covetous, nor drunkards, nor revilers, nor extortionist will inherit the kingdom of God.

I Timothy 1:9-10 Knowing this: that the law is not made for a righteous person, but for the lawless and insubordinate, for the ungodly and for sinners, for the unholy and profane, for murderers of fathers and murderers of mothers, for manslayers, for fornicators, for sodomites, for kidnappers, for liars, for perjurers, and if there is any other thing that is contrary to sound doctrine.

Per our doctrine statement, the only weddings that will be held at Newsoms Baptist Church premises or conducted by any ministers at Newsoms Baptist Church premises will be those between one man and one woman who are wholly committed to one another as lifelong companions in the service of God.

Article IX: Adoption and Amendment

Section 1:

This constitution and by-laws after laying on the table a minimum of one week, shall be adopted if two-thirds of the members present at the business meeting vote in favor of adoption by written ballot.

Section 2:

This document may be amended by two-thirds vote of the members present at any regular business meeting of the church, provided that the amendment shall be presented to the church in writing at least two weeks prior to the business meeting at which it shall be voted on.

Section 3:

The adoption of this constitution and by-laws shall constitute a repeal of all previously adopted rules or constitutions.