



FIFTH STREET BAPTIST CHURCH

"Our purpose: Evangelize the lost; equip the saved; serve the community to the glory of God"

Constitution

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THE CONSTITUTION

OF THE FIFTH STREET BAPTIST CHURCH OF KEY WEST

PREAMBLE

We declare and establish this Constitution to preserve and secure the principles of our faith in the Lord Jesus Christ and to govern, in an orderly manner, the body of believers (the “Church”) in the teaching and practices of or Baptist Heritage. We band ourselves together as a body of baptized (immersed) believers in Jesus Christ and adopt for our government, plan of worship and service, the Articles set forth herein. This Constitution will preserve the liberties of each individual Church member. We are to be a Church whose purpose is to be Christ-like in our daily living by emphasizing total commitment of life, personality and possessions to the Lordship of Christ. We believe that individual involvement is necessary to accomplish the objectives of this Church.

ARTICLE I. NAME

This body shall continue to be known as THE FIFTH STREET BAPTIST CHURCH OF KEY WEST (the “Church”), presently located at 1311 Fifth Street, City of Key West, 33040, County of Monroe, and State of Florida.

The Church is incorporated under the laws of the State of Florida as a non-profit religious organization, and is recognized by the State and Federal Government as a Section 501(C)(3) organization.

ARTICLE II. OBJECTIVES

The purpose and objectives of the Church is to glorify God and further His kingdom. We will endeavor to accomplish this predominantly in the two ways set forth below:

Section A. Organizationally

To be a religious, benevolent, and educational organization with such legal rights as provided by law. We will use all Biblically legitimized means of evangelism and encourage every member of the Church to be a witness for Christ, and will continually offer training opportunities designed to make all members more adept to share the Gospel. (Matthew 28:19-20, Act 2:46-47)

Section B. Spiritually

To be a dynamic spiritual organism empowered by the Holy Spirit to share Christ, and to disciple members, the community, and the world. Also, to build up believers in Christ by the maturing of their faith (Acts 17:11, Hebrews 10:24, James 5:16). It is understood that we will attempt to accomplish these objectives by whatever means God reveals to us as proper, but that they shall be accomplished essentially through a Bible study and evangelism program for all ages, which is designed to reach people, to teach people, to win people, and to develop people in the Lord Jesus Christ.

ARTICLE III. ARTICLES OF FAITH

We affirm the Holy Bible as the inspired Word of God and the basis of our beliefs. This Church subscribes to the doctrinal statement of the Baptist Faith and Messages as adopted by the Southern Baptist Convention on June 14th, 2000. The following sets forth a number of the teachings of Scripture, which WE BELIEVE:

Section A. The Scriptures

The Holy Bible was written by men divinely inspired and is the record of God’s revelation of Himself to man. It has God as its author, salvation for its end and truth, without any mixture of error for this matter. Therefore, all Scripture is totally true and trustworthy. The Bible reveals the principles by which God judges us; and therefore is and will remain to the end of the world, the true center of Christian union, and the supreme standard by which human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation. The Bible is to be interpreted through the guidance of

the Holy Spirit Who leads into all truth. (2 Timothy 3: 15-17) (2 Peter 1:19-21) The Church reserves to itself the sole right and authority to interpret the Scriptures, and whether any person or member is acting in conformity with them.

Section B. God

There is one and only one living and true God. He is an intelligent, spiritual and personal Being, the Creator, Redeemer, Preserver and ruler of the universe. God is infinite in holiness and all other perfections. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present and future, including the future decisions of all men. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son and Holy Spirit, with distinct personal attributes, but without division of nature, essence or being. (Deuteronomy 6: 4-9)

1. God the Father

God as our Father reigns with providential care over His universe, His creatures, and the flow of human history according to the purposes of His grace. He is all-powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men. (2 Corinthians 6:1)

2. God the Son

Jesus Christ, the eternal only begotten Son of God, was conceived of the Holy Spirit, and born of the Virgin Mary, is the divinely appointed Mediator between God and man. Totally without sin, Jesus Christ fulfilled the Law, suffered, and died upon the cross on Calvary, as a sinless substitute for the salvation of sinners. He was entombed, arose on the third day and ascended into heaven to be at the right hand of His Father, where He now resides making intercession for His people. He is the only Mediator; the Prophet, Priest, Head of the Church, and Sovereign of the Universe. (Isaiah 9:6, Ephesians 5:23, 2 Corinthians 5:21)

3. God the Holy Spirit

The Holy Spirit is the Spirit of God. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts man of sin. He calls men to the Savior and provides regeneration. He cultivates Christian character, comforts believers and bestows the spiritual gifts by which they serve God through the Body of His Church. His presence in the Christian is the assurance of the unbreakable oneness with God to bring the believer into the fullness of Christ. He enlightens and empowers the Church in worship, evangelism, and service. (John 4:24)

Section C. The Trinity

God is revealed to us as Father, Son, and Holy Spirit, each with distinct attributes, but without division of nature essence or being: One God. (1 John 5:7-9)

Section D. Mankind

God created man in His own image, free of sin, and man was endowed with freedom of choice. Man transgressed against the command of God and fell from his original status of holiness and righteousness. Therefore man inherits a corrupt nature, wholly opposed to God, His Law, and is under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of mankind is evident in that God created man in His own image, and in that Christ died for man; therefore every man possesses dignity and is worthy of respect and Christian love. (Genesis 1:26-28, Acts 17:26)

Section E. Salvation

Salvation is the redemption of man, not through any merit of his own, and is offered freely to all who accept Jesus Christ as Lord and Savior. Jesus Christ, by His own Blood obtained eternal redemption for the believer. In its entirety, salvation includes regeneration, sanctification, and glorification. Ephesians 2:8-9, Romans 8:30)

1. *Regeneration*, the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. Regeneration is a change of heart produced by the Holy Spirit through the conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ.

2. *Repentance* and faith are inseparable experiences of Grace. Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the whole person to Him as Lord and Savior. Justification is God's gracious acquittal that transforms sinners who repent and believe in Christ. Justification brings the believer into a relationship of peace and favor with God.

3. *Sanctification* is the experience, beginning with regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward spiritual perfection through the presence, power and maturity of the Holy Spirit, who dwells in the believer.

4. *Glorification* is the culmination of the redemptive process and is the final blessed and abiding state of the redeemed.

5. *God's Grace* is beyond human understanding. It is His will that all men should hear the Gospel, repent of their sins and believe on Jesus Christ for eternal salvation. Believers may fall into sin through neglect and temptation, bringing reproach on the cause of Christ and temporal judgement on themselves, yet they shall be kept by the power of God through faith unto complete redemption.

Section F. Providence

God decrees or permits all things that come to pass, and perpetually upholds, directs, and governs all creation and all events.

Section G. The Church

The Fifth Street Baptist Church of Key West, Florida, a New Testament Church, with the Lord Jesus Christ as its head, is a local body of baptized believers who are associated by covenant in the faith and fellowship of the Gospel. The Church observes two ordinances of Christ and is committed to: His teachings, the exercising of spiritual gifts, and seeking to extend the Gospel to the ends of the Earth. This Church is an autonomous body, operating through democratic process under the Lordship of Jesus Christ.

Section H. Believer's Baptism

Baptism is an ordinance of the Lord Jesus, which is obligatory for every believer who shall be immersed in water in the name of the Father, the Son, and the Holy Spirit. It is a sign of his or her belief in the death, burial, and resurrection of Christ, the remission of sins, and the believer's death to sin, the burial of the old life, and the resurrection to walk in a newness of life in Christ Jesus. (Matthew 3:13-17)

Section I. The Lord's Supper

The Lord's Supper is a symbolic act of obedience whereby believers in Christ partake of the bread and the fruit of the vine to memorialize the death of Christ, and anticipate His second coming. (Luke 22:15-20) (1 Corinthians 11:23-34)

Section J. The Lord's Day

The first day of the week (Sunday) is the Lord's Day. It commemorates the resurrection of Jesus Christ from the dead and should be dedicated to worship and spiritual devotion, both public and private. (Acts 20:7a. John 20:4)

Section K. The Second Coming

God, in His own time and according to His Holy Word, will bring the world to its appropriate end. According to His promise, Jesus Christ will appear to gather all believers, living and dead into His presence.

Christ will judge all men in righteousness; the unbelievers (unsaved) will be consigned to a place of everlasting punishment. Christ will then create a New Heaven and New Earth where the believers (saved) in their resurrected and glorified bodies will dwell for all eternity. (Revelation 22:20)

Section L. Evangelism and Missions

It is the duty and privilege of every follower, and every church of the Lord Jesus Christ to endeavor to make disciples of all mankind. The born again believer should have a Godly love and burden to spread the gospel to the world. (Matthew 28:19-20)

Section M. Education

God's people should maintain family worship and private devotions. We should seek to educate our children about our beliefs as Christians. As a church we will conduct Biblical based education efforts such as Bible studies, social activities, church schools, and other such church functions. (2 Timothy 2:15)

Section N. Stewardship

God is the source of all blessings, temporal and spiritual: all that we have and are, we owe to Him. Christians have a spiritual debt to witness to the whole world, a holy trusteeship of the Gospel, and a binding stewardship of their possessions. Believers are therefore under obligation to serve Christ with their time, talents, and material possessions and should recognize all these as entrusted to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute their means cheerfully, regularly, systematically, proportionately, and with conviction for the advancement of the Kingdom of God. (Malachi 3:7-12. 1 Corinthians 16:1-2)

Section O. Cooperation

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objectives of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forth the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense, is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is justified. Such cooperation should involve no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament. (Psalm 133:1)

Section P. The Christian and the Social Order

Every Christian is under obligation to make the will of Christ supreme in his or her own life and in society. Means and methods used for the improvement of society and the establishment of righteousness among men can truly and permanently be helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Jesus Christ. The Christian should oppose, in the spirit of Christ, every form of greed, selfishness, and vice. They should work to provide for the orphaned, widowed, the needy, the aged, the helpless, and the sick. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. Christians should be ready to work with all men of good will in any good cause, being careful to act in the spirit of love without compromising their loyalty to Christ and Truth. All believers should be encouraged to do daily devotions and seek a daily encounter with Jesus Christ.

Section Q. Religious Liberty

Civil government is ordained of God. The duty of Christians is to render obedience in all things not contrary to the revealed will of God. The Church must not rely solely on civil power to carry on its work. The state has no right to impose penalties for religious opinions or sincerely held religious beliefs of any

kind. The state has no right to impose taxes for the support of any form of religion. Religious liberty gives the right to form and propagate opinions in the sphere of religion without interference by the civil power.

Section R. Marriage and the Family

The Holy Scriptures teach that God ordained the family as the first institution of human society, and it is composed of persons joined to one another by marriage, blood, or adoption. The term “marriage” has only one meaning and that is marriage sanctioned by God, which joins one man and one woman as a single, exclusive covenant union and commitment for a lifetime, as defined in the Bible. It is God’s unique gift to reveal the union between Christ and His Church and to provide for the man and woman in marriage the framework for intimate companionship, the channel of sexual expression according to Biblical standards, and the means or procreation of humanity. The husband and wife are of equal worth before God, since both are created in God’s image. (Ephesians 5:21)

Any form of sexual immorality, such as, but not limited to: adultery, fornication, homosexual conduct, bisexual conduct, and pornography are offenses to God and are sinful. God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. Every person must be afforded compassion, love, kindness, respect, and dignity. In that regard, all hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with the Bible or the doctrines of this Church.

ARTICLE IV. CHURCH COVENANT

Having been led by the Spirit of God to receive the Lord Jesus Christ as our Lord and 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 a covenant with one another as one Body of Christ.

1. I will protect the unity of my church by:
 - a. Acting in love toward other members.
 - b. Refusing to gossip.
 - c. Following the leadership.

2. I will share the responsibility of my church by:
 - a. Praying for its growth.
 - b. Inviting the unchurched to attend.
 - c. Warmly welcoming those who visit.

3. I will serve the ministry of my church by:
 - a. Discovering my gifts and talents.
 - b. Being equipped to serve my pastors.
 - c. Developing a servant’s heart.

4. I will support the testimony of my church by:
 - a. Attending faithfully.
 - b. Living a biblical lifestyle.
 - c. Giving regularly.

ARTICLE V. GOVERNING BODY

The government of this Church is vested in the body of believers who compose it. Persons duly received by the members shall constitute the membership. The membership shall be represented in legal matters by the Trustees and Treasurer duly nominated and elected by the members at the annual business meeting or a special business meeting called for that purpose.

ARTICLE VI. AFFILIATION

This Church is subject to the control of no other ecclesiastical body, but it recognizes and sustains obligations of mutual counsel and cooperation, which are common among Southern Baptist Churches. This Church shall be affiliated with, and support the Florida Keys Baptist Association; the Florida Baptist Convention, Inc.; and the Southern Baptist Convention. Messengers to meetings, assemblies or conventions at which our Church should be represented shall be nominated and approved by the Church membership.

ARTICLE VII. DETERMINATION OF MEMBERSHIP

An active member is one who, meeting the requirement for membership, manifests interest in the life of the Church, showing a desire to help the growth of the church and its purpose through regular attendance of services and support through tithes, talent and time. (Malachi 3:10; Hebrews 10:25; Romans 12:1). Members shall be designated as resident, non-resident, or associate membership. A resident member is one residing within the local Low Keys area. A non-resident member is one living outside of the local Lower Keys area, but has not declared membership with another church. An associate member is one spending a large portion of their time in the Lower Keys area, but maintain their permanent residence in another area. Associate members shall have the right to vote on amendments to the Church Constitution or the Church Bylaws.

ARTICLE VIII. AMENDMENTS TO THE CONSTITUTION

With the following two exceptions, this Constitution may be altered or amended upon an affirmative vote of no less than three-fourths (3/4) of active Church members in attendance at a business meeting of the Church, called for the purpose of such vote, provided that: members received notice/announcement of the meeting and its purpose from the pulpit during a minimum of three consecutive Sunday morning services prior to the Church business meeting; and copies of the proposed changes were made available to the Church business meeting; and copies of the proposed changes were made available to resident membership at least two weeks in advance of the Church vote.

EXCEPTIONS:

Section A. Change in Associational Affiliation

A change in Associational Affiliation shall require that action be taken at a special meeting called for that specific purpose and that notice/announcement be given to the membership as stated above for a minimum of four consecutive weeks.

Section B. Change in Denominational Affiliation

A change in affiliation from the Florida Baptist Convention Inc. and/or the Southern Baptist Convention shall require: 1) That action be taken at a special meeting called for that specific purpose and that notice/announcement be given to the resident active membership as stated above for a minimum of four consecutive weeks; 2) that the meeting be attended by not less than 60% of the then current resident active membership; and 3) That 75% of those present and voting by ballot are in favor of the proposed change in affiliation.

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Revised: 20191030



FIFTH STREET BAPTIST CHURCH

"Our purpose: Evangelize the lost; equip the saved; serve the community to the glory of God"

Bylaws

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ARTICLE I. DENOMINATIONAL POLICY

Section A. General

It shall be the policy of this Church, to the fullest possible extent consistent with the independent character of a Baptist church, to support all the missionary and benevolent undertakings of the Southern Baptist Convention, the Florida Baptist State Convention, and the Florida Keys Baptist Association, to whose doctrinal and missionary beliefs we declare our allegiance.

Section B. Support of doctrine

Consistent with this position, all officers and teachers of this Church, or members of church councils or committees, shall believe in and support the work of our Church and denomination, shall adhere to the beliefs of Southern Baptists, and be governed by the Church Covenant. All elected officials shall be church members. Failure to measure up to these standards shall be sufficient grounds for removal from office.

ARTICLE II. CHURCH MEMBERSHIP

Section A. General

This is an autonomous and democratic Baptist Church under the Lordship of Jesus Christ. The membership retains to itself the exclusive right of self-government. 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 composed of individuals who are believers in the Lord Jesus Christ and affirm the tenets of the Church Constitution; who offer evidence, by their confession and their conduct; are in good standing of membership, and are living in accord with their affirmations and this Constitution and Bylaws, and are actively pursuing and continuing in a vital fellowship with the Lord, Jesus Christ. The pastor, along with the ministerial board of deacons, of this Church shall have final authority in all matters of church governance, as set forth and described in the Bylaws.

Section B. Types of Memberships

“An active member is one who, meeting the requirement for membership, manifests interest in the life of the Church, showing a desire to help the growth of the church and its purpose through regular attendance of services and support through tithes, talent or time when physically possible. (Malachi 3:10; Hebrews 10:25; Romans 12:1) It is the desire of the church to have every member affiliated with Fifth Street Baptist Church working to fulfill the mission and purpose of the church. It is the responsibility of every member to encourage those not frequently in communion with the body of the church. It shall be the responsibility of the deacons to attempt to re-establish the member's fellowship with the Church and ascertain and address any reason for reluctance, therefore the determination of declaring a member inactive will be a deacon responsibility.” Members shall be designated as resident, non-resident, or associate membership:

1. Resident Members – Those members residing within the local Lower Keys area.
2. Non-resident Members – Those members living outside of the local Lower Keys area.

3. Associate Members – Those members spending a large portion of their time in the Lower Keys area, but maintain their permanent residence in another area. Associate members shall have the right to vote on amendments to the Church Constitution or the Church Bylaws.

Section C. Candidacy

Any person may offer himself or herself as a candidate for one of the above memberships in this Church in any of the following ways:

1. Membership by Baptism. Any person publicly professing faith in the Lord Jesus Christ as Savior and declaring it as his or her purpose to follow Him as His disciple, may, by a majority vote of the congregation at any church meeting, be received through baptism into full membership of this Church.

2. Membership by Letter. Members of other Baptist churches of like doctrine, who have been baptized according to the New Testament, may, by a majority vote of the congregation at any church meeting, be received into full, membership of this Church upon receipt of letters of dismissal from those churches.

3. Membership by statement. Any person who has been baptized according to the New Testament, may, upon public statement of the facts and the vow of their faith and love to Christ, be received into full membership by a majority vote of the congregation at any of its church meetings.

Candidates for membership 18 years of age or older at the time of application for membership shall be presented the Constitution and Bylaws of the Church and are expected to be in agreement with the statements and doctrines set forth in said documents, and further state that they will endeavor to abide by and support the Constitution and Bylaws of the Church as well as meet the following criteria:

- a. Salvation
- b. Baptism by Immersion
- c. Complete New Member Orientation
- d. Receive majority vote from congregation

Section D. New Member Orientation

Candidates for membership in this Church are required to participate in the Church's new member orientation. Opportunities for such orientation shall be made periodically during the year and at varying levels based on the discretion of the Senior Pastor and ministerial staff.

Section E. Rights and Obligations of Members

1. Every member of the church sixteen (16) years old or older is entitled to vote at all elections and on all questions submitted to the church in conference, with the exception of issues dealing with real property; then the voting age shall be eighteen (18) years of age. The member must be present to vote.

2. Every member of the church eighteen (18) years old or older is eligible for consideration by the Membership as candidate for elective offices in the Church.

3. Each member shall be expected to be in harmony with the purpose and beliefs of the Church. All candidates for membership are required to participate in “new member orientation” as set forth above. All candidates for membership over the age of 18, at the time they apply for church membership, are required to acknowledge receipt of a copy of the Constitution and Bylaws of the Church and to sign a statement on the application for membership agreeing with the statements and doctrines set forth in said documents, and further stating that they will endeavor to abide by and support the Constitution and Bylaws of the Church.

4. Members shall be expected to grow spiritually using the following goals:

- a. Meet God daily in a personal time of prayer
- b. Let God confront them daily through the Scriptures
- c. Grow in love for the Christian community and all people, remembering the command, “Love one another as I have loved you.”
- d. Attend weekly worship services and other ministry offerings of the Church.
- e. Be a vital participating member of one of the Church’s ministries.
- f. Give proportionally (10%), with the tithe as the minimum-giving goal for each member.
- g. Share their faith individually by word and deed with those whom they meet daily.

Section F. Termination of Membership.

Membership shall be terminated in the following ways:

1. Death of the member.

2. Transfer of membership to another Southern Baptist church.

Any active member of our Church may be granted a letter of dismissal to unite with some other Baptist church where the member desires new membership. Any member who unites with any other church without such letter shall have his name dropped from the church roll

3. Request for voluntary termination by member. This action will be directed to deacons to attempt resolution and continue unity among all Christians.

4. Upon request for membership in another church. When any member removes to a distance inaccessible to our Church, he or she shall supply the Church with his new address and move his membership within one year, providing there be a church of the same faith and order in the place to which he or she moves. In case there is no such church or there are circumstances which render it inadvisable to change, it shall be his duty to report to this church as often as once a year; either in person, by letter or by contribution. All absent members who do not report shall be placed on the inactive list.

Inactive Members. When a member fails to manifest any interest in the Church for a period of one year, showing no desire or intention of returning to the Church, such member shall automatically become what is designated as an inactive member.

People whose names are on the inactive list are not to be counted as members on any official report of our membership, and accordingly they are not entitled to vote in any business meeting of the Church. A letter of dismissal may be granted such a person but this letter will state that he or she is an inactive member.

It shall be the responsibility of the deacons, after due effort to re-establish the member's fellowship with the Church, to notify the Church Clerk of all such lapses of active membership; and the Clerk, having received such official instructions, shall place the name(s) on the inactive list.

In order for this matter to be systematically carried out, it shall be the responsibility of the deacons each October to thoroughly review the church membership roll, so that an attempt may be made to regain the interest of such members before their names are given to the Church Clerk. Upon being given any such names by the deacons, the Clerk shall immediately place them on the inactive list, report such action at the next business meeting of the Church, and notify such member(s) (if address is known). This entire matter shall be taken care of completely, if possible, by the first church business meeting in January.

An inactive member may be restored to active membership by the Church whenever such a person shall indicate to the congregation at any church meeting a desire to be reinstated and give satisfactory assurance of intention to remain faithful to the Church.

(The church reserves the right to purge the name of any inactive member who shows no interest, indication or desire to return to active membership status after 1 year of inactivity from the church roll)

5. Expulsion by action of this Church. In the severest of cases, the Church may be required to expel (or excommunicate) a member. This is discussed further in the next section (Discipline).

Section G. Discipline

The primary purpose of church discipline is to pursue the twofold goal of restoration of the offender to Christian behavior and reconciliation back to God. It shall be the practice of this Church to emphasize to its members that every reasonable measure to resolve the problem in accord with Matthew Chapter 18. Discipline within the church must be carried out to ensure the integrity of church unity. We are commanded in Hebrews 12:15 that we see to it that “no ‘root of bitterness’ spring up and cause trouble, and by it *the many become defiled*”. When a member continues in sin outwardly evident to others, *especially* unbelievers, this brings dishonor to Christ.

1. Knowledge of the sin should be kept to the smallest group possible. As in Matthew 18:15 – 17, the gradual progression allows for repentance without ridicule and loss of reputation for the member or church.

2. The measures of discipline should increase in strength until a solution is met. In keeping with the spirit of private discipline, the Pastor and ministerial board of deacons would be an intermediate step in the process prior to bringing the issue before the church as mentioned in Matthew 18: 17

3. Expulsion (Excommunication) This action is the last resort in escalation of disciplinary actions, whereas the member is put out of fellowship, or “communion” with the church. If it becomes necessary for the Church to take action to expel a member, a two-thirds vote of the members present is required; and the Church may proceed to declare the person to be no longer in the membership of the Church.

4. Once the discipline has been given, the Church may restore to membership any person previously expelled, upon request of that person, and by a two-thirds vote of the Church upon evidence of the excluded person’s repentance and reformation. This is not only allowed by scripture, but encouraged, as the purpose of Church discipline is for healing and restoration. (2 Cor. 2:7 – 8; 7:8 – 11)

Section H. Biblical Dispute Resolution

1. Disputes Between Church Members

Understanding that church congregations are made up of human beings, each of whom were born with a sinful, self-centered nature, the Church recognizes that disputes among members (as well as disputes between members and the Church Staff) may occur from time to time. All Church members shall use their best efforts to resolve such disputes, claims, questions, or disagreements in a manner that befits Christians, and they shall consult and negotiate with each other in good faith as outlined in the Bible; recognizing their mutual interests not to disgrace the name of Christ and seeking to reach a just and equitable solution. It is *always* our responsibility to take the initiative to go to the other person, whether we have been wronged or the other person thinks they have been wronged. (Matt. 5:22 -25)

To that end, all disputes, claims, questions, or disagreements arising out of or relating to these Bylaws or any other matter shall be subject to the dispute resolution framework laid out in the scriptures.

Additionally, all members of the Church recognize and acknowledge that, should they resign membership or be removed from membership, such resignation or removal shall not negate that individual's obligation to follow the biblical standard behavior set forth in Matt 18 for any and all disputes arising out of their membership in the Church.

2. Disputes Involving Parties Who Are Not Members

The Church and its members hereby agree that the dispute resolution procedure outlined above is the way in which the Bible would have Christians resolve disputes. Therefore, the Church and its members all agree to endeavor to employ these procedures in every situation in which a dispute arises regardless of who or what may be the adverse party. While it is possible that non-members may refuse to abide by some or all of these procedures, the Church and its members will make every effort to encourage the use of these procedures. In no event will a member refuse any non-member's offer to follow guidelines set forth in these bylaws.

ARTICLE III. MEETINGS

Section A. Church Year

The church budget shall run from January 1 through December 31 of each year. The bylaws will be reviewed at the first business meeting of the year. The budget will not be effective until the bylaws are ratified.

Section B. Business Meeting

1. All business meetings will begin and end with prayer, remembering the One who is truly in charge of the meeting. Meetings will be governed by the Bible and these bylaws, and conducted in accordance with Robert's Rules of Order. In the event of any conflict between the three, the Bible will take precedence.

2. Regular business meetings of the church shall be held on Wednesday after the third Sunday of January, April, July and October unless hindered by scheduling or providence. The business meeting held in October shall be the annual business meeting of the church. An agenda for the meeting will be **finalized** by the evening of the third Sunday and made available by Monday evening. To ensure proper time management is secured, there will be a limit of two items not on the agenda allowed for discussion per meeting.

3. The pastor, deacon chair, or vice-deacon chair may call business meetings as they are required.
4. Roll will be taken to ensure that only approved votes are tallied.
5. Voting members will be allowed to address issues and pose questions in accordance with guidelines set forth in paragraph 1 of this section.
6. Minutes will be made available to all members of the Church within 96 hours following the business meeting.
7. A special business meeting must be announced at a Sunday morning church service at least 24 hours before being called into session.
8. If the matter to be considered at a called business meeting is other than routine church business, notice of the matter shall be given publicly through the church bulletin, from the pulpit, or at any service preceding the meeting.

Section C. Other Meetings

1. Officers, Committee chairs, and Ministry Team Leads may call meetings to cover business pertaining to their respective ministries at their discretion.
2. Issues requiring church input (i.e. large expenditures, property modifications, etc.) must be submitted for inclusion in a church-wide business meeting.
3. Other gatherings (normal Sunday/Wednesday services, Sunday School, Life Group, VBS, etc.) will be announced in bulletin and various other means.

ARTICLE IV. OFFICERS, PASTORAL STAFF, DEACONS, NON-PASTORAL STAFF, VOLUNTEER STAFF AND COMMITTEES

“All who serve, as Officers Pastoral Staff, Deacons or members of Committees must be active resident members of the Church. Non-pastoral Staff and Volunteer Staff must be screened, but are not required to be members of the Church. No position, with the exception of Pastor or Deacon, is gender specific. Any leadership position may be filled by willing, active resident members. (Colossians 3:23; Ephesians 6:7)”

Section A. Pastoral Staff

1. The Senior Pastor

Unless stated otherwise the term “Pastor” in these Bylaws shall refer to the “Senior Pastor” of the Church. The Pastor is responsible for leading the Church to function as a New Testament church. The Pastor will lead the congregation, the organizations, and the Church Staff to perform their respective tasks.

He shall preside at meetings of the Church and serve as moderator in all business meetings in accordance with these Bylaws. In the absence of the Pastor, the Chairman of Deacons shall preside; or in absence of both, the Clerk shall call the meeting to order and preside for the election of an acting moderator.

The Pastor is leader of pastoral ministries in the Church. As such, he works with the Deacons and Church Staff to:

- a. Lead the Church in the achievement of its missions.
- b. Proclaim the gospel to believers and unbelievers.
- c. Care for the Church's members and other persons in the community.
- d. Attend various meetings as ex-officio.

A pastor shall be chosen and called by the Church whenever a vacancy occurs. The election shall take place at a special meeting called for that purpose, of which at least two weeks public notice has been given.

The Pastor may relinquish the office as pastor by giving at least four weeks' notice to the Church at the time of resignation; unless a lesser time is agreed upon with Deacons. The Church may then declare the office of pastor to be vacant.

If it becomes necessary to remove a pastor from office, the Church may declare the office of pastor to be vacant. Such action shall take place at a special meeting called for that purpose, of which at least two weeks public notice has been given. The meeting may be called upon the recommendation of two-thirds of the Personnel Committee or upon the recommendation of two-thirds of the Deacons or by written petition signed by not less than one-third of the resident Church members. The vote to declare the office vacant shall be by secret ballot; and affirmative vote of 75% of the members present being necessary to declare the office vacant.

Except in instances of gross misconduct (e.g., criminal acts, acts of moral turpitude, or any act revealing a lack of truthfulness or candor), the Church will compensate the pastor with no less than one-twelfth of his total annual compensation. The termination shall be immediate and remittance of any such compensation shall be paid in full not more than sixty days from the date of termination.

Additional pastoral staff shall be called and employed as the Pastor and Church determine the need. They shall serve at the pleasure of the Senior Pastor. A job description shall be written when the need for a pastoral staff member is determined. The proposed pastoral staff member shall be recommended to the Church by the Pastor and Personnel Committee and called by Church action consistent with the voting procedures outlined in the preceding section regarding the call of a Senior Pastor.

Section B. Officers

All officers, though voted in by majority vote by the congregation to the various positions, are responsible directly to the Senior Pastor or his designee for matters of their office. This allows them the freedom to operate on behalf of the Church. Major actions regarding the church must still go through a vote at a regular or special business meeting.

1. Trustees

The Church shall elect at least three Trustees, who shall be empowered to execute deeds, deeds of trust, mortgages, and to transfer, assign and convey all church property or any part thereof upon officially recorded instructions of the church in business meetings. Any and all authority of the Trustees is subject to the guidance of the Pastor and the approval of the Church.

Provided such action is predicated upon specific vote of the Church authorizing them to do so, the Trustees shall have the power to buy, sell, mortgage, lease, and rent or transfer any Church property. When action of the Trustees is required on legal documents related to church-approved matters; the Chairman of the Trustees shall sign the required legal documents and his signature shall be attested by the Church Treasurer. The Trustees shall see that adequate insurance is carried on the church property at all times. All powers and duties of the Trustees shall be conformable with the laws of the State of Florida. Trustees shall serve for a period of three years or when necessary.

2. Treasurer

a) The Church shall elect a Treasurer from its membership as its financial officer. It shall be the duty of the Treasurer to maintain all financial activity in accordance within acceptable accounting practices. The Treasurer shall render to the Church, at each regular business meeting, a summary report of the receipts and disbursements of the preceding period(s). An itemized report may be inspected **at the Church**, upon request. Upon rendering the final annual financial report, having been accepted and approved by the Church, the Treasurer shall deliver to the Clerk the reports and any appropriate financial information. The Clerk shall maintain and preserve the financial reports and records as permanent records of the Church.

b) The Treasurer position shall be bonded. The Church shall par the cost of the bond.

c) The Treasurer's report and records shall be audited every two years. An accounting company or public accountant with church finance experience shall complete the audit. The Finance Team shall be responsible for the establishment and scheduling of the audit.

d) The Treasurer shall supervise the payment of all accounts consistent with the Budget of the church or special vote of the church, any exception to be made upon authority of the Stewardship Committee in accordance with these bylaws.

e) An Assistant Treasurer shall to assist the Treasurer in all matters pertaining to this office.

3. Assistant Treasurer

a) The Bookkeeper is a paid position and shall possess all duties and authority of Assistant Treasurer for all matter of church financial business, maintaining the records of financial traffic, but not bearing the responsibility of final approval authority over individual ministry expenditures of their budget.

b) The Assistant Treasurer submits to the Treasurer, prior to the regular business meeting, a summary report of the receipts and disbursements of the preceding period(s).

c) The Assistant Treasurer position shall be bonded. The Church shall par the cost of the bond.

d) The Assistant Treasurer shall perform all duties pertinent to the position as directed by the Treasurer or in the absence of the Treasurer.

e) The Assistant Treasurer shall pay all accounts consistent with the Budget of the church or special vote of the church.

f) The Assistant Treasurer shall reconcile expenditures with all ministries under the church jurisdiction.

The Treasurer and Assistant Treasurer comprise the Finance Team an integral part of the Finance Committee; administratively subordinate to the Senior Pastor.

4. Clerk

The Church shall elect a church member as the Church Clerk. The Clerk is not a Corporate Officer. The Clerk shall be responsible for keeping a register of names of members, with dates of admission, dismissal, death, or erasure, together with a record of baptisms. The Clerk is also responsible for receiving, recording and issuing letters of transfer of church membership. The Clerk shall issue letters of dismissal voted by the Church, preserve on file all communication and written official reports, and give notice of all meeting where notice is necessary, as indicated in these Bylaws. The Clerk shall be responsible for preserving documents: successive constitutions and bylaws of the church and subsidiary organizations, articles of incorporation, copies of deeds to and descriptions of the church's physical properties, contracts and blueprints for church buildings, mortgages and a list of charter members. The Clerk shall be responsible for preparing the annual letter of the Church to the Association, if required. All Church records are Church property and shall be kept in the church office or in a bank safety deposit box. The duties of the Church Clerk shall be to keep a correct record of all proceedings of the regular and special business meetings of the Church. It shall be the Clerk's duty to supply two typewritten copies of the minutes of each business meeting; one copy for his or her own file, and one for the permanent church file. He or she shall sign letters of dismissal of members, and cooperate with the church office in keeping a correct roll of membership, and in keeping the records and papers that belong to the church. The clerk is a separate duty than that of the Ministry Assistant, which is a hired position. The Church may delegate some of the clerical responsibilities to a Ministry Assistant who will assist the elected Clerk.

Section C. Deacons

The deacons shall constitute the Pastor's advisory council. Under his leadership, they shall oversee the affairs of the church. With the Pastor, they shall seek the highest spiritual good of the church. They shall assist the observance of Baptism and the Lord's Supper, and in such other duties as in general apply to the office or lay be hereafter specifically provided. The number of deacons shall vary depending upon the size of the congregation and the number of qualified men available to fill the office of deacon. However, the church shall attempt to have one deacon for each 20 members on the active church roll with an objective of a minimum of eight (8) and a maximum of twelve (12) for the first 200 members on the active roll. They shall be elected upon the basis of qualifications as set forth in the New Testament. Vacancies occurring among the active Deacons between regular annual election periods may be filled at any time by the vote of the church upon recommendation of the Nominating Committee. They shall take charge of each new member, with the purpose of guidance and direction and visit wayward members with the purpose of encouraging him or her to be a regular in attendance at all services and programs of the church. Un-expired or unfilled vacancies may be filled by recommendations made by the Pastor and the deacon leadership, and elected by the Church. Men selected for un-expired or unfilled terms shall have previously served the church with distinction as deacons.

1. The Deacons and Pastor shall announce the need for the specific number of additional deacons to replace the retiring deacons and any other deacon vacancies. This may be done in the church publications and/or during

regular church services. Members shall be encouraged to submit written recommendations for deacons to the Church office or by note in the offertory.

2. The Deacons and Pastor shall review the names of men submitted by the Church members and shall also search the Church membership for additional men who appear to have the qualifications to serve.

3. The Deacons and Pastor shall then interview the candidates who appear to be qualified to verify their qualifications and to determine their availability to serve in the capacity as Deacon. This process shall be based upon the qualifications as set forth in 1 Timothy, Chapter 3.

4. After the reviews have been completed, the Deacons shall present for nomination the candidates to fill the vacancies. The Church shall then vote to approve or reject the slate of candidates as recommended.

5. Deacons shall serve the Church in the tasks listed below at the pleasure of the Church. After a 90-day proving period, the men will be questioned by the congregation at a time determined by the Pastor and deacons. Admission to the Deacon Board will be by secret vote of the congregation taken at the next business meeting. The Ordination/Installation Service will follow at a time determined by the Pastor and deacons. However, if a newly selected deacon has been properly ordained in another church of like faith and order, re-ordination shall not be necessary. In accordance with the meaning of the work and the practice in the New Testament, deacons are to be servants of the church. Their task is to serve with the Pastor and Church Staff in performing the pastoral ministries tasks of:

- a. Leading the Church in the achievement of its mission.
- b. Proclaiming the gospel to believers and unbelievers.
- c. Caring for the Church's members and other persons in the community
- d. Support the Church with their time, talent, and tithes.
- e. Support the total Church program with their prayers and attendance.

6. The Deacons will normally meet monthly, and shall operate with the guidance and encouragement of the pastor and deacon chairman. The deacon chairman, vice chairman, and secretary shall be elected by the Deacons to serve a one (1) year term. A deacon must serve as a deacon at least one (1) year before becoming eligible to serve as chairman, and no chairman may serve more than two consecutive years.

7. The deacons shall elect annually, at their first meeting in January, a chairman and clerk to serve for one year.

8. Any member who has served as a deacon may, upon honorable retirement due to age or infirmity, be elected by the church as Deacon Emeritus. This office may be held for life with all the rights and privileges of the office, but will not be expected to fulfill the physical requirements of a deacon or serve as an officer on the board.

9. The deacons shall have responsibility for administration of the benevolence fund.

Section D. Non-Pastoral Staff

Non-Pastoral staff members (typically non-ordained persons) shall be employed the Church determines the need for their services. The Church Personnel Committee and the Pastor shall have the authority to employ and to terminate non-pastoral staff members. Such employment and/or termination shall be with the recommendation of the supervising staff member and, as appropriate, with the consultation of related committees of the Church. All non-pastoral staff members are required to acknowledge receipt of a copy of the Constitution and Bylaws of the Church and to sign a statement on the application for employment agreeing with the statements and doctrines set forth in said documents, and further stating that they will endeavor to abide by and support the Constitution and Bylaws of the Church.

Section E. Volunteer Staff

Volunteer Staff Members are not paid employees, but are persons that have volunteered to assist Corporate Officers, Pastoral Staff, and Non-Pastoral Staff in carrying out their duties. The volunteers shall have been approved by the Pastoral Staff and Personnel Committee prior to beginning their duties. Individual volunteer may be removed from the staff and relieved of their previously assigned duties, upon recommendation of the Pastoral Staff and/or the Personnel Committee.

Section F. Committees

Committees exist for the smooth operation of the church and are as such servants to Christ and work for the congregation. Some functions of the Church may be delegated to one or more Church committees as elected by the Church and subject to the discretion of the pastor, from time to time. Unless otherwise indicated in these bylaws, the number of members for each committee and members to serve on each committee shall be determined by specific need, with the minimum of two (having one alternate) with approval of the Pastor, and elected by the Church at a regular or special meeting, with the exception of the Nominating Committee. All committee leaders shall be resident members of the Church. All committees and teams will record minutes of any official meetings.

The functions of all committees shall be in agreement with the mission and ministries of the Church together with these Bylaws. Committee members will be elected by the Church for an appropriate term, and shall serve on a rotation system. The Pastor (or another member of the Pastoral Staff, as assigned by the Pastor) shall be ex-officio members of each committee, except for Pastor Search and Personnel Committees. Ex-officio members shall not vote on committee business unless necessary to break a tie. From time to time, committees may enlist the assistance of non-committee members as needed. Such persons are to provide advice only. Voting privileges are not extended to any non-members of the committee. A majority of committee members must be present to conduct business and make recommendations to the Church.

1. Nominating Committee shall be composed of four (4) rotating positions, each serving a three (3) year term, at staggered intervals so as to maintain continuity. These positions are appointed by the Pastor and Deacons. The membership of this committee should represent the diversity of the congregation and that the majority of the membership should not come from the ruling bodies. The purpose of the Nominating Committee is to source qualified members to serve as Ministry Leads of the Church. The Pastor or his designee shall serve as an ex-officio member of this committee. This committee shall lead the church in filling all church Ministry Leader positions serviced by volunteers. This committee shall coordinate closely with the Church Council in recruitment and recommendations to ensure the appropriate talents, gifts, and willingness to serve is utilized. Ex-officio members shall not vote on committee

business unless necessary to break a tie. The Nominating Committee may, as the need arises, nominate Ad Hoc teams of the Church and submit to the appropriate Ministry Lead for approval.

2. Pastor Search Committee shall consist of two Deacons, a Trustee, a member of the Discipleship Ministry, a member of the Stewardship Ministry, a representative from the Children's Ministry and three church members at large nominated by the Deacons and elected by simple majority vote of the Church at a regular or special business meeting. The Church shall also elect two alternates to serve on the Committee, following the same procedure as outlined above for members at large, to serve in the event two of the original eleven members become unable to continue to serve on the committee. The two primary duties of the committee shall be to seek out a man as a suitable pastor to fill the vacancy, and secure supply and/or interim pastors, if necessary. The Committee shall bring to the Church for consideration only one candidate at a time. Their recommendations must have the formal approval of not less than 90% of the members of the members of the Pastor Search Committee and shall constitute a nomination of the candidate for Pastor. The procedure for presenting the committee's candidate for consideration by the Church shall be:

a) On the first Sunday, the candidate's name and a brief biographical background shall be shared with the congregation. The date, time, and place the candidate will preach in the Church shall be announced. The selection procedure shall be reviewed with the congregation. The candidate's resume shall be made available to each Church family at least seven days prior to the scheduled appearance of the candidate.

b) On the second Sunday the candidate shall preach in the morning and evening services. The Search Committee shall make arrangements for the candidate to be available for informal questions and answers from the Church members. A meeting shall also be arranged for the candidate to meet with the Deacons and others invited by the Deacons.

c) After the requirements in (b) above are met, there shall be an election by secret ballot, an affirmative vote of 75 percent of those members present being necessary for approval and calling of the candidate to the Church. The Pastor, thus elected, shall serve until the relationship is terminated by his request or the Church's request.

3. Personnel Committee shall consist of five individuals, serving two years. The Vice Chair will be a deacon representative. At least one member will automatically serve three years, so as to not lose all continuity of corporate knowledge. The Personnel Committee's (PC) purpose is to provide direction and decision-making for employee policies, compensation and benefits, legal compliance, and staff evaluation and training. The mission of the PC is to ensure church employees have the training and tools to perform their jobs, are held accountable for achieving goals, and are compensated appropriately for their efforts. The Nominating Committee submits nominees who have interest/experience in Human Resources will be asked to assume a position on the Personnel Committee. The active members of the congregation elect the members at the Annual Meeting. Should a board member be unable to complete his/her term of office, the Nominating Committee recruits a replacement, who is approved by the Pastoral Advisory Board until the next Annual Meeting.

Specific Duties Include:

a) Work in an advisory capacity with the Pastor in understanding the personnel needs of the church and fill staff positions in accordance with church policy.

b) Study staff needs and recommend to the church additional staff personnel as needs develop.

c) Prepare and revise job descriptions for all personnel as needed.

- d) Arrange for background checks of new employees and updated checks as needed.
- e) Work out salary and benefit adjustments during the year, as needed, and recommend salaries and benefits to Stewardship Committee for the coming year in ample time for budget presentation.
- f) Study needs for professional development, associated expense (to be used by staff) and recommend the amount needed for the budget.
- g) Keep personnel policies current by approving changes in policies as necessary; updating Personnel Manual as needed.
- h) Oversee employee performance management process.
- i) Establish vacation and sick leave policies and approval process.
- j) Serve as an advocacy group for the church staff; resolve issues and concerns related to all church employees.

4. Finance Committee an ad hoc committee, consists of, but not limited to, Finance Team, Financial Secretary, Stewardship MTL, one Trustee, one member at large, and Chairman of deacons. The pastor may be included as advisor and ex officio to the Finance Committee. This committee shall convene to determine the disposition of expenditures that are outside the purview of individual budget items. They will deliberate on the feasibility, cost benefit and viability of the item brought forward, to include the cost of all permits, if required. These items will be then submitted to the Clerk for submission to the next possible business meeting. The finance committee will negotiate the fees for activities resulting in recurring or long term use of the facilities and will confer with all affected ministry leads.

5. Sunbeam Christian School Committee. The Christian Preschool. A ministry of the Church. This committee shall consist of Pastor and/or program administrator, Director of Preschool, Bookkeeper of the Preschool, Deacon Representative, SCS teacher, SCS parent representative and two members at large. The Preschool Director (credentialed) should act as Chair, with all other members having equivalent voting strength. The committee will facilitate and assist Sunbeam Christian School's ministry and outreach logistically and through soliciting volunteer Church member support, when available, within the confines of the Bible, these bylaws, and Florida statutes. In the event of a vacancy in the Preschool Director position, this committee is charged with the search and selection of a replacement. The committee will provide a suitable interim Director, which will also serve as a representative to the Church Council.

6. Church Council. This Council, with the leadership of the Pastor will plan and coordinate the activities of the church. It will meet with the Pastor at such times and as often as he considers best to support the effective operation of the Church. The Council shall consist of, at a minimum, the Pastor, Deacon Representative, Worship, Fellowship, Discipleship, Evangelism, Stewardship and Sunbeam Ministry leaders. These leaders are required to coordinate agenda items and calendar events of their respective Ministry Teams with Ministry Assistant prior to Council meeting to de-conflict concurrent agendas within various ministries of the Church for the effective management of the team.

Section G. Ministry Teams

The operation of the church relies on the participation, dedication and loyalty of its members. Ministry Team Leaders are selected, based on their gifts and willingness to serve, by submission to the church via the Nominating Committee. All team members are vetted, chosen and recruited or accepted by the ministry team leads. Ministry teams exist for the purpose of support the Church in Worship, Fellowship, Discipleship, Evangelism, and Stewardship. They will be self-regulating, with written guidelines of their own, but under the accountability of the Senior Pastor and Pastoral staff. All Ministry Teams should have an alternate in the event of the leader's absence. Each Ministry Team Lead will develop and maintain guidelines detailing the roles of each Ministry respectively, to support the mission of the Church. These guidelines will be kept on file, as well as all pertinent meeting minutes.

1. Stewardship Ministry

Stewardship Ministry is to oversee and manage that which God has entrusted to our care, tithe, offerings, buildings, equipment, and grounds. "The earth is the Lord's and all that is in it, the world, and all who live in it." Psalms 24:1

"Now it is required that those who have been given a trust prove faithful." 1 Corinthians 4:2
That which has been entrusted to us is to be used for his purpose and glory in support of worship, missions, study programs and other activities as lead by the Lord.

The Stewardship Ministry may include, but may not be limited to;

- Counting** – weekly counting of tithes and offerings; deposit into appropriate accounts.
- Building Ministry** – maintain all Church property, including parsonage, keeping them in state of safety and readiness to host church activities.
- Grounds Team** – maintain the church grounds to glorify Gods house of worship. (May be combined with Building Ministry)
- Safety Team** – develop plans to prevent and respond to emergencies on church property; keeping members and visitors safe while in the house of the Lord. Maintain access control (keys/alarm) of the church; under direction of Pastor and Ministry Leads, provide appropriate keys and access codes to church members as required.
- IT Team** – maintain all equipment and implement technology to best support church activities.

2. Evangelism Ministry

The Evangelism Ministry exists to lead the congregation into sharing the gospel with our community through included but not limited to the following: information, encouragement, participation and training. They will work with the pastor and other ministry team leaders to align evangelism plans and create evangelistic efforts with the overall goals of the congregation and to fulfill the great commission of Jesus Christ. They will facilitate the use of and recommend appropriate resources for implementation. They are encouraged to build networks with people and organizations that are concerned with winning the lost to Christ. The mandate for evangelism is found in Proverbs 11: 30 and numerous verses in the New Testament including Matthew 28: 19-20.

The Evangelism Ministry may include, but may not be limited to;

- Missions** – Sharing the love of Christ through works and support of works.
- VBS** – Concentrated week-long Bible study offered to the community
- WMU** – helping the Church carry out the great commission through missions
- Mission Trip** – growing together as a church body through assisting other churches and ministries in need.
- Military Liaison** – reaching out to the military community

3. Discipleship Ministry

The Discipleship Ministry is committed to educating and equipping God's people at Fifth Street Baptist Church to reach the lost, those who have not yet accepted Jesus Christ as their Lord and Savior. Discipleship is the process of helping people become more like Christ in their thoughts, feelings, and actions. This process begins when a person is born again and continues throughout the rest of his/her life. "Do not let this Book of the Law depart from our mouth; meditate on it day and night, so that you may be careful to do everything written in it. Then you will be prosperous and successful." Joshua 1:8 "...to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ." Ephesians 4:12b-13

The Discipleship Ministry may include, but may not be limited to;

Sunday School Ministry – Bible/lesson study for children, men and women of all ages.

Men's Ministry – Bible/book studies and fellowship events that equip men to serve and lead in the body of Christ.

Women's Ministry – Bible/book studies and fellowship events that equip women to serve and lead in the body of Christ.

Youth Ministry – Fellowship and Bible study and application to life as a youth to propel them to Christian adulthood.

Small Group Ministry – small groups living, learning, sharing and growing in the love of Christ together.

Children's Worship Ministries – (Nursery, Children's Church) –providing age appropriate formats of the Word of God to children in grades five and lower concurrently with the morning worship service.

4. Fellowship Ministry

The Fellowship Ministry is structured to garner unity among the members and guests. Proverbs 21:17 states, "Iron sharpens iron, and one man sharpens another". The Fellowship Ministry Team is dedicated to ensuring members support one another through fellowship by fostering and providing a pleasant, welcome environment, a place to feel safe and be open. The Ministry will help garner the unity aspired in 1Peter 3:8 and share the brotherly love through meeting together and building one another up as mandated in 1Thessalonians 5:11.

The Fellowship Ministry may include, but may not be limited to;

Decoration Ministry – ensures decorations, displays and flowers throughout the interior of the Church building and Fellowship hall to help enhance regular Sunday services and special occasional themes (i.e. Easter, Thanksgiving, Christmas, etc.)

Kitchen Ministry Team – supports the fellowship of the members during coordinated social activities of the church as needed.

5. Worship Ministry

The corporate worship at Fifth Street Baptist Church should be an opportunity for members and visitors to exalt Jesus Christ, our Lord and Savior (Psalm 26:8). In order to provide an environment where this can take place, much planning and preparation must be undertaken. With the exception of the Pastoral Message, the Worship Ministry Leader will facilitate a meaningful time of worship for the church by selecting individuals or teams to provide for each of the Worship Elements and coordinate closely with the Pastor. Also working with the Pastor, The Worship Team Leader will determine if and when changes need to be made regarding the frequency of services, start times, and format of the worship services (Matthew 4:10)

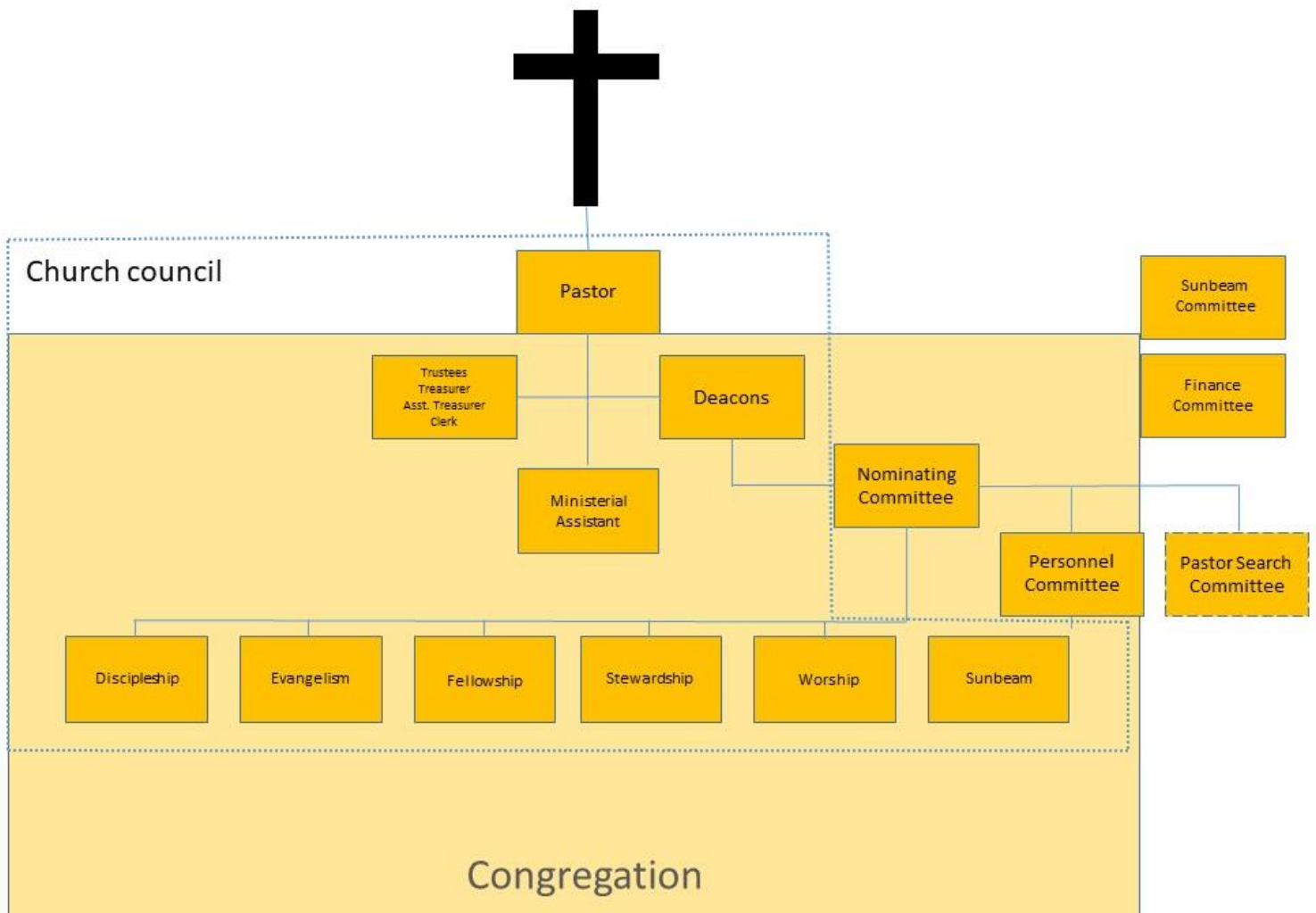
The Worship Team Leader will be responsible for the following

Music Ministry – providing appropriate music to usher in the Spirit of God at all worship services and other functions and events as necessary.

Multimedia / Audio Visual- Personnel operate the sound system(s), projection system(s), and lighting for services and maintain or acquire replacements, as necessary.

Order of Service and Bulletin – In close consultation with the Pastor, determine the Order of Service and submit for the weekly bulletin and other programs for worship services.

Ushers and Greeters –provide assistance with arriving Guests and facilitate the collection of Tithes and Offerings



Addendum Regarding Marriage and Sexuality

The statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of Fifth Street Baptist Church's faith, doctrine, practice, policy, and discipline, our pastor, along with the ministerial board of deacons, is Fifth Street Baptist Church's final interpretive authority on the Bible's meaning and application. Because God has ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself, Fifth Street Baptist Church will only recognize marriages between a biological man and a biological woman. Further, the pastors/ministers and staff of Fifth Street Baptist Church shall only participate in weddings and solemnize marriages between one man and one woman. Finally, the facilities and property of the Church shall only host weddings between one man and one woman.

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/or use of pornography or any attempt to change one's sex, or disagreement with one's biological sex) 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 Fifth Street Baptist Church as the local Body of Christ, and to provide a biblical role model to the Fifth Street Baptist Church members and the community, it is imperative that all persons employed by Fifth Street Baptist Church in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality and conduct themselves accordingly. (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 this church.

Addendum Regarding Resolution Against Abuse

WHEREAS, God has created every person—male and female—in His own image and with equal value and dignity (Genesis 1:26–27); and

WHEREAS, God abhors violence against the weak and defenseless and calls His people to defend the hurt and oppressed (Psalm 82:4), to stand for justice (Psalm 82:3; Proverbs 31:8–9), and to deliver victims of abuse from the hands of their oppressors (Proverbs 6:17; 24:10–12); and

WHEREAS, The Baptist Faith and Message says that “We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick” (Article XV); and

WHEREAS, Abuse can be defined as any act or conscious failure to act resulting in imminent risk, serious injury, death, physical or emotional or sexual harm, or exploitation of another person; and

WHEREAS, Current cultural trends have opened the door for victims to voice courageously their plight and seek justice; and

WHEREAS, We deplore, apologize, and ask for forgiveness for failures to protect the abused, failures that have occurred in evangelical churches and ministries, including such failures within our own denomination; and

WHEREAS, God has designed marriage “to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship” (The Baptist Faith and Message, Article XVIII); and

WHEREAS, Biblical headship blesses, honors, and protects wives and children and does not require them to submit to sin or to abuse (Ephesians 5:25–29; Colossians 3:18; 1 Peter 3:7; 5:3); and

WHEREAS, The biblical teaching on relationships between men and women neither supports nor fosters, but rather prevents and condemns, abuse (Mark 12:31; Romans 13:10; Ephesians 4:32); and

WHEREAS, God ordains civil government as His servant to us for good (Romans 13:4) and intends for us “to render loyal obedience thereto in all things not contrary to the revealed will of God” (The Baptist Faith and Message, Article XVII); and

WHEREAS, Abuse is not only a sin but is also a destructive evil that distorts and disrupts the marriage covenant and the entire family and is a hallmark of the devil which must not be tolerated in the Christian community; now, therefore, be it

RESOLVED, That the messengers to the Southern Baptist Convention meeting in Dallas, Texas, June 12–13, 2018, condemn all forms of abuse and repudiate with a unified voice all abusive behavior as unquestionably sinful and under the just condemnation of our Holy God; and be it further

RESOLVED, That we acknowledge that spousal abuse dishonors the marriage covenant and fundamentally blasphemes the relationship between Christ and the church; and be it further

RESOLVED, That we strongly urge abuse victims to contact civil authorities, separate from their abusers, and seek protection, care, and support from fellow Christians and civil authorities; and be it further

RESOLVED, That we extend compassion and support to all persons encountering the injustice of abuse, being careful to remind the abused that such injustice is undeserved and not a result of personal guilt or fault; and be it further

RESOLVED, That we call on all persons perpetrating and enabling abuse to repent and to confess their sin to Jesus Christ and to church authorities and to confess their crimes to civil authorities; and be it further

RESOLVED, That we implore all persons to act decisively on matters of abuse, to intervene on behalf of the abused, to ensure their safety, to report allegations of abuse to civil authorities according to the laws of their state, and to pursue church discipline against impenitent abusers; and be it further

RESOLVED, That we encourage leaders in our churches and Southern Baptist Convention entities to be faithful examples, through their words and actions, and to speak against the sin of all forms of abuse; and be it further

RESOLVED, That we call on pastors and ministry leaders to foster safe environments in which abused persons may both recognize the reprehensible nature of their abuse and reveal such abuse to pastors and ministry leaders in safety and expectation of being believed and protected; and be it further

RESOLVED, That church and ministry leaders have an obligation to implement policies and practices that protect against and confront any form of abuse; and be it finally

RESOLVED, That we uphold the dignity of all human beings as image-bearers of God and the responsibility of all Christians to seek the welfare of the abused.