

First Baptist Church
of Kingsburg

**CHURCH
CONSTITUTION**

Amended January 27, 2019



Constitution of First Baptist Church Kingsburg, California

Preamble

The members of the First Baptist Church of Kingsburg, California do hereby constitute and organize themselves under the Lordship and Headship of Jesus Christ in accordance with the principles of the New Testament. The following Constitution is adopted for the governance of this Church.

Article I – Name

This organization shall be known as First Baptist Church of Kingsburg, which is incorporated under the laws of the State of California. This organization took place May 19, 1901. This organization was duly incorporated in the year 1904 under the name of First Swedish Baptist Church of Kingsburg, and was reincorporated under the name First Baptist Church of Kingsburg on May 11, 1944.

Article II – Statement of Faith

(As adopted by the Baptist General Conference at Oakland, California in 1951)

- A. **The WORD OF GOD.** We believe that the Bible is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it has supreme authority in all matters of faith and conduct.
- B. **THE TRINITY.** We believe that there is one living and true God, eternally existing in three persons; that these are equal in every divine perfection and that they execute distinct but harmonious offices in the work of creation, providence and redemption.
- C. **GOD THE FATHER.** We believe in God, the Father, an infinite, personal spirit, perfect in holiness, wisdom, power and love. We believe that He concerns Himself mercifully in the affairs of men, that He hears and answers prayer, and that He saves from sin and spiritual death all who come to Him through Jesus Christ.
- D. **JESUS CHRIST.** We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles, and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal visible return to earth.

- E. **THE HOLY SPIRIT.** We believe in the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify, and empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ, and He is an abiding helper, teacher and guide.
- F. **REGENERATION.** We believe that all people are sinners by nature and by choice and are, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit.
- G. **THE CHURCH.** We believe in the universal church, a living spiritual body of which Christ is the head and all regenerated persons are members. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work and fellowship. We believe that God has laid upon the members of the local church the primary task of giving the Gospel of Jesus Christ to a lost world.
- H. **CHRISTIAN CONDUCT.** We believe that a Christian should live for the glory of God and the well-being of his fellowmen; he should be a faithful steward of his possessions; and that he should seek to realize for himself and others the full stature of maturity in Christ.
- I. **THE ORDINANCES.** We believe that the Lord Jesus Christ has committed two ordinances to the local church: Baptism and the Lord's Supper. We believe that Christian Baptism is the immersion of a believer in water into the name of the triune God. We believe that the Lord's Supper was instituted by Christ for commemoration of His death. We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ.
- J. **CHRISTIAN MARRIAGE.** We believe that Christian marriage is a sacred institution ordained by God for the well-being of mankind and the propagation of the human race. It is the spiritual and physical union of one man and one woman, as identified by birth or DNA, according to Scripture. (Adopted by Converge in 1977.) For an expanded definition of Christian Marriage, see Constitution, Article VIII, Section 7A.
- K. **RELIGIOUS LIBERTY.** We believe that every person has direct relations with God and is responsible to God alone in all matters of faith; that each church is independent and must be free from interference by any ecclesiastical or political authority; that, therefore, Church and State must be kept separate as having different functions, each fulfilling its duties free from dictation or patronage of the other.
- L. **CHURCH COOPERATION.** We believe that local churches can best promote the cause of Jesus Christ by cooperation with one another in a denominational organization. Such an organization, whether a regional or district conference, exists and functions by the will of the churches. Cooperation in a conference is voluntary and may be terminated at any time. Churches may, likewise, cooperate with inter-denominational fellowship on a voluntary independent basis.

- M. **THE LAST THINGS.** We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His kingdom. We believe in the resurrection of the body, the final judgment, the eternal felicity of the righteous, and the endless suffering of the wicked.

Article III – Core Values

Core values define the identity of First Baptist Church of Kingsburg, California. They inspire our ministries, drive our mission and motivate our vision. They are the heart and soul of who we are and are striving to become as a body of Christ-followers!

We value Gospel-focused outreach... proclaiming Christ to Kingsburg and the world.

“For I am not ashamed of the gospel, for it is the power of God for salvation to everyone who believes, to the Jew first and also to the Greek.”
Romans 1:16 ESV

We value Worship Participation...refusing to be spectators and consumers.

“But the hour is coming, and is now here, when the true worshipers will worship the Father in spirit and truth, for the Father is seeking such people to worship him. God is spirit, and those who worship him must worship in spirit and truth.”
John 4:23-24 ESV

We value Multi-generational Ministry...intentionally aimed at families and individuals.

“Assemble the people, men, women, and little ones, and the sojourner within your towns, that they may hear and learn to fear the Lord your God and be careful to do all the words of this law”
Deuteronomy 31:12 ESV

We value Authentic Community... building strong marriages and creating teams of Christ-focused disciples.

“You shall love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind, and your neighbor as yourself.”
Luke 10:27 ESV

We value Tenacious Unity in the Spirit...to fulfill the prayer of our Lord.

“That they may all be one, just as you, Father, are in me, and I in you, that they also may be in us, so that the world may believe that you have sent me.”
John 17:21 ESV

Article IV– Mission

Love God, love people and invite them to follow Jesus.

“Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind’ and ‘Love your neighbor as yourself.’” Luke 10:27 ESV

Article V – Vision

Pursuing Christ and proclaiming His truth to all generations.

“Jesus said to him, ‘I am the way, and the truth, and the life. No one comes to the Father except through me.’” John 14:6 ESV

Article VI – Character & Government

SECTION 1. ECCLESIASTICAL AUTHORITY

- A. The government of this Church is vested in the members who compose it. It is subject to the control of no other ecclesiastical body, but will maintain fellowship with Converge PacWest.
- B. The congregation agrees and submits to the final authority of God and His Word. The Board of Elders shall be responsible to the membership of Kingsburg First Baptist Church. However, in accordance with Article VIII, Section 2, 1 Membership, only members eighteen years of age and over shall have voting rights. All groups, teams, and individuals shall be responsible to the Board of Elders.

SECTION 2. TRUSTEES

The Trustees of the corporation shall be Elders. The Elders shall be deemed to have the same legal meaning as Trustees notwithstanding Article X Section 1.D. 2. g .Material Responsibilities

Article VII – Church Covenant

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

We promise, with the aid of the Holy Spirit, to forsake a lifestyle of sin and to walk together with other believers in Christian love. We will strive together for both the peace and purity of this Church; to sustain its worship, hold to its ordinances, discipline, and doctrines. We agree to contribute, as faithful stewards, our time, talents, and money, to the measure that God prospers each of us, so that the ministry of this Church and the worldwide ministry of the Gospel may be effectively and faithfully carried out.

We strive to maintain family and private devotions, to teach the Bible to our children, to seek the salvation of our relatives and acquaintances; to be just in our dealings and faithful in our activities; to be exemplary in our behavior; to avoid unkind words and unrighteous anger; to combine zeal and knowledge in our efforts to advance the cause of our Savior and to make Christ first in all things, both spiritual and temporal. We further agree to give and receive correction with meekness and love; to remember one another in prayer, and to aid one another in case of illness or distress; to cultivate sympathy and courtesy in speech; to be slow to take offense, ready for reconciliation, where there is repentance to extend forgiveness, to tenaciously protect the unity of the church, and be mindful of the Scriptures to encourage one another in the blessed hope of our Lord's return.

This Covenant shall be affirmed individually by new member candidates and re-affirmed annually by the congregation on the Sunday of the Annual Meeting. Each member shall be expected to express their Christian life through keeping this covenant.

Article VIII - Membership

SECTION 1. ADMISSION

- A. A candidate for membership shall attend new membership orientation.
- B. A candidate for membership shall be interviewed by a ministry team designated by the Board of Elders, at which time the candidate must:
 - 1. Proclaim personal faith in Jesus Christ as Lord and Savior.
 - 2. Subscribe to the Statement of Faith and the Church Covenant.
 - 3. Provide evidence of believer's baptism by immersion. This maybe accomplished by:
 - a. A letter or certificate from another church.
 - b. Written statement by the candidate.
 - c. Baptism by immersion.
 - 4. The names of newly approved members shall be published to the congregation following approval by the Board of Elders.

SECTION 2. MEMBERSHIP

- A. Members
 - 1. Members are those who have received Jesus Christ as personal Savior and Lord, who sincerely seek to live the Christian life in daily experience, who regularly attend and support the services and ministries of this Church, and who have completed the process for membership. Voting members must be at least eighteen years of age.
 - 2. The elderly, infirm, or shut-in members though they may be unable to actively participate in Church life and activities, will maintain membership status.

SECTION 3. PRIVILEGES OF MEMBERSHIP

All members of this Church, eighteen years of age or older, shall constitute the

voting body of this Church and shall be entitled to any and all benefits of membership accorded under this Constitution. Members of this Church shall have no property rights nor be entitled to interest in its assets.

SECTION 4. GRIEVANCES

In all cases of grievances and interpersonal conflicts between members, the parties shall be dealt with in accordance with the principles laid out in Matthew 18:15-20, Matthew 5:23-26, and I Timothy 5:19-21. No complaint shall be made public until this course has been pursued.

SECTION 5. DISCIPLINE OF MEMBERS

- A. Discipline of members shall be conducted in accordance with the Scriptures. (Matthew 18:15-20, I Corinthians 5:1-13, Galatians 6:1-2, II Thessalonians 3:6-15, Titus 3:10-11) The glory of God and the restoration of the erring member is the goal of the process and are to be conducted in Christ-like love.
- B. In all matters of discipline, the Board of Elders shall be the final arbiter in determining whether or not the counsel of the Scriptures has been properly heeded.
- C. Discipline of members shall follow the guidelines of the Board of Elder's Policy on Church Discipline.

SECTION 6. TERMINATION OF MEMBERSHIP

Termination of membership may be voluntary or involuntary.

- A. Voluntary Termination: Membership may be terminated voluntarily by request or by membership in another church. Membership may be reinstated subject to confirmation by the Board of Elders.
- B. Involuntary Termination:
 - 1. Membership may be terminated due to consistent nonattendance over a period of 6 months.
 - 2. Membership may be terminated for disciplinary reasons under the guidelines specified under Article VIII, Section 5, Discipline of Members.

Section 7.

STATEMENT OF BELIEFS AND CHURCH POLICIES

A. Marriage, Gender and Human Sexuality

1. We believe God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God (Genesis 1:26-27). Forsaking one's biological sex at birth is incompatible with God's intention for mankind
2. We believe, based on the teachings of the Scriptures in both the Old and New Testaments, that marriage is an institution ordained by God from the foundation of the world, and intended as a lifelong union of one man and one woman.
3. Kingsburg First Baptist Church follows what the Bible reveals as the "sure foundation" of the teaching of Jesus Christ and his apostles (Matthew 7:24-29 and 1Corinthians 14:37). The church is called to teach and practice these teachings and is not at liberty to depart from them for a different authority if it is to authentically bear the name "Christian."
4. Though we strive to live peaceably with all people and to obey legitimate government authority; in instances involving matters as foundational as marriage, gender and human sexuality, we must ultimately obey God rather than man if the two come into conflict (Acts 4:18-22). Sexual activities outside of marriage, including but not limited to fornication, adultery, incest, homosexuality, pedophilia, polygamy and bestiality are inconsistent with the teaching of the Bible and the church. Lewd conduct, transgender behavior and the creation or distribution or viewing of pornography are incompatible with God's intention for mankind.
5. We believe that Kingsburg First Baptist Church should reach out in love and truth to minister to people touched by homosexuality, transgenderism and those who contend biblically against their own sexual temptation should be patiently assisted in their battle, not ostracized or disdained. However, the more prominent a leadership role or modeling role a person holds in Kingsburg First Baptist Church, the higher will be the expectations for God's ideal of sexual obedience and wholeness. We affirm that both heterosexual, homosexual and transgender persons should find help in the church to engage in the Biblical battle against all improper sexual thoughts and behaviors.
6. We believe that in order to preserve the function and integrity of Kingsburg First Baptist Church as the local Body of Christ, and to provide a biblical role model to Kingsburg First Baptist Church members and the community, it is imperative that all persons employed by Kingsburg First Baptist Church in any capacity, or are members or regular attendees of Kingsburg First Baptist Church who serve as volunteers, agree to and abide by the Statement on Marriage, Gender and Human Sexuality.

7. We empower our pastors only to perform marriages that are in compliance with the Statement on Marriage, Gender and Human Sexuality.

B. Sanctity of Human Life

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect and value all human life (Psalm 139)

C. Child Protection

1. We believe that children are a “*heritage from the Lord*” (Psalm 127:3) and therefore seek to serve them in a protected and safe environment, free from any emotional, physical or sexual harassment and/or abuse. To that end we have established a Child Protection Policy which all volunteers working with children, birth through age seventeen (17) must be personally trained in and approved by the supervisor directly in charge of each life stage, i.e., Early Childhood Coordinator, Children’s Ministry Director and Student Ministries Pastor.
2. All pastors, ministry directors, children’s coordinators, student interns, volunteer teachers and caretakers of children and child counselors must be finger-printed, background checked, sign the mandated reporter form and be thoroughly trained in mandated reporting with a certificate of completion on file. Any hint of sexual or physical abuse will be reported directly to the California Department of Child and Family Services.

Article IX – Organization

The ministries of this Church shall be carried out by the members, led and equipped for ministry by the Holy Spirit, through the Pastoral Staff, Elders, and Ministry Leaders according to the pattern set forth in the New Testament. The Board of Elders shall be composed of elected lay people and the Lead Pastor. All Elders shall have voting privileges. The Board of Elders, while in session, shall have responsibility for the overall administration of this Church and staff in accordance with the authority vested in them by the members and the State of California through this Constitution.

Article X - Church Leaders

SECTION 1. BOARD OF ELDERS

- A. QUALIFICATIONS: A candidate for the Board of Elders shall:
 1. Be a male in agreement and cooperative with the Statement of Faith as written in Article II of this Constitution.
 2. Have a vision for expanding and enriching the ministry and outreach of this Church.

3. Have moral and ethical integrity. (1 Timothy 3:1-7)
4. Be a member in good standing and a voting member for at least two years immediately prior to election.
5. Have given evidence of spiritual maturity and growth in the qualifications found in I Timothy 3 and Titus 1.
6. Paid staff other than the Lead Pastor may not serve as an Elder.

B. SELECTION

1. The Lead Pastor and Board of Elders will receive suggestions and inquiries regarding potential Elders. These suggestions may come from the membership, from the Elders, or from individuals themselves. This will begin a process of examination and personal-spiritual assessment, carried out by the Board of Elders. A period of training shall be required for any candidate considering Eldership. The Board of Elders must make a recommendation to the membership before a prospective Elder can be approved.
2. Approval of an Elder by the membership requires an 80% majority of votes cast. Voting shall be by ballot.
3. With the intent of recognizing only those whom God has called to the ministry of Eldership, there shall be a minimum of five and a maximum of nine elected Elders.

C. TERM OF OFFICE

1. Lay members of the Board of Elders shall be elected by the membership and shall serve a term of three years, after which the individual shall be ineligible for re-election for a period of one year. At any time an Elder may request a leave of absence.
2. An Elder may resign by submitting a letter to the Board of Elders.
3. The Elder's term shall be completed upon withdrawal of membership from First Baptist Church.

D. DUTIES

The Board of Elders shall serve as the spiritual overseers of this Church. They shall also serve as the Board of Trustees of the corporation. They shall oversee and evaluate the overall ministry and administration of this Church and fulfill Scriptural and practical duties as outlined in God's Word. Any member of the church may address the Board of Elders at a scheduled meeting of the Board.

1. Spiritual responsibilities
 - a. Shall shepherd this Church with a tender heart and seek to protect this Church from false doctrinal influences. (Acts 20:28; Galatians 6:1; I Peter 5:2)
 - b. Shall through prayer and spiritual teamwork, guard the doctrinal teachings of this Church, equipping the saints for the work of ministry. (Acts 20:27-28; Ephesians 4:11-15; I Timothy 5:17; Titus 1:9, 2:15)

- c. Shall serve as examples for this Church to follow, modeling how to live the Christian life, never lording it over the flock. (I Timothy 5:17-22; I Peter 5:3)
- d. Shall live a lifestyle of discipling and teaching others. (I Timothy 3:2 and Titus 1:9)
- e. Shall have the authority to administer discipline, according to the guidelines found in Article VIII, Section 5, Discipline of Members
- f. Shall be sensitive to the needs of the membership and seek ways to meet those needs. (I Peter 5:2-3)
- g. Evaluate the ministry of this church and appoint and delete such ministry teams as necessary. (Acts 6:1-5)
- h. Shall oversee the ordinances of communion and baptism, with the assistance of the Deacons and Deaconesses.
- i. Shall go to the aid of the sick and pray for them when called upon for that specific ministry. (James 5:14-16)

2. Material Responsibilities

- a. Shall organize themselves annually, electing a Chairman, Vice-Chairman, and Secretary. The Chairman of the Board of Elders shall also serve as Church Chairman. The Lead Pastor shall be ineligible to serve as Church Chairman, Vice-Chairman or Secretary. The Chairman, along with the Lead Pastor, shall prepare agendas and set meeting schedules.
- b. Shall approve and present to the membership all candidates for membership that are presented and recommended by the designated ministry team.
- c. Shall present to the Congregation an annual budget that has been created and recommended by the designated ministry team.
- d. Shall be responsible for the creation of written policies for the proper operation of this Church with the assistance of any ministry team or teams that can provide counsel on a particular policy.
- e. Schedule and oversee business meetings of this Church.
- f. With the assistance of designated ministry team(s), shall oversee the formation of a Pastoral Search Committee.
- g. Shall, in compliance with the laws of the State of California, designate the Chairman, Vice-Chairman, and Secretary as legal Trustees to perform such corporate duties as required. With prior instructions from this Church, and assisted by the designated ministry team(s), these Trustees are authorized and shall oversee acts to buy, sell, mortgage or transfer Church property, or borrow money for property purchase or improvements. The signatures of two of these Trustees shall be sufficient to transact business.
- h. Shall have the authority to expend a maximum of 3% the annual budget during the fiscal year for unanticipated opportunity or need without having to secure prior membership approval, based upon the availability of tithes and offerings.

- i. Shall have authority over the Lead Pastor and evaluate the performance of the Lead Pastor.
- j. Shall have the authority, in consultation with the Lead Pastor, to employ/dismiss staff members.

E. MAJORITY

For the Board of Elders, all action requiring a vote shall require a minimum of 75% of the Elders to carry a motion.

F. ACTION TO DISMISS

- 1. Should it appear necessary to consider the dismissal of an Elder, the Lead Pastor shall personally inform the Elder of the situation. (In the absence of the Lead Pastor, the Church Chairman shall assume the responsibility) Within ten days of such a meeting, the Board of Elders shall meet with the Elder in executive session offering an opportunity to reply to the charges.
- 2. If the Board of Elders determines that charges are of such serious matter as to call for dismissal, the Elder shall then be given an opportunity to resign. If such resignation is not forthcoming in two weeks, the Board of Elders shall meet with the Elder to determine his tenure with the church and announce their decision to the congregation the following Sunday.
- 3. At no time shall issues relating to the dismissal be stated or discussed from the pulpit at a public service or business meeting of the church.

SECTION 2. LEAD PASTOR

A. QUALIFICATIONS: A candidate for the position of Lead Pastor shall:

- 1. Be a licensed or ordained minister, in agreement and cooperative with Converge PacWest and the Statement of Faith in Article II.
- 2. Have a vision for expanding and enriching the ministry and outreach of this Church.
- 3. Shall be a male with moral and ethical integrity. (I Timothy 3:1-7)

B. SELECTION

Upon the recommendation from a designated Search Team to the Board of Elders, the Board of Elders must make a recommendation to the membership. An announcement for a special business meeting for the purpose of calling a Lead Pastor shall be given at the regular services two consecutive Sundays prior to the meeting at which the vote is to be taken. A quorum of 20% of the voting membership shall be required for a meeting to take place. Calling a Lead Pastor requires an 80% majority of the votes cast. The vote shall be by ballot. Only one candidate shall be presented to the membership at a time.

C. TERM OF OFFICE

- 1. The Lead Pastor shall serve an indefinite term.
- 2. The term of the Lead Pastor may be ended upon 30 days notification, submitted in writing on the part of the Lead Pastor. The Lead

Pastor shall first submit his resignation to the Board of Elders who shall accept the resignation and present it to the membership. No vote of the membership shall be taken concerning such resignation.

D. DUTIES

The Lead Pastor, in every respect, shall be the primary leader, teacher, shepherd and guide of this Church. He shall preach the Word of God, perform Scriptural and practical duties of his office, promote the spiritual maturity, growth, and evangelistic outreach of this Church, and shall administer the ordinances of the New Testament (Ephesians 4:11-15). Although the Lead Pastor shall prayerfully be in consultation with the Board of Elders, he shall have the liberty of determining what will be preached from the pulpit, and have freedom of expression on Scriptural matters. The Lead Pastor in consultation with and approval by the Board of Elders shall employ/dismiss, supervise and regularly evaluate all Associate Pastors and Ministry Directors.

D. ACTION TO DISMISS

1. Should it appear necessary to consider the dismissal of the Lead Pastor, the Chairman of the Board of Elders shall personally inform the Pastor of the situation. Within ten days of such a meeting, the Board of Elders shall meet with the Pastor in executive session offering an opportunity to reply to the charges.-
2. If the Board of Elders determines that charges are of such serious matter as to call for dismissal, the Lead Pastor shall then be given an opportunity to resign. If such resignation is not forthcoming in two weeks, the Board of Elders shall meet with the Pastor to determine his tenure with the church and announce their decision to the congregation the following Sunday.
3. The Board of Elders shall determine the effective dismissal date and final compensation, if any.
4. At no time shall issues relating to the dismissal of the Lead Pastor be stated or discussed from the pulpit at a public service or business meeting of the church.

SECTION 3. ASSOCIATE PASTOR(S)

A. QUALIFICATIONS: A candidate for position of Associate Pastor shall:

1. Be in agreement and cooperative with Converge PacWest and the Statement of Faith in Article II.
2. Have a vision for expanding and enriching the ministry and outreach of this Church.
3. Have moral and ethical integrity. (I Timothy 3:1-7)

B. SELECTION:

1. Upon the recommendation from a designated Search Team, the Board of Elders will interview recommended candidate to assess his calling,

character, competence and team chemistry (fit with staff).

2. The Lead Pastor, in consultation with and approval by the Board of Elders, shall employ/dismiss, supervise and regularly evaluate all Associate Pastors.

C. TERM OF OFFICE

1. Associate Pastors shall serve an indefinite term.
2. The term of Associate Pastor may be ended upon the submission of a written resignation to the Board of Elders.
3. The Board of Elders may dismiss an Associate Pastor in consultation with the Lead Pastor.

D. DUTIES

Associate Pastor(s) shall assist the Lead Pastor and will be accountable to the Lead Pastor for the discharge of all pastoral duties. The Lead Pastor, in consultation with the Board of Elders, shall assign duty titles to be consistent with the job description.

SECTION 4. MINISTRY DIRECTOR(S)

A. QUALIFICATIONS: A candidate for the position of Ministry Director shall:

1. Be in agreement and cooperative with Converge PacWest and the Statement of Faith in Article II.
2. Have a vision for expanding and enriching the ministry and outreach of this Church.
3. Have moral and ethical integrity (1 Timothy 3:1-7)

B. SELECTION: The Lead Pastor or his designee, in consultation with and approval by the Board of Elders, shall employ/dismiss and regularly evaluate all Ministry Directors.

C. TERM OF OFFICE:

1. All Ministry Directors shall serve an indefinite term.
2. The term of a Ministry Director may be ended upon the submission of a written resignation to the Board of Elders.
3. The Board of Elders may dismiss a Ministry Director in consultation with the Lead Pastor.

SECTION 5. DEACONS & DEACONESSES

A. QUALIFICATIONS: Candidates for Deacons & Deaconesses shall:

1. Be in agreement and cooperative with Converge PacWest and the Statement of Faith in Article II.
2. Have moral and ethical integrity. (I Timothy 3:1-7)
3. Be members who have demonstrated Biblical maturity, as found in 1 Timothy 3:8-13 and Titus 1, and who are growing in those qualifications.

B. SELECTION AND TERM OF OFFICE

1. Deacons and Deaconesses shall be appointed by the Board of Elders for a three year term, and may be appointed to additional terms after taking a one year hiatus.
2. The Board of Elders may dismiss a Deacon or Deaconess.

C. DUTIES

The Deacons and Deaconesses shall serve as a team in keeping with Acts 6:1-7, and be mentored under the direction of the Board of Elders.

Deacons/Deaconesses shall:

1. Organize themselves annually.
2. Direct and administer the practical help and caring ministries of this Church.
3. Assist the Board of Elders in conducting the ordinances of baptism and communion.
4. Direct and administer the visitation of the congregation.
5. Assist in the care of the sick, needy, and distressed.
6. Administer the Family Assistance Fund for regular needs, consulting with Pastoral staff and/or Board of Elders whenever larger amounts are to be expended.
7. Provide for ushers and greeters.
8. Lead the prayer ministry of the church

SECTION 5. VOLUNTEER MINISTRY LEADERS

The Board of Elders, at the recommendation of designated pastoral staff, affirm all volunteer ministry leaders as they determine to be necessary or beneficial to achieve the goals and purposes of this Church.

A. QUALIFICATIONS: A candidate for position of Ministry Leader shall:

1. Be in agreement and cooperative with Converge PacWest and the Statement of Faith in Article II.
2. Be a member of First Baptist Church.
3. Have a vision for expanding and enriching the ministry and outreach of this Church.
4. Have moral and ethical integrity. (I Timothy 3:1-7)

B. TERM OF OFFICE

1. A Ministry Leader shall serve an indefinite term.
2. The term of the Ministry Leader may be ended upon the submission of a written resignation to the Board of Elders.
3. The Board of Elders may dismiss a Ministry Leader.

C. DUTIES

Specific job/ministry descriptions shall be written for each Ministry Leader.

SECTION 6. CHURCH CHAIRMAN, VICE-CHAIRMAN AND SECRETARY

The Church Chairman, Vice-Chairman, and Secretary shall be elected by the Board of Elders from within its membership annually. The Church Chairman may only serve in that capacity for two consecutive years. The Church Chairman shall preside at all business meetings of this Church. In the absence of the Church Chairman, the Chairman's duties will be administered by the Vice-Chairman. The secretary shall keep accurate minutes of Board meetings.

SECTION 7. OTHER OFFICERS OF THE CHURCH

A. CHURCHCLERK

1. The Church Clerk shall be appointed by the Board of Elders annually.
2. The Church Clerk shall keep accurate records of all Church business meetings, receive reports from all officers and committees, provide a written report at the annual business meeting, and maintain an up-to-date register of all Church members. The Church Clerk shall submit minutes of the Church business meetings to the Board of Elders. Upon approval by the Board of Elders, the minutes shall become the official minutes of the Church. The Church Clerk shall be responsible to the Board of Elders.

B. TREASURER

1. The Church Treasurer shall be appointed by the Board of Elders annually.
2. The Treasurer shall be responsible for paying all bills and keeping an accurate account of all receipts and disbursements. The Treasurer shall prepare an annual report of this Church's financial condition. The Treasurer shall be responsible to the Board of Elders.

C. FINANCIALSECRETARY

1. The Financial Secretary shall be appointed by the Board of Elders annually.
2. The Financial Secretary shall be responsible for the counting and depositing of all monies received by this Church. The Financial Secretary shall be responsible to ensure that the contributions are entered on the giving statement and to resolve all questions arising from such statements. The Financial Secretary shall be responsible to the Board of Elders.

Article XI– Meetings

SECTION 1. PUBLIC WORSHIP

- A. The public worship services of this Church shall be held on Sunday morning. Any additional meetings or changes to the normal schedule can be made at the discretion of the Board of Elders.
- B. The observance of the Lord's Supper shall be observed regularly, as determined

by the Board of Elders. The Lord's Supper may be observed at meetings other than the Sunday morning worship service.

- C. Believer's baptism may be administered as often as there are qualified candidates.

SECTION 2. BUSINESS MEETINGS

A. Congregational Business Meetings

1. Annual Business Meeting: An Annual Business Meeting shall be held in January. This Church shall operate under the last approved budget until the proposed budget is approved by the membership. The Annual Meeting shall include the following:

- a. Elections and Budget: The election of members to the Board of Elders and the approval of the annual budget shall be carried out. A proposed budget shall be made available to the Church membership by at least two Sundays before the Annual Meeting.
- b. Reports: The annual meeting is for the purpose of reviewing God's blessing for the past year. The reports will include the final financial statement for the previous year.

2. Special Business Meetings: Special Business meetings of this Church shall be called as necessary at any time upon recommendation from the Board of Elders. An announcement regarding the meeting shall be made at all worship services at least one Sunday prior to the meeting, followed by a seven-day waiting period.

B. Board Meetings

All members of the Board of Elders shall be notified in advance of any board meeting. The Board of Elders will meet at least monthly. At any time, members may request the opportunity to address the Board of Elders for any concerns they have.

C. Quorum

No quorum shall be required for transaction of Business at any Annual or Special Business meeting of the Church, and plurality shall prevail except in cases specifically prescribed by the Articles relating to those matters. In all other instances a majority rules.

Article XII– Finances

SECTION 1. POLICY

- A. Kingsburg First Baptist Church shall have the power to receive either by gift or purchase, and to hold real and personal property as authorized by the laws of the State of California, and as necessary for the business of the church. All such property shall be held in the name of First Baptist Church, Kingsburg, California and the church shall have the power to dispose of such property as provided in this constitution.

- B. Necessary finances for conducting the ministry and business of this Church shall be obtained through voluntary tithes and offerings. In addition, participation fees or suggested donations may be collected for special event ministries, which may or may not be reflected in the applicable annual budget.
- C. Additional pledges, fund raising projects, and free will offerings may be taken as approved by the Board of Elders. Any fund raising events, whether for missions projects or other ministries, charities, or for this Church shall be approved by the Board of Elders.

Article XIII– Auxiliary Organizations

SECTION 1. ESTABLISHMENT

No organization shall be formed or considered a part of this Church’s activities unless the sponsors have first submitted their plans to the Board of Elders, and have received sanction and approval from the same.

SECTION 2. POLICIES

The various organizations shall confer with the Lead Pastor or designated staff representative(s) regarding their plans and activities. All matters of importance that affect this Church shall be submitted to the Board of Elders for approval.

Article XIV– Indemnity Clause

No Officer, Elder, staff member, or any member of any team appointed by this Church shall be personally or individually liable for any negligent act or omission, which occurs within the course and scope of his or her duties as such officer, Elder, staff member, or team member of this Church. In the event any action or legal proceeding of any kind is commenced against any officer, Elder, staff member, or any member of any team appointed by this Church for said negligent act or omission, the Church shall defend and indemnify said officer, Elder, staff member, or team member against such action or legal proceeding, including any award or judgment which may be entered against said officer, Elder, staff member, or team member for said negligent act or omission. This duty to defend and indemnify shall not apply to any negligent acts or omissions committed outside the course and scope of his or her duties as such officer, Elder, staff member, or team member. This duty to defend and indemnify also shall not apply to any willful or intentional acts of any officer, Elder, staff member, or team member, regardless of whether or not said willful or intentional acts were committed within the course and scope of said duties.

Article XV– Parliamentary Procedure

The rules contained in Robert’s Rules of Order Revised shall guide this Church in all cases to which they are applicable, and in which they are not inconsistent with the Constitution or the special rules of order of this Church.

Article XVI– Amendments

Any proposal to amend this Constitution shall come as a recommendation from the Board of Elders. The proposed amendment(s) will be presented to the congregation 30 days before a final vote to approve is taken. A 2/3 majority of the members present must vote affirmatively for the amendment to pass.

Article XVII– Dissolution

SECTION 1. DIVISION

In the case of organic division of this Church, the Church properties shall be controlled by those members who abide by this Constitution. Should any controversy arise as to who is abiding by this Constitution, the question shall be submitted to the Board of Trustees of Converge PacWest, and their decision shall be final.

SECTION 2. DISSOLUTION

Should conditions arise when, for any reason, the work of this Church cannot continue, the Church's properties shall be transferred to Converge PacWest.

SECTION 3. CONSOLIDATION

Should conditions arise where a consolidation with another Church of the same denomination be advisable, the Board of Elders shall be authorized by the membership to negotiate the terms of such a consolidation in so far as the property is concerned. A report of such an agreement must be made to the membership and approval granted before any legal papers are signed.

Article XVIII– Implementation of This Constitution

This Constitution shall take effect upon approval by the membership, but not be implemented until the Board of Elders is in place according to the provisions of Article X, Section 1, Board of Elders.

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