

CONSTITUTION AND BY-LAWS  
OF  
PLEASANT GROVE BAPTIST CHURCH  
OF MARYVILLE, TENNESSEE, INCORPORATED

INTRODUCTION

A Church is a living organization in a changing world. A Church, like a community or an individual, is always changing. Fundamental doctrines remain the same, but methods of teaching these doctrines and of reaching objectives must change if the outreach of the Church is to be effective.

A Church constitution and by-laws are essential if democratic procedures are to be followed through the years. These instruments serve as guides for members to follow in carrying out the work of the Church.

Basic principles and Church policies are contained in a constitution. By-laws, on the other hand, state the methods of expediting these principles and policies. By-laws will usually be changed more often than the constitution. It should be emphasized, however, that both constitution and by-laws should be reviewed annually. As the program of a Church changes, so must its rules of governmental procedure be brought up-to-date.

The basic advantages of a constitution and by-laws are these:

1. Members are furnished with a written statement of their church governments.
2. Democracy is preserved since predetermined rules have already been established by the members.
3. Orderly procedures are provided, guiding the transactions of church business.
4. A basis of solving problems is established before problems arise.

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 Scriptures and the accepted tenants of the Southern Baptist Denomination, 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.

DEFINITIONS

For purposes of this Constitution and by-laws document, the words "Corporation" and "Church" shall have the same meaning, and the words "members of the Corporation" and "members of the Church" shall have the same meaning.

## ARTICLE I - NAME

SECTION 1. Name: The Corporation shall be identified by the name of “PLEASANT GROVE BAPTIST CHURCH OF MARYVILLE, TENNESSEE, INCORPORATED”, a Tennessee corporation, and its business shall be transacted in that name.

SECTION 2. Office: The principal office for the transaction of business shall be in the Church building located at 3736 Tuckaleechee Pike, Maryville, Tennessee 37804-8699.

## ARTICLE II - PURPOSE

The Pleasant Grove Baptist Church of Maryville, Tennessee, Incorporated, is organized for the purpose of advancing and promoting the worship of God through the reading and study of the Holy Bible as the revealed word of God, the teaching and preaching of the Gospel of our Lord and Savior, Jesus Christ, conducting regular services of worship for the spiritual training, development and benefit of each member and for the winning of souls to Jesus Christ. This Church shall be missionary in spirit, extending the Gospel through our organized religious channels to the entire world. It shall promote and maintain the teachings and doctrines of that Christian denomination universally known and designated as the Southern Baptist Convention. It shall exist 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, and to channel its offerings to the support of the objects of the Kingdom of God. In order to effectively carry forward the objects and purposes set forth above, the church will have full power and authority to purchase, lease and acquire by gift, devise or bequest and to hold, mortgage, convey and dispose of all kinds of property, both real and personal, provided that the title to all kinds of property shall be vested in the Corporation, and property vested prior to incorporation in the Trustees of the Church, shall also be deemed as vested in the Corporation, as hereinafter set forth.

## ARTICLE III - ARTICLES OF FAITH

This Corporation shall adhere to the articles of Faith adopted by the Southern Baptist Convention in 2000, and set forth in the Baptist Faith and Message, Pages 7-19. (A copy is attached).

## ARTICLE IV - CHURCH COVENANT

The Corporation does hereby adopt the following as its “Church Covenant”.

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

We engage, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this Church, in knowledge, holiness and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinances; discipline and doctrines; to contribute cheerfully and regularly to the 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 engage to maintain family and secret devotions; to religiously educate our children; to seek salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment; to avoid all tattling, backbiting and excessive anger; to abstain from the sale of, and use of, intoxicating drinks as a beverage, and to be zealous in our efforts to advance the kingdom of our Savior.

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

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

#### ARTICLE V - CHURCH CHARACTER

##### Section 1. Policy

The government of this Church is vested in the body of believers who compose it. It is subject to the control of no other ecclesiastical body, but it recognizes and sustains the obligations of mutual counsel and cooperation which are common among Baptist Churches. Insofar as is practical, this Church will cooperate with and support such organizations as may be affiliated with the Southern Baptist Convention.

##### Section 2. Doctrine.

This Church receives 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 Baptist Churches as indicated in the Articles of Faith herewith.

#### ARTICLE VI - MEMBERSHIP

##### Section 1. General

The Corporation is a sovereign and democratic Baptist Church. The members of the Church and members of the Corporation are one and the same. The membership retains unto itself the right of exclusive self-government in all phases of the spiritual and temporal life of this Church.

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

The membership of this Church shall be those whose names are duly recorded on the Church Rolls as maintained by the Church Clerk.

##### Section 2. Candidacy

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

- (a) By Profession of Faith and for Baptism according to the policies of this Church.
- (b) By promise of Letter from a Baptist Church of like faith and order.

- (c) By restoration upon statement of prior conversion experience and prior baptism in a Baptist Church of like faith and order when no letter is obtainable.
- (d) By statement of prior conversion experience and New Testament baptism (baptized by immersion as a picture following their conversion) and upon recommendation of the Pastor and Deacons.

Should there be any dissent as to any candidate, such dissent shall be referred to the Pastor and the Deacons for investigation and the making of a recommendation to the Church within thirty (30) days. A majority vote of those members present and voting shall be required to elect such candidates to membership.

### Section 3. Termination of Membership

Membership shall be terminated by death; exclusion by action of this Church; transfer of letter to another Baptist Church of like faith and order; erasure upon becoming affiliated with a church of another faith or denomination; and in such other ways as this Church may determine.

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

### Section 4. 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; or, if on account of continued absence, upon satisfactory explanation.

## ARTICLE VII - CORPORATION/CHURCH OFFICERS

The officers of this Corporation/Church shall be as follows:

### Section 1. PASTOR

A Pastor shall be chosen and called by the members of the Corporation/Church whenever a vacancy occurs. His election shall take place at a meeting called for that purpose, of which at least one week's public notice shall be given.

A Pastor Search Committee shall be appointed by the Church to seek out a suitable Pastor and their recommendation will constitute a nomination, though any member has the privilege of making other nominations. The Committee shall bring to the Church for consideration only one man at a time. Election shall be by ballot or acclamation, an affirmative vote of three-fourths of those members present and voting being necessary for election.

After the Pastor Search Committee has agreed on a nomination and before a meeting of the Church is held for the purpose of considering the nominee, the Committee shall contact the prospective Pastor for the purpose of reaching tentative terms of agreement. This agreement shall be in writing and shall be read at the time the nomination is placed before the Church. This agreement shall stipulate the amount of salary, vacation, sick leave, number of revival meetings to be held annually in other churches,

arrangements and agreements for those who supply the pulpit in the absence of the Pastor, and any other duties and obligations of the contracting parties.

The Pastor, thus elected, shall serve until the relationship is terminated by mutual consent. The Pastor shall be in charge of the welfare and have oversight of the Church. He shall preside at all meetings of the Corporation/Church, except as hereinafter provided.

## Section 2. CHURCH STAFF AND OTHER EMPLOYEES

The Corporation shall call or employ such staff members as the Corporation/Church shall need. Assistant or Associate Pastor, Minister of Education, Minister of Music, Minister of Youth, Church Secretary, and the like, shall be recommended to the Church by a special committee appointed for this purpose, and employed by Church action. The primary responsibility of such members shall be to serve with the Pastor in the spiritual ministry and life of the Church.

The janitor, caretaker, and similar employees shall be recommended to the Church by a like committee and employed by Church action.

(Cf. Personnel Policy, Sections V & VI, dated 8-10-1988)

## Section 3. Deacons-Number. Terms of Office. Election. Eligibility.

1. For a resident membership up to four hundred (400) members, there shall be fifteen (15) active deacons. As the membership increases above four hundred (400), three additional deacons shall become active and three additional deacons for each one hundred (100) resident members thereafter. Upon recommendation of the active deacon body to the Church membership, it shall be pertinent for the Church to promote to the status of honorary life membership, any deacons who by reason of age or infirmities shall, after honorable service, be no longer able to render active service.
2. The term of office of one third (1/3) of the number of deacons shall expire annually. (After serving a term of three years, no deacon shall be eligible for reelection until the lapse of one year, when he may be returned to active service on election by the Church.) In case of death or removal or incapacity to serve, the Church may elect to fill the unexpired term. There is no obligation to constitute as deacon a brother who comes to the Church from another Church where he has served as deacon.
3. At a predetermined time prior to May 1 of each year, the Chairman of the Deacons shall appoint a committee from the active deacon body to interview and ascertain from the inactive deacon status, men who are willing to serve in the capacity as active deacons for the upcoming term of service. This procedure should be completed by May 1 of each year. If there are more nominees than vacancies, then the vote will be conducted in August. However, if there is an equal number of nominees per vacancy the vote in August shall not be held, only the confirmation in September.
4. To help establish a large enough pool of active and committed deacons, the Church has voted to institute a "Yokefellow" program. This program is set up in the following way. Any interested nominee will be invited to attend the Deacon's meeting for a period of one year. The "Yokefellow" nomination will take place in the following way:
  1. A list of eligible members will be provided to each active Church member.
  2. Each active Church member will be asked to select two names from the above mentioned list. There will also be a place for Church members to sign their names. A tabulation committee made up from members of the active deacon body will make a list of nominees from the signed ballots. Then the ballots will be destroyed.
  3. A committee made up of the Pastor, the Chairman of Deacons and one other active deacon will set up an interview with each nominee. This will give the committee a chance to explain the role of a deacon; it will also give the nominee a chance to ask any questions and if they so desire to withdraw from the program.
  4. The deacons will share with the Church through the newsletter and announcements from the pulpit the names of those who have agreed to serve in the Yokefellow program.

The nominee can share in discussion but would not have a vote if a need arose. During this year the nominee will be “yoked” with a deacon and participate in Church family ministry. The nominee will attend a series of six training sessions. The nominee will participate in an “Experiencing God” study by Henry Blackaby.

At the end of this one year time frame, the nominee has to make one of three decisions:

1. Would be ordained by the Church upon approval,
2. Would like to continue in the “Yokefellow” program for one more year,
3. Would like to be dismissed from the program.  
If the nominee decides to stay in the “Yokefellow” program, he can stay one additional year. At the end of the second year, the nominee must make one of two decisions.
  1. Would be ordained by the Church upon approval,
  2. Would like to be dismissed from the program.
3. If the deacon body wants to recommend a nominee for ordination, a special called business meeting shall be called for this purpose. This meeting shall take place on a Sunday morning at the close of the worship service. The Church body must vote on this decision. The ballot shall be set up in the following way: Each nominee’s name will be placed on the ballot, with a yes or no beside each name. Church members must then decide if or which of the nominees they wish to set aside and ordain. Upon receiving a 75% vote from the active church members present, the nominee will be set aside and ordained as a deacon at the Pleasant Grove Baptist Church.
4. To be eligible to serve as a deacon, a man must be at least 21 years of age, a member of Pleasant Grove Baptist Church for at least one year, sound in Baptist doctrine, and cooperative with the policies of this Church.
5. In accordance with the meaning of the word and the practice of the New Testament, the deacons are to be servants of the Church.
  - (a) They are to be zealous to guard the unity of the spirit within the Church in the bonds of peace.
  - (b) They shall serve as council of advice and conference with the Pastor in all matters pertaining to the welfare and work of the Church. With the Pastor they are to consider and formulate plans for the constant effort and progress of the Church in all things pertaining to the saving of souls, the development of Christians, and the extension and growth of the Kingdom of God.
  - (c) By proper organization among themselves, they are to establish and maintain personal fraternal relations with, and inspiring oversight of all membership of the Church. Especially are they to seek to know the physical needs and the moral and spiritual struggles of the brethren and sisters; and to serve the whole Church in relieving, encouraging, and developing all who are in need.
  - (d) In counsel with the Pastor, and by such methods as the Holy Spirit may direct in accordance with New Testament teaching, they are to have the oversight of the discipline of the Church. In administering, they are to be guided always by the principles set forth in Matthew 18:15-17; I Corinthians 5:9-13; and I Thessalonians 5:12-14. The deacons shall be free to call upon any member of the Church to aid in disciplinary action.
  - (e) The whole body of deacons shall be organized as a unit for the consideration of all larger problems and general policies, and shall meet regularly at a designated time. They may organize themselves into such committees as their wisdom may direct for efficiency in service.
  - (f) They shall apportion the membership of the Church among themselves, to conduct a spiritual program that reaches every member, both active and inactive, both resident and non-resident.
  - (g) Each deacon shall freely confer with the Pastor about all matters and cases of discipline which in his judgment would be most wisely and spiritually handled in private.

#### Section 4: MODERATOR

The moderator shall be the pastor. In the absence of the pastor the Chairman of Deacons shall preside; or in the absence of both, the Clerk shall call the Church to order and a moderator pro-tem shall be elected.

#### Section 5: CLERK - SECRETARY OF THE CORPORATION

The Clerk of the Corporation/Church shall insure that a book of record is maintained of all the actions of the Corporation/Church, except as otherwise herein provided. The Clerk shall insure that a

register of the names of members is maintained, with dates of admission, dismissal, or death, together with a record of baptisms. The Clerk shall assure notification of all officers, members of committees, and delegates of their election or appointment. The Clerk shall assure the issue of letters of transfer voted by the Church, the preservation on file of all communications and official written reports, and that legal notice be given of all meetings where such notice is necessary, as indicated in those by-laws. The Clerk shall consider it a part of their responsibility to promote loyalty and efficiency in Church life. The clerk shall also be Secretary of the Corporation. The Clerk shall be asked annually by the Nominating Committee to serve in this position. This person will be recommended to the Church for a vote at the August Business Meeting of that year.

#### Section 6: TREASURER

It shall be the responsibility of the Treasurer to approve all checks written for the payment of bills by their signature on the check. Payment of bills for local work and expenses shall be made promptly by check, and all funds received for denominational or other causes shall be remitted at least monthly by check. Prior to the rendition of the annual report, the report shall be audited by the Audit Committee and their signatures placed at the end of the report before it shall be accepted 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 by any member of the Church.

Upon rendering the annual account at the end of the fiscal year, and its acceptance and approval by the Church, the same shall be delivered by the Treasurer to the Church Clerk, who shall keep and preserve it as a part of the permanent records of the Church. The Treasurer shall be asked annually by the Nominating Committee to serve in this position. This person will be recommended to the Church for a vote at the August Business Meeting of that year.

#### Section 7. FINANCIAL SECRETARY

The Financial Secretary shall receive the empty collection envelopes and from these give each donor individual credit. The Financial Secretary shall keep the envelopes for reference for a period of one year and shall submit a report to the Church at the regular business meeting indicating the receipts from envelopes, plate, loose, and miscellaneous or special offerings. The Financial Secretary shall be responsible for preparing and distributing an annual statement to all contributing members. The duties of the Financial Secretary have been added to the duties of the Church Secretary.

#### Section 8. THE CHURCH USHERS

Every usher shall be selected by the nominating committee and elected by the Church. The ushers shall be led by a head usher also selected by the nominating committee and elected by the Church. The duties of the ushers are as follows:

- (1) They shall greet the people as they enter the Church.
- (2) They shall seat the people at the proper time before and during the services.
- (3) They shall provide bulletins and/or other materials at the time of seating.
- (4) They shall continually be attentive to the needs of the congregation.

- (5) They shall receive the offerings for both morning and evening worship services.
- (6) The head usher shall have ushers present to serve at any and all gatherings at the Church when such services are needed.

#### Section 9. CHURCH COUNCIL

The Church Council shall seek to correlate and coordinate the activities and organizations of the Church, yet with advisory powers only.

The Council, unless otherwise determined by vote of the Church, shall be composed of Pastor, Minister of Music, Chairman of Deacons, Sunday School Director, Discipleship Training Director, Woman's Missionary Union Director, Brotherhood Director, Library Services, Church Clerk, Chairman of the Board of Trustees, and any other staff members as the Church may elect.

The Council shall meet monthly or quarterly, as may be desired, or on call by the Pastor at any time as deemed necessary.

The primary functions of the Council shall be as follows:

- (1) To recommend to the congregation suggested objectives and Church goals.
- (2) To review and coordinate program plans recommended by Church officers, organizations, and committees.
- (3) To recommend to the Church the use of leadership, calendar time, and other resources according to the program priorities.
- (4) To evaluate program achievements in terms of Church goals and objectives.

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

#### Section 10. TRUSTEES

There shall be six Trustees. The Trustees shall be the Board of Directors of the Corporation with the presiding Chairman of the Trustees being the Chairman of the Board of the Corporation and said Chairman shall also hold the office of the President of the Corporation.

Two Trustees shall be selected by the Nominating Committee each year and elected by the Church as Trustees and members of the board of Directors of the Corporation and two members will rotate off. Trustees (Board of Directors) shall have supervision of the actual care, regular repair, and beautification of the Church property, but shall have no power to buy, sell, mortgage, lease or transfer any property without authorization by a majority vote of the membership of the Corporation at a proper meeting thereof.

The Trustees (Board of Directors) shall perform the regular duties of regular inspections of all Church property, to seek to discover mechanical and structural faults, to repair them properly, to make recommendations to the Church concerning major repairs and improvement, to keep the facilities conducive to learning and worship, and to beautify and maintain all Church properties.

The Trustees (Board of Directors) shall have the responsibilities of handling the insurance on Church property, termite control, and any contractual agreements entered into by the Corporation/Church.



In transacting the business of the Corporation/Church the Trustees act only as Trustees and/or Board of Directors, and only on instruction of and in behalf of the Corporation/Church and in no way obligate one's own possessions either real or personal.

All deeds, contracts, deeds of trust, notes and other written instruments of the Corporation/Church shall be executed in the name of the Corporation by the President (Chairman of the Trustees) and attested by the Secretary of the Corporation (Church Clerk).

The Trustees (Board of Directors) shall keep a record of all actions taken, which records shall be open to all members of the Church.

#### ARTICLE VIII - CHURCH COMMITTEES

General. All standing Church Committee members shall be selected by the Committee on Committees and elected by the Church unless otherwise indicated in the description below. The following committees shall be elected:

- (1) AUDITING COMMITTEE. This Committee shall consist of a chairman and two members. The duties of the Auditing Committee shall consist of examining all books and records pertaining to the financial affairs of the Church to determine that such affairs have been handled in accordance with Church policy and action. The Committee shall present a written report at a Church business session within ninety days after the close of the Church fiscal year. This Committee shall also make to the Church any recommendations it deems appropriate for improving the financial procedures of the Church.
- (2) BAPTISM COMMITTEE. This Committee shall consist of two men and two women, preferably married couples, one of which is Chairman. It shall be the duty of this Committee to make all necessary arrangements for the ordinance of baptism and to render such assistance to the Pastor and to the candidate as may be necessary.
- (3) BENEVOLENCE COMMITTEE. This committee shall consist of a chairman and four other members. The responsibilities of this Committee shall be to investigate the needs of members of the Community and to report or recommend any final action. The Committee can take immediate action in case of emergency.
- (4) STEWARDSHIP COMMITTEE. This Committee shall consist of the Treasurer and at least four other members. It shall be the responsibility of this Committee to prepare and submit to the Church for approval at the December business meeting an inclusive budget, indicating by time the amount needed and sought for all local expenses and purposes, and in like manner for all denominational and other approved nonlocal causes. This budget shall be distributed to members at the November business meeting each year in order for the membership to have one month to review and provide comments back to the Stewardship Committee before Church approval is sought in the December business meeting. The Stewardship Committee will also lead the financial program of the Church.

- (5) COMMITTEE ON COMMITTEES. This Committee shall consist of a chairman and two other members. The responsibility of this Committee shall be to nominate members to serve on standing committees of the Church. The members of this Committee shall be nominated by the Nominating Committee and serve on a three year rotation.
- (6) KITCHEN COMMITTEE. This Committee shall consist of a chairman and two other members. It shall be the responsibility of this Committee to check the kitchen and equipment for cleanliness, to check appliances to see if they are operating properly, to see that needed supplies are ordered for the kitchen, and to draw up regulations for the use of the kitchen by members of the Church and to provide assistance when necessary.
- (7) LORD'S SUPPER COMMITTEE. This Committee shall consist of the five ONE YEAR DEACONS, assisted by their wives. After rotation of deacons each year, the deacons with one year left to serve will become this committee. This committee shall work closely with the Pastor and other Deacons to prepare the elements to be used in the serving of the Lord's Supper and caring for the necessary equipment used periodically in the observance of the ordinance. This Committee shall elect a chairman from their group.
- (8) NOMINATING COMMITTEE. This Committee shall consist of a chairman and two members. This Committee shall discover, interview, enlist, and propose for election by the Church persons as are suitable to fill those positions to which the Church gives the Committee responsibility for nomination and serve on a three year rotation.
- (9) TELLERS COMMITTEE. This Committee shall consist of a chairman and six to twelve members. It shall be the duty of this Committee to count the offerings of the Church, to prepare an itemized record of such offerings and to deliver the offerings to the bank for deposit in the Church account.
- (10) CONSTITUTION COMMITTEE. This Committee shall consist of a chairman and two members and serve on a three year rotation. This Committee shall review the Church Constitution and By-Laws annually and bring recommendations to the Church to keep the Constitution and By-Laws up to date. Any member of the Church may offer amendments or changes as provided in the Constitution.
- (11) PERSONNEL COMMITTEE. Three members shall comprise this committee, and serve on a three year rotation with one of them serving as chair person. The Committee shall function within the provisions of the Church's personnel policy as approved August 10, 1988 or as it may be amended thereafter.
- (12) BEREAVEMENT COMMITTEE. This committee shall consist of a chairman and at least 5 other members. This committee will contact church members about fixing a meal when there is a death in the church family or if the need arises to help an un-churched family in the community at the death of a loved one.

#### ARTICLE IX - SPECIAL COMMITTEES

1. PASTOR SEARCH COMMITTEE. This Committee shall consist of at least five members, to be elected by the Church by written ballot. This Committee exists and functions from the time immediately following the resignation of the Pastor until the Church has called another Pastor. It will also be the responsibility of this Committee to provide an interim Pastor. Furthermore, as to prospective permanent Pastors, it shall be the duty of this Committee to seek out, interview, negotiate tentative terms of agreement, and recommend a prospective Pastor in the Church, and help the new Pastor get settled through transition.
2. COMMITTEE TO NOMINATE SPECIAL COMMITTEES. There shall be a Committee to nominate Special Committees to the Church, as the need arises, said committee to consist of the following: Pastor, Chairman of the Nominating Committee, Chairman of the Committee on Committees, Chairman of Deacons, Sunday School Director, WMU Director, and Chairman of Personnel Committee.

#### ARTICLE X - OTHER COMMITTEES

The Church may authorize the appointing, by the Pastor, of any other Committees as the need arises.

#### ARTICLE XI - EDUCATIONAL MINISTRIES

GENERAL. 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 head of all organizations named, and his leadership is to be recognized in them all.

1. SUNDAY SCHOOL. There shall be a Sunday School, divided into departments and classes for all ages and conducted under the leadership of a Sunday School Director, for the study and instruction of God's Word, said Sunday School to be conducted each Sunday morning. The tasks of the Sunday School shall be to teach the Biblical revelation, reach all prospects for the Church; lead all Church members to witness daily; lead all Church members to worship daily; lead all Church members to minister daily; provide organization and leadership for special projects of the Church; and, to provide and interpret information concerning the work of the Church and denomination.
2. DISCIPLESHIP TRAINING PROGRAM. There shall be a Discipleship Training Program, divided into departments for all ages and conducted under the leadership of a Discipleship Training Program Director, said Training Program to be conducted each Sunday evening. The tasks of the Discipleship Training Program shall be to interpret systematic theology, Christian history, Christian ethics, and Church policy and organization; to train Church members to perform the functions of their Church; to give orientation to new Church members to discover, recruit and give general training to potential leaders for the Church and the denomination; to provide organization and leadership for special projects of the Church; to provide and interpret information regarding the work of the Church and denomination.

3. WOMEN'S MISSIONARY UNION. There shall be a Women's Missionary Union with such officers and such forms of organization, including standard auxiliaries and service as their wisdom shall direct under the leadership of the Holy Spirit and the teaching of the New Testament, subject to the approval of the Church. The tasks of the Women's Missionary Union shall be to teach missions; to lead persons to participate in missions; to provide organization and leadership for special mission projects of the Church; and to provide and interpret information regarding the work of the Church and denomination. These tasks shall be under the leadership of the Director of the Women's Missionary Union, who is elected by the Church.
4. BROTHERHOOD. There shall be a Brotherhood, made up of such standard organizations, including Royal Ambassadors, as their wisdom may direct under the leadership of the Holy Spirit and the teachings of the New Testament, subject to the approval of the Church. This program shall be led by a Director who shall be elected by the Church. The tasks are to teach missions to men, young men, and boys; to lead men, young men, and boys to participate in mission activities; to provide organization and leadership for special projects of the Church; to inform men, young men, and boys about the work of the Church and denomination; to organize and lead Royal Ambassador Chapters. (Now called Men's Fellowship.)
5. MUSIC MINISTRY. There shall be a Music Ministry under the direction of the Minister/Director of Music who shall be elected by the Church. Such officers and organizations shall be included as in his wisdom directed by the Holy Spirit seem wise, subject to the approval of the Church. The music tasks shall be to teach music to choir members, choir directors, song leaders, instrumentalists, and the congregation; to train persons to lead persons to participate in hymn singing and to understand hymnody; to assist the Church in its function of worship, proclamation, education, ministry; to provide and interpret information regarding the work of the Church and the denomination.
6. LIBRARY SERVICES. There shall be Church Library Services under the direction of a Director of Library Services (librarian) elected by the Church, and with such officers, leaders, and helpers as may be needed to perform the tasks of the Church Library Services. The library will serve as a partner in all programs of the Church by making available printed and audiovisual resources necessary for the teaching, training, and ministry of the Church. As its purposes, Church Library Services will strive to strengthen the work of the Church through the dedication of its personnel.

#### ARTICLE XII - MEETINGS OF THE CORPORATION/CHURCH

Section 1. WORSHIP SERVICES: The Corporation/Church shall meet regularly each Sunday morning and evening, and each Wednesday evening for preaching, instruction, evangelism, and for the worship of Almighty God, such meetings being open for the entire membership of the Church and for all

people and shall be conducted under the leadership of the Pastor. The observance of the Lord's Supper will be on the fifth Sunday.

One Wednesday evening each month shall be designated as Family Night for the purpose of meetings of the Women's Missionary Union, the Brotherhood, and all other missionary organizations.

Section 2. REGULAR BUSINESS MEETINGS. Regular business meetings shall be held on the third Sunday of each month at 7:00PM, or as specified by the Pastor or Corporation/Church. Should there be any unusual business or matter of special interest to be brought before such regular monthly meetings, notice of same shall be given to the membership.

By the regular business meeting in June of each year the Church shall nominate and elect the Directors of the different organizations, these being the Sunday School Director, Discipleship Training Program Director, Women's Missionary Union Director, Brotherhood Director, and Director of Library Services.

Section 3. SPECIAL BUSINESS MEETINGS.

A special business meeting may be called by the Pastor or Corporation/Church when deemed necessary.

Section 4. NOTICE OF CERTAIN MEETINGS.

1. Notice of all called business meetings of the Church shall be given by announcement in at least one regular worship service of the Church prior to the meeting, unless the Chairman of Deacons and the Pastor shall agree that extreme urgency renders such notice impracticable.
2. Notice of all special meetings shall be given to the membership by publication in the Church bulletin and announcement at all regular services of the Church for at least one week in advance of the meeting date.
3. All announcements or notices shall include the date, hour, and place of the meeting, together with a statement of the purpose of the meeting.

Section 5. QUORUM.

Those members present shall constitute a quorum for the purpose of transacting business.

Section 6. PARLIAMENTARY RULES.

Robert's Rules of Order are adopted as the parliamentary rules of procedure of all business meetings of the Corporation/Church, the Deacons, and the Committees.

Section 7. FISCAL YEAR.

The Fiscal year of the Church, the operation year, et cetera shall be determined by the Church and need not run concurrently.

Section 8. ORGANIZATIONAL MEETINGS.

Regular organizations of the Church shall meet on a schedule adopted by the Church.

Section 9. SPECIAL SERVICES.

Study courses, revivals, et cetera, shall be held as recommended by the Church Council and approved by the Church.

#### ARTICLE XIII - CORPORATION/CHURCH FINANCES

All funds, for any and all purposes, shall pass through the hands of the Tellers and be properly recorded on the books of the Church by the Church Secretary. The expenses of all organizations, as approved by the Church, shall be paid from the local expense fund as heretofore provided.

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

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

#### ARTICLE XIV - GENERAL OR MISCELLANEOUS

##### Section 1. LICENSING AND ORDAINING MEMBERS

1. LICENSING. A member giving evidence of being called by God to the Gospel Ministry may be licensed by the Church so that he may be free to exercise his gifts as a Minister in order that he may prove his fitness therefor. Licensing will be done by a motion made and seconded and adopted in regular business meeting.
2. ORDINATION. The Church will not, under ordinary circumstances, ordain any member to the Gospel Ministry until such ordination is requested by a Church who has called said member as a Pastor; or said member is employed by our Baptist denomination in a capacity where an ordination is essential. Procedures of ordination shall conform to the suggestions found in "The Pastor's Manual" by J. R. Hobbs.

##### Section 2. USE OF BUILDINGS AND EQUIPMENT

1. BUILDINGS. The Church buildings shall be available to the congregation for the purpose of {a} Funerals; {b} Weddings and receptions; {c} Any other occasion approved by the Church. Those using the buildings shall be expected to use the utmost care to protect Church property. The Education Building shall be used for the purpose of fellowship and recreation, under proper supervision, in accordance with policies adopted by the Church.
2. EQUIPMENT. The policy of the Church regarding equipment shall be as follows:  
Any equipment, materials, or furnishing purchased or donated or bequeathed shall be considered to be Church property. Equipment installed in the Church buildings by a class or organization shall be considered donated to the Church and belonging to the Church. All Church property is to be used at the discretion of the Church to provide for maximum benefit and efficiency.

##### Section 3. DISCIPLINE.

Should any unhappy difference arise between members, the aggrieved member shall follow, in a tender spirit, the rules given by our Lord in the Eighteenth Chapter of Matthew.

Should any case of gross breach of covenant, or of public scandal occur, the deacons shall endeavor to remove the offense, and if such efforts fail, shall report the case to the Church. If the Church

votes to entertain a complaint, which must be in writing, it shall appoint a reasonable time and place of hearing and notify the person in question thereof, furnishing him with a copy of the charges.

At such hearing, the accused member may call to his aid any member of the Church as counsel. If he does not present himself at the time appointed, or give satisfactory reasons for his neglect to do so, the Church may proceed in his absence. All such proceedings shall be pervaded by a spirit of Christian kindness and forbearance, but should an adverse decision be reached, the Church may proceed to admonish or declare the offender to be no longer in the membership of the Church.

In case of grave difficulty the Church will be ready, if requested, to ask the advice of a mutual council.

## ARTICLE XV - MARRIAGE, GENDER, and SEXUALITY

### SECTION 1. Statement:

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. (Gen. 1:26-27) Rejection of one's biological sex is a rejection of the image of God within that person. We believe that the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. (Gen. 2:18-25.) We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. (1 Cor. 6:18; 7:2-5; Heb. 13:4) We believe that God has commanded that 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 (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God. (Matt 15:18-20; 1 Cor 6:9-10.) We believe that in order to preserve the function and integrity of Pleasant Grove Baptist Church, Inc., as the local Body of Christ, and to provide a biblical role model to the members and the community, it is imperative that all persons employed by Pleasant Grove Baptist Church, Inc., in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality. (Matt. 5:16; Phil. 2:14-16; 1 Thess. 5:22) We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (Acts 3:19-21; Rom. 10:9-10; 1 Cor. 6:9-11) We believe that every person must be afforded compassion, love, kindness, respect, and dignity. (Mark 12:28-31; Luke 6:31.) 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 Pleasant Grove Baptist Church, Inc.

### SECTION 2. Policy

Because God has ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself, Pleasant Grove Baptist Church, Inc., will only recognize marriages between a biological man and a biological woman. Further, the pastor and staff of Pleasant Grove Baptist Church, Inc., shall only participate in weddings and solemnize marriages between one man and one woman. Finally, the facilities

and property of Pleasant Grove Baptist Church, Inc., shall only host weddings between one man and one woman.

ARTICLE XVI - AMENDMENTS

The Constitution and/or By-laws may be amended by the majority vote of those present and voting at any regular business meeting following the one in which the proposed amendment is presented in writing to the Church; but no change shall be made in Articles II, III, IV, or V, entitled "Purpose:", "Articles of Faith", "Church Covenant", and "Church Character", except by a two-thirds vote of all members of the Church present entitled to vote; said proposed change, having been laid before the Church in writing at a business meeting not less than one month before the time of the proposed action, and read from the pulpit on the Lord's Day next succeeding such proposal.

Respectively submitted  
Constitution and By-laws Committee,

\_\_\_\_\_  
Chairman

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

President and Chairman of the  
Board of Corporation (Board of  
Trustees)

Duly passed at meeting of the Corporation on the \_\_\_\_\_ day of \_\_\_\_\_, 1990.

CERTIFIED:

\_\_\_\_\_  
Secretary of the Corporation/Church Clerk



The attached pages are changes being proposed to the Constitution and By-laws. Provide any comments or questions to the Constitution Committee - Darell Coppenger, David Carter and Carol Cruze.

Section 5: CLERK - SECRETARY OF THE CORPORATION

The Clerk of the Corporation/Church shall insure that a book or a record is maintained of all the action of the Corporation/Church, except as otherwise has herein provided. The Clerk shall insure that a register of the names of members is maintained, with dates of admission, dismissal, or death, together with a record of baptisms. The Clerk shall notify all officers, members of committees, and delegates of their election or appointment. The Clerk shall issue letters of dismissal voted by the Church, preserve on file all communications and official written reports, and give legal notice of all meetings where such notice is necessary, as indicated in those by-laws. The Clerk shall consider it a part of their responsibility to promote loyalty and efficiency in Church life. The Clerk shall also be Secretary of the Corporation.

Section 6: TREASURER

The Corporation/Church shall elect annually a Treasurer. This person shall be Treasurer of the Corporation/Church. It shall be the responsibility of the Treasurer to approve all checks written for the payment of bills by their signature on the check. Payment of bills for local work and expenses shall be made promptly by check, and all funds received for denominational or other causes shall be remitted at least monthly by check. Prior to the rendition of the annual report, the report shall be audited by the Audit Committee and their signatures placed at the end of the report before it shall be accepted 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 by any member of the Church.

Upon rendering the annual account at the end of the fiscal year, and its acceptance and approval by the Church, the same shall be delivered by the Treasurer to the Church Clerk, who shall keep and preserve it as a part of the permanent records of the Church. The Treasurer shall consider it a part of their responsibility to promote in every proper way scriptural giving on the part of the entire membership of the Church.

Section 7. FINANCIAL SECRETARY

The Financial Secretary shall receive the empty collection envelopes and from these give each donor individual credit. The Financial Secretary shall keep the envelopes for reference for a period of one year and shall submit a report to the Church at the regular business meeting indicating the receipts from envelopes, plate, loose, and miscellaneous or special offerings. The Financial Secretary shall be responsible for preparing and distributing an annual statement to all contributing members. The duties of the Financial Secretary have been added to the duties of the Church Secretary.

ARTICLE VIII - CHURCH COMMITTEES

- (4) STEWARDSHIP COMMITTEE. This Committee shall consist of the Treasurer and at least four other members. It shall be the responsibility of this Committee to prepare and submit to the Church for approval at the December business meeting an inclusive budget, indicating by item the amount needed and sought for all local expenses and purposes, and in like manner for all denominational and other approved nonlocal causes. This budget shall be distributed to members at the November business meeting each year in order for the membership to have one month to review and provide comments back to the Stewardship Committee before church approval is sought in the December business meeting.

The Stewardship Committee will also lead the financial program of the Church.

- (9) TELLERS COMMITTEE. This Committee shall consist of a chairman and six to twelve members. It shall be the duty of this Committee to count the offerings of the Church, to prepare an itemized record of such offerings, and to deliver the offerings to the bank for deposit in the Church account.

ARTICLE XIII - CORPORATION/CHURCH FINANCES

All funds, for any and all purposes, shall pass through the hands of the Tellers and be properly recorded on the books of the Church by the Church Secretary. The expenses of all organizations, as approved by the Church, shall be paid from the local expense fund as heretofore provided.

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

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

Three minor corrections to Constitution and By-Laws

1. Page 2, Article I - Name:  
Change zip-code from 37801 to 37804
2. Page 2, Article II - Purpose:  
Change "Missionary Baptist Denomination" to "Southern Baptist Convention"
3. Page 13, Article VII - Corporation/Church Officers, Section 10. Trustees  
Change "One Trustee . . . selected . . . each year" to "Two" and that "Two rotate off each year."  
"Additional Changes" that were approved on the April 16<sup>th</sup> business meeting.

The job of the Housekeeping Committee is to inspect the entire church plant twice a year, excluding the kitchen, which has its own committee. We look for items that would come under the jurisdiction of both the Trustees and the Custodian, i.e. plaster cracks would be a Trustee issue, whereas cobwebs in the 12-foot ceilings would be a Custodial issue. We walk from room to room looking for safety concerns, fire hazards, etc. The chairman reports the findings to the Trustees, with a copy to the Pastor, the Custodian, and each committee member. This position requires approximately 1 ½ hours to complete the inspection, and the additional time to type the report, copy and distribute them, etc. The committee consists of chairman and 2 committee members. The chairman sets a date and time convenient to all, and the inspection is completed.

# Constitution and By-Laws

## Proposed Changes

### 6/11/2003

## Church Voted and Approved Proposed Changes 7/9/2003

### Current reading Article II Purpose

This Church shall be missionary in spirit, extending the Gospel **though** our organized religious channels to the entire world.

### Corrected reading (spelling)

This Church shall be missionary in spirit, extending the Gospel **through** our organized religious channels to the entire world.

### Current reading Article VII Corporation/Church Officers (Section 1)

The Pastor, thus elected, shall serve until the relationship is terminated by mutual consent. The Pastor shall **have in charge the welfare and oversight of the Church**. He shall preside at all meetings of the Corporation/Church, except as hereinafter provided.

### Corrected reading (grammar)

The Pastor, thus elected, shall serve until the relationship is terminated by mutual consent. The Pastor shall **be in charge of the welfare and have** oversight of the Church. He shall preside at all meetings of the Corporation/Church, except as hereinafter provided.

### Current reading Article VII Corporation/Church Officers (Section 2)

The Corporation shall call or employ such staff members as the Corporation/Church shall need. Assistant or Associate Pastor, Minister of Education, Minister of Music, church secretary, and the like, shall be recommended to the Church by a special committee appointed for this purpose, and employed by Church action. The primary responsibility of such members should be to serve with pastor in the spiritual ministry and life of the church.

### Corrected reading (addition)

The Corporation shall call or employ such staff members as the Corporation/Church shall need. Assistant or Associate Pastor, Minister of Education, Minister of Music, **Minister of Youth**, church secretary, and the like, shall be recommended to the Church by a special committee appointed for this purpose, and employed by Church action. The primary responsibility of such members should be to serve with pastor in the spiritual ministry and life of the church.

### Current reading Article VII Corporation/Church Officers (Section 3, No. 2)

The term of office of one third (1/3) of the number deacons shall expire annually. (After serving a term of three years, no **deacons** shall be eligible for reelection until the lapse of one year, when he may be returned to active service on election by the Church.)\* In case of death or removal or incapacity to serve, the church may elect to fill the unexpired term. There is no obligation to constitute as deacon a brother who comes to the church from another church where he has served as deacon.

### Corrected reading (spelling)

The term of office of one third (1/3) of the number deacons shall expire annually. (After serving a term of three years, no **deacon** shall be eligible for reelection until the lapse of one year, when he may be returned to active service on election by the Church.)\* In case of death or removal or incapacity to serve, the church may elect to fill the unexpired term. There is no obligation to constitute as deacon a brother who comes to the church from another church where he has served as deacon.

### **Current reading Article VII Corporation/Church Officers (Section 5)**

The Clerk of the Corporation/Church shall insure that a book of record is maintained of all the action of the Corporation/Church, except as otherwise has herein provided. The Clerk shall insure that a register of the names of members is maintained, with dates of admission, dismissal, or death, together with a record of baptisms. The Clerk shall assure notification of all officers, members of committees, and delegates of their election or appointment. The Clerk shall assure the issue of letters of dismissal voted by the Church, the preservation on file all communications and official written reports, and that legal notice be given of all meetings where such notice is necessary, as indicated in those by-laws. The Clerk shall consider it a part of their responsibility to promote loyalty and efficiency in Church life. The clerk shall also be Secretary of the Corporation.

### **Corrected reading (addition)**

The Clerk of the Corporation/Church shall insure that a book of record is maintained of all the action of the Corporation/Church, except as otherwise has herein provided. The Clerk shall insure that a register of the names of members is maintained, with dates of admission, dismissal, or death, together with a record of baptisms. The Clerk shall assure notification of all officers, members of committees, and delegates of their election or appointment. The Clerk shall assure the issue of letters of dismissal voted by the Church, the preservation on file all communications and official written reports, and that legal notice be given of all meetings where such notice is necessary, as indicated in those by-laws. The Clerk shall consider it a part of their responsibility to promote loyalty and efficiency in Church life. The clerk shall also be Secretary of the Corporation. **The Clerk shall be asked annually by the Nominating Committee to serve in this position. This person will be recommended to the church for a vote at the August Business Meeting of that year.**

### **Current reading Article VII Corporation/Church Officers (Section 6)**

**The Corporation/Church shall elect annually a Treasurer of the Corporation/Church.** It shall be the responsibility of the Treasurer to approve all checks written for the payment of bills by their signature on the check. Payment of bills for local work and expenses shall be made promptly by check, and all funds received for denominational or other causes shall be remitted at least monthly by check. Prior to the rendition of the annual report, the report shall be audited by the Audit Committee and their signatures placed at the end of the report before it shall be accepted 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 by any member of the church.

Upon rendering the annual account at the end of the fiscal year, and its acceptance and approval by the Church, the same shall be delivered by the Treasurer to the Church Clerk, who shall keep and preserve it as a part of the permanent records of the Church. **The Treasurer shall consider it a part of their responsibility to promote in ever proper way scriptural giving on the part of the entire membership of the Church.**

### **Corrected reading (deletion/addition)**

~~**The Corporation/Church shall elect annually a Treasurer of the Corporation/Church.**~~ It shall be the responsibility of the Treasurer to approve all checks written for the payment of bills by their signature on the check. Payment of bills for local work and expenses shall be made promptly by check, and all funds received for denominational or other causes shall be remitted at least monthly by check. Prior to the rendition of the annual report, the report shall be audited by the Audit Committee and their signatures placed at the end of the report before it shall be accepted 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 by any member of the church.

Upon rendering the annual account at the end of the fiscal year, and its acceptance and approval by the Church, the same shall be delivered by the Treasurer to the Church Clerk, who shall keep and preserve it as a part of the permanent records of the Church. ~~**The Treasurer shall consider it a part of their responsibility to promote in ever proper way scriptural giving on the part of the entire membership of the Church.**~~ **The Treasurer shall be asked annually by the Nominating Committee to serve in this position. This person will be recommended to the church for a vote at the August Business Meeting of that year.**

### **Current reading Article VII Corporation/Church Officers (Section 10)**

In transacting the business of the Corporation/Church the Trustees act only as Trustees and/or Board of Directors, and only on instruction of and in behalf of the Corporation/Church and in no way obligate one's own **personal** possessions either real or personal.

### **Corrected reading (grammar)**

In transacting the business of the Corporation/Church the Trustees act only as Trustees and/or Board of Directors, and only on instruction of and in behalf of the Corporation/Church and in no way obligate one's own **personal** possessions either real or personal.

### **Current reading Article VIII Church Committees**

COMMITTEES ON COMMITTEES. This Committee shall consist of a chairman and two other members. The responsibility of this Committee shall be to nominate members to serve on standing committees of the Church. The members of this Committee shall be nominated by the Nominating Committee.

### **Corrected reading (addition)**

COMMITTEES ON COMMITTEES. This Committee shall consist of a chairman and two other members. The responsibility of this Committee shall be to nominate members to serve on standing committees of the Church. The members of this Committee shall be nominated by the Nominating Committee **and serve on a three year rotation.**

### **Current reading Article VIII Church Committees**

NOMINATING COMMITTEE. This Committee shall consist of a chairman and two members. This Committee shall discover, interview, enlist, and propose for election by the Church persons as are suitable to fill those positions to which the Church gives the Committee responsibility for nomination.

### **Corrected reading (addition)**

NOMINATING COMMITTEE. This Committee shall consist of a chairman and two members. This Committee shall discover, interview, enlist, and propose for election by the Church persons as are suitable to fill those positions to which the Church gives the Committee responsibility for nomination **and serve on a three year rotation.**

### **Current reading Article VIII Church Committees**

CONSTITUTION COMMITTEE. This Committee shall consist of a chairman and two members. This Committee shall review the Church Constitution and By-Laws annually and bring recommendations to the Church to keep the Constitution and By-Laws up to date. Any member of the Church may offer amendments or changes as provided in the Constitution.

### **Corrected reading (addition)**

CONSTITUTION COMMITTEE. This Committee shall consist of a chairman and two members **and serve on a three year rotation.** This Committee shall review the Church Constitution and By-Laws annually and bring recommendations to the Church to keep the Constitution and By-Laws up to date. Any member of the Church may offer amendments or changes as provided in the Constitution.

**Current reading Article VIII Church Committees**

PERSONNEL COMMITTEE. Three members shall comprise this committee, one of them serving as chair person. The Committee shall function within the provisions of the Church's personnel policy as approved August 10, 1988 or as it may be amended thereafter.

**Corrected reading (addition)**

PERSONNEL COMMITTEE. Three members shall comprise this committee, **and serve on a three year rotation with** one of them serving as chair person . The Committee shall function within the provisions of the Church's personnel policy as approved August 10, 1988 or as it may be amended thereafter.

**Current reading Article XII Meetings of the Corporation/Church (Section 2)**

REGULAR BUSINESS MEETINGS. Regular business meetings shall be held **monthly on Wednesday Night after the first Sunday in each month.** Should there be any unusual business or matter of special interest to be brought before such regular monthly meetings, notice of same shall be given to the membership.

By the regular business meeting in June of each year the Church shall nominate and elect the Directors of the different organizations, these being the Sunday School Director, **Church** Training Program Director, Women's Missionary Union Director, Brotherhood Director, and Director of Library Services.

**Corrected reading (corrections)**

REGULAR BUSINESS MEETINGS. Regular business meetings shall be held ~~monthly on Wednesday~~ **Night after the first Sunday in each month on the second Wednesday night of each month.** Should there be any unusual business or matter of special interest to be brought before such regular monthly meetings, notice of same shall be given to the membership.

By the regular business meeting in June of each year the Church shall nominate and elect the Directors of the different organizations, these being the Sunday School Director, ~~Church~~ **Discipleship**-Training Program Director, Women's Missionary Union Director, Brotherhood Director, and Director of Library Services.