



 Olive Baptist Church

THE CONSTITUTION AND BYLAWS



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**CONSTITUTION
OF OLIVE BAPTIST CHURCH
PENSACOLA, FLORIDA**

Constitution and Preamble

We declare and establish this Constitution to preserve and secure the principles of our faith and to govern the body in an orderly manner. This Constitution promotes the liberties of each individual church member and the freedom of action of this body in relation to other churches.

I. MISSION STATEMENT

We, as individuals united as a family of baptized believers, form the Olive Baptist Church, submitted to Jesus Christ as our Head and the Bible as our divinely revealed authority. We eagerly desire to serve God in accomplishing His redemptive purpose in our world, through worshiping and exalting Him, sharing His plan of salvation with unbelievers, teaching His people, and demonstrating His love to one and all. We dedicate ourselves to the purpose of glorifying God in all that we do.

II. ARTICLES OF FAITH

1. The Scriptures

The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It 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 all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.

Exodus 24:4; Deuteronomy 4:1-2; 17:19; Joshua 8:34; Psalms 19:7-10; 119:11,89,105,140; Isaiah 34:16; 40:8; Jeremiah 15:16; 36:1-32; Matthew 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16ff.; 17:11; Romans 15:4; 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21.

2. 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 His free creatures. 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.

A. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream 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.

Genesis 1:1; 2:7; Exodus 3:14; 6:2-3; 15:11ff.; 20:1ff.; Leviticus 22:2; Deuteronomy 6:4; 32:6; 1 Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3,15; 64:8; Jeremiah 10:10; 17:13; Matthew 6:9ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Romans 8:14-15; 1 Corinthians 8:6; Galatians 4:6; Ephesians 4:6; Colossians 1:15; 1 Timothy 1:17; Hebrews 11:6; 12:9; 1 Peter 1:17; 1 John 5:7.

B. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever present Lord.

Genesis 18:1ff.; Psalms 2:7ff.; 110:1ff.; Isaiah 7:14; 53; Matthew 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16,27; 17:5; 27; 28:1-6,19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18,29; 10:30,38; 11:25-27; 12:44-50; 14:7-11; 16:15-16,28; 17:1-5, 21-22; 20:1-20,28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5,20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3,34; 10:4; 1 Corinthians 1:30; 2:2; 8:6; 15:1-8,24-28; 2 Corinthians 5:19-21; 8:9; Galatians 4:4-5; Ephesians 1:20; 3:11; 4:7-10; Philippians 2:5-11; Colossians 1:13-22; 2:9; 1 Thessalonians 4:14-18; 1 Timothy 2:5-6; 3:16; Titus 2:13-14; Hebrews 1:1-3; 4:14-15; 7:14-28; 9:12-15,24-28; 12:2; 13:8; 1 Peter 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Revelation 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16.

C. God the Holy Spirit

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Saviour, and effects regeneration. At the moment of regeneration He baptizes every believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

Genesis 1:2; Judges 14:6; Job 26:13; Psalms 51:11; 139:7ff.; Isaiah 61:1-3; Joel 2:28-32; Matthew 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10,12; Luke 1:35; 4:1,18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17,26; 15:26; 16:7-14; Acts 1:8; 2:1-4,38; 4:31; 5:3; 6:3; 7:55; 8:17,39; 10:44; 13:2; 15:28; 16:6; 19:1-6; Romans 8:9-11,14-16,26-27; 1 Corinthians 2:10-14; 3:16; 12:3-11,13; Galatians 4:6; Ephesians 1:13-14; 4:30; 5:18; 1 Thessalonians 5:19; 1 Timothy 3:16; 4:1; 2 Timothy 1:14; 3:16; Hebrews 9:8,14; 2 Peter 1:21; 1 John 4:13; 5:6-7; Revelation 1:10; 22:17.

3. Man

Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God, and fell from his original innocence whereby his posterity inherit a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors and are 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 human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

Genesis 1:26-30; 2:5,7,18-22; 3; 9:6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18,23; 5:6,12,19; 6:6; 7:14-25; 8:14-18,29; 1 Corinthians 1:21-31; 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11.

4. Salvation

Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Saviour, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

A. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. 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 entire personality to Him as Lord and Saviour.

B. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer unto a relationship of peace and favor with God.

C. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

D. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

Genesis 3:15; Exodus 3:14-17; 6:2-8; Matthew 1:21; 4:17; 16:21-26; 27:22-28:6; Luke 1:68-69; 2:28-32; John 1:11-14,29; 3:3-21,36; 5:24; 10:9,28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Romans 1:16-18; 2:4; 3:23-25; 4:3ff.; 5:8-10; 6:1-23; 8:1-18,29-39; 10:9-10,13; 13:11-14; 1 Corinthians 1:18,30; 6:19-20; 15:10; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; 5:22-25; 6:15; Ephesians 1:7; 2:8-22; 4:11-16; Philippians 2:12-13; Colossians 1:9-22; 3:1ff.; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1-12:8,14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20; 21:1-22:5.

5. God's Purpose of Grace

Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves; yet they shall be kept by the power of God through faith unto salvation.

Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7,19-22; Isaiah 5:1-7; Jeremiah 31:31ff.; Matthew 16:18-19; 21:28-45; 24:22,31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45,65; 10:27-29; 15:16; 17:6,12,17-18; Acts 20:32; Romans 5:9-10; 8:28-39; 10:12-15; 11:5-7,26-36; 1 Corinthians 1:1-2; 15:24-28; Ephesians 1:4-23; 2:1-10; 3:1-11; Colossians 1:12-14; 2 Thessalonians 2:13-14; 2 Timothy 1:12; 2:10,19; Hebrews 11:39-12:2; James 1:12; 1 Peter 1:2-5,13; 2:4-10; 1 John 1:7-9; 2:19; 3:2.

6. The Church

A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation each member is responsible and accountable to Christ as Lord. Its scriptural officers are pastors and Deacons. While both men and women are gifted for service in the church, the office of pastor is limited to men as qualified by Scripture.

The New Testament speaks also of the church as the Body of Christ which includes all of the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation.

Matthew 16:15-19; 18:15-20; Acts 2:41-42,47; 5:11-14; 6:3-6; 13:1-3; 14:23,27; 15:1-30; 16:5; 20:28; Romans 1:7; 1 Corinthians 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Ephesians 1:22-23; 2:19-22; 3:8-11,21; 5:22-32; Philippians 1:1; Colossians 1:18; 1 Timothy 2:9-14; 3:1-15; 4:14; Hebrews 11:39-40; 1 Peter 5:1-4; Revelation 2-3; 21:2-3.

7. Baptism and the Lord's Supper

Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Saviour, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper.

The Lord's Supper is a symbolic act of obedience whereby members of the church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.

Matthew 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; 20:7; Romans 6:3-5; 1 Corinthians 10:16,21; 11:23-29; Colossians 2:12.

8. The Lord's Day

The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should include exercises of worship and spiritual devotion, both public and private. Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ.

Exodus 20:8-11; Matthew 12:1-12; 28:1ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3,33-36; John 4:21-24; 20:1,19-28; Acts 20:7; Romans 14:5-10; 1 Corinthians 16:1-2; Colossians 2:16; 3:16; Revelation 1:10.

9. The Kingdom

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

Genesis 1:1; Isaiah 9:6-7; Jeremiah 23:5-6; Matthew 3:2; 4:8-10,23; 12:25-28; 13:1-52; 25:31-46; 26:29; Mark 1:14-15; 9:1; Luke 4:43; 8:1; 9:2; 12:31-32; 17:20-21; 23:42; John 3:3; 18:36; Acts 1:6-7; 17:22-31; Romans 5:17; 8:19; 1 Corinthians 15:24-28; Colossians 1:13; Hebrews 11:10,16; 12:28; 1 Peter 2:4-10; 4:13; Revelation 1:6,9; 5:10; 11:15; 21-22.

10. Last Things

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

Isaiah 2:4; 11:9; Matthew 16:27; 18:8-9; 19:28; 24:27,30,36,44; 25:31-46; 26:64; Mark 8:38; 9:43-48; Luke 12:40,48; 16:19-26; 17:22-37; 21:27-28; John 14:1-3; Acts 1:11; 17:31; Romans 14:10; 1 Corinthians 4:5; 15:24-28,35-58; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-18; 5:1ff.; 2 Thessalonians 1:7ff.; 2; 1 Timothy 6:14; 2 Timothy 4:1,8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7ff.; 1 John 2:28; 3:2; Jude 14; Revelation 1:18; 3:11; 20:1-22:13.

11. Evangelism and Missions

It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life, and is expressly and repeatedly commanded in the teachings of Christ. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ.

Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-18; 24:46-53; John 14:11-12; 15:7-8,16; 17:15; 20:21; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Romans 10:13-15; Ephesians 3:1-11; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17.

12. Education

Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

Deuteronomy 4:1,5,9,14; 6:1-10; 31:12-13; Nehemiah 8:1-8; Job 28:28; Psalms 19:7ff.; 119:11; Proverbs 3:13ff.; 4:1-10; 8:1-7,11; 15:14; Ecclesiastes 7:19; Matthew 5:2; 7:24ff.; 28:19-20; Luke 2:40; 1 Corinthians 1:18-31; Ephesians 4:11-16; Philippians 4:8; Colossians 2:3,8-9; 1 Timothy 1:3-7; 2 Timothy 2:15; 3:14-17; Hebrews 5:12-6:3; James 1:5; 3:17.

13. 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 debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to

use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4,19-21; 19:21; 23:23; 25:14-29; Luke 12:16-21,42; 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Romans 6:6-22; 12:1-2; 1 Corinthians 4:1-2; 6:19-20; 12; 16:1-4; 2 Corinthians 8-9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19.

14. Cooperation

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

Exodus 17:12; 18:17ff.; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1ff.; Acts 1:13-14; 2:1ff.; 4:31-37; 13:2-3; 15:1-35; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.

15. The Christian and the Social Order

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

Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12; 27:17; Psalm 101:5; Micah 6:8; Zechariah 8:16; Matthew 5:13-16,43-48; 22:36-40; 25:35; Mark 1:29-34; 2:3ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Romans 12-14; 1 Corinthians 5:9-10; 6:1-7; 7:20-24; 10:23-11:1; Galatians 3:26-28; Ephesians 6:5-9; Colossians 3:12-17; 1 Thessalonians 3:12; Philemon; James 1:27; 2:8.

16. Peace and War

It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war.

The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace.

Isaiah 2:4; Matthew 5:9,38-48; 6:33; 26:52; Luke 22:36,38; Romans 12:18-19; 13:1-7; 14:19; Hebrews 12:14; James 4:1-2.

17. Religious Liberty

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

Genesis 1:27; 2:7; Matthew 6:6-7,24; 16:26; 22:21; John 8:36; Acts 4:19-20; Romans 6:1-2; 13:1-7; Galatians 5:1,13; Philippians 3:20; 1 Timothy 2:1-2; James 4:12; 1 Peter 2:12-17; 3:11-17; 4:12-19.

18. The Family

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

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

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

husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

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

Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15,17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.

Reference: The Baptist Faith And Message as adopted by the Southern Baptist Convention on June 14,2000.

III. CHURCH COVENANT

We have experienced the acceptance, forgiveness, and redemption of God our Father through a personal commitment to Jesus Christ. Therefore, we covenant together as members of Olive Baptist Church through the presence, guidance and power of God's Holy Spirit that:

WE WILL love the Lord our God with all our heart, and with all our soul, and with all our mind.
Matt. 22:37

WE WILL love one another as Christ loved us, honor one another above ourselves, be kind and compassionate to one another, forgive one another as the Lord has forgiven us, encourage one another, comfort one another, and share with one another.
John 13:34, Rom 12:10, Eph. 4:32, 1 Thess. 5:11, 2 Cor. 1:4, 1 Pet. 4:9

WE WILL live a life worthy of those who have been chosen, be completely humble and gentle, be patient with each other, make allowances for each other's faults, and be diligent to preserve the unity of the Spirit in the bond of peace. *Eph. 4:1-3*

WE WILL let the Word of Christ dwell in us as we teach and admonish one another, serve where He has placed us in the body of Christ with our God-given gifts and talents, and nurture one another toward spiritual maturity as measured by the life of Jesus.
Col 3:16, 1 Cor. 12:18, Eph. 4:12-16

WE WILL assemble faithfully for worship. *Heb. 10:25*

WE WILL pray earnestly and continually for one another. *James 5:16*

WE WILL give cheerfully and regularly as God commands to accomplish His kingdom's work through support of the ministry and expenses of this church, the relief of those in need, and the spread of the gospel throughout all nations.

2 Cor. 9:7, Mal. 3:10, 2 Cor. 8 & 9

WE WILL demonstrate the reality of our conversion by living godly, fruitful lives, sharing our faith wherever we go. *Matt. 28:19-20, Acts 1:8, John 15:16*

**BYLAWS
OF OLIVE BAPTIST CHURCH, INC.
PENSACOLA, FLORIDA**

INTRODUCTION

The purpose of these *Bylaws* is to help us accomplish the tasks of this Church “decently and in order” (*1 Corinthians 14:40*) and in an effective and efficient manner that is good stewardship of our time, gifts and resources. Our ultimate desire is to bring glory to God through the Church.

ARTICLE I. NAME

Our congregation shall be known as Olive Baptist Church, Incorporated, Pensacola, Florida, a Southern Baptist Church (the Church). We are a unique organization, like no other. We are divinely created and led, unified and empowered by the Spirit of God Himself. Our relationship to one another is designed by God like a “body” (*1 Corinthians 12:11-27, Ephesians 4:15,16*), connected to one another and dependent on one another. We have each been placed by God into this Church, His Body, to accomplish a specific function. Thus, the life and health of His Body depends on each of us participating fully and cooperatively. Olive Baptist Church is Pastor led, Deacon served, Committee organized, and Church approved.

ARTICLE II. DEFINED TERMS

Administrator – An employee of the Corporation responsible for the fiscal and legal operations of the Church, reports to the Pastor, appropriate committees, Deacon Body, and church body in the specific discharge of his/her duties.

Approval or Election by the Church — Approval by more than half (a simple majority) of the Church members present and voting at a business meeting after proper notice has been given. Unless stated otherwise in these *Bylaws*, all issues will be decided by a simple majority vote.

Articles of Faith — The stated beliefs of Olive Baptist Church as contained in the *Constitution of Olive Baptist Church*.

Articles of Incorporation — The legal document which describes the Church’s non-profit corporation and its trustees (Board of Trustees) under the laws of the State of Florida. *The Articles of Incorporation* supersedes all other rules including the *Bylaws*.

Biblical Orthodoxy – Agreement with Holy Scripture and the Church’s Articles of faith.

Board of Trustees — The group of persons designated by the Church to be the Trustees of Olive Baptist Church, Incorporated. Their duties are described in the Articles of Incorporation and the *Bylaws*.

Business Meeting — A meeting (regular or special) in which the business of the Church is conducted after proper notice has been posted to the Church membership.

Bylaws — The document which contains the Church’s basic rules for self-government.

Chief Executive Officer – The Pastor of Olive Baptist Church as set out in Article 15 hereof.

Church — The membership of Olive Baptist Church.

Church Members — Any person who has met and maintained all the qualifications for membership and has been approved for membership by the affirmation of the Church.

Church Staff — Employees of Olive Baptist Church.

Concurrence — Agreement with a recommendation by vote of the Deacon Body.

Constitution — The document which contains the church’s Mission Statement, Articles of Faith and the Church Covenant.

Corporation – Olive Baptist Church, Inc., a Florida Not-For-Profit Corporation.

Deacons — Those members of the Church who have been ordained as a Deacon by this Church or a Baptist Church of like faith and order.

Deacon Body — The body of active Deacons, affirmed by the Church to be servants of the Church.

Ex-Officio — A member of a committee (e.g. Pastor) who has the right, but not the obligation, to participate in committee or Deacon Body proceedings, is not counted in the quorum and is not eligible to vote.

Immediate Family – Shall mean the spouse, sibling, parent, child, grandchild, grandparent or in-laws of any member.

Ministry Director – An employee of the Corporation responsible for ministry functions as approved by the Personnel Committee and the Pastor.

Notice — The oral or written publication of the date and time of each business meeting.

Pastoral Staff —Employed ministers, and ministry directors of the Church (other than the Pastor).

Plan of Merger, Consolidation or Dissolution — The written, regulatory plan developed by the trustees to ensure the orderly merger, consolidation or dissolution of the Church.

Posting — The process whereby notice is given to the Church (e.g. newsletter, announcement in a regularly-scheduled worship service, etc.)

Quorum — Those Church members in attendance at a business meeting after proper notice has been issued.

ARTICLE III. CHURCH AUTHORITY

The Bible, God's inerrant and infallible Word, is the final authority for all matters of faith and practice in the Church. The congregation is the final authority for all matters of self government of the Church. Each member shall seek through earnest prayer and reasoned discussion to ensure that the Church governs itself according to the principles found in Scriptures and that the Church remain free from the control or supervision of any other ecclesiastical or denominational body, or from any governmental control or influence inconsistent with the principles found in the Scriptures. The members of the Church, through these *Bylaws*, shall have the exclusive right to determine the requirements of Church membership.

ARTICLE IV. CHURCH POLITY AND RELATIONSHIPS

SECTION 1. A FLORIDA CORPORATION NOT-FOR-PROFIT

For legal purposes, the Church is organized under the Florida Not-for-Profit Corporation Act Chapter 617.

SECTION 2. REGISTERED OFFICE AND REGISTERED AGENT

The registered office of the Church is 1836 Olive Road, Pensacola, Florida, 32514. The registered agent of the Church is the Administrator.

SECTION 3. COOPERATIVE RELATIONSHIPS

In accordance with what we believe to be God's will, the Church will cooperate with and support financially the Pensacola Bay Baptist Association, the Florida Baptist Convention, the Southern Baptist Convention, and their individual and collective mission efforts at home and abroad.

ARTICLE V. CHURCH MEMBERSHIP

This is a Baptist church under the sovereign Lordship of Jesus Christ. The membership retains unto itself the exclusive right of self-government under His leadership in all phases of the life of the Church. The membership reserves the exclusive right to determine who shall be members of the Church and the requirements of such membership.

SECTION 1. CANDIDACY FOR CHURCH MEMBERSHIP

- 5.1 Any person may offer himself/herself as a candidate for membership in the Church. All candidates shall request membership in the Church by one of the following ways:
- (a) professing a personal belief and faith in Jesus Christ as Savior and Lord, affirming Article III hereof, being baptized by immersion, subsequent to, and as a non-essential to, salvation;
 - (b) transfer of membership from a Baptist church of like faith and order;

- (c) by statement, affirming membership in another Baptist church of like faith and order, even though the person is unable to provide a record of membership in such Baptist church and affirming baptism by immersion;
- (d) with respect to a person coming from another denomination, upon statement, professing a personal belief and faith in Jesus Christ as Savior and Lord, affirming Article III hereof, being baptized by immersion, subsequent to and as a non-essential to, salvation, if they have not done so previously;
- (e) with respect to a person who, for reasons of health or other circumstances, cannot physically attend the Church, may be accepted by proxy after professing a personal belief and faith in Jesus Christ as Savior and Lord, affirming Article III hereof, being baptized by immersion, subsequent to, and as a non-essential to, salvation.

Whether a church is a Baptist Church of like faith and order shall be determined in the sole discretion of the Pastor of Olive Baptist Church.

SECTION 2. ACCEPTANCE OF NEW CHURCH MEMBERS

- 5.2(1) Following confirmation of a candidate's qualification for membership, the candidate becomes a Church member by approval of the Church as set out in Article 6.2.
- 5.2(2) Any questions about a candidate's qualifications for membership in the Church shall be referred to the Pastor or his designee.

SECTION 3. RIGHTS, DUTIES AND RESPONSIBILITIES OF MEMBERS

- 5.3(1) All Church members are encouraged to attend the services of the Church on a regular basis, to freely and systematically give their tithes and offerings for the support of the Church and its ministries, to share in the work of the Church as it seeks to fulfill the Great Commission, and by their testimony in word and deed, to reflect the Lordship of Jesus Christ.
- 5.3(2) Every member of the Church may participate in the Lord's Supper, vote at all elections and on all questions submitted to the Church in business meeting, provided the member is present, and may be considered by the membership as a candidate for elective offices and positions of ministry in the Church according to the eligibility identified in the *Bylaws* and/or policies of this Church.

SECTION 4. CONDITIONS OF MEMBERSHIP

- 5.4(1) As a condition of membership, each Church member covenants to waive his/her right to require a partition of any or all of the Church property.
- 5.4(2) As a condition of membership, and upon approval by the Church, each Church member covenants to abide by the terms of a Church-approved plan of merger, consolidation or dissolution if invoked.

SECTION 5. TERMINATION OF MEMBERSHIP

5.5 Membership in this Church may be terminated as follows:

- (a) Death of the member
- (b) Transfer of membership to another church
- (c) Written evidence by the member confirming membership in another church
- (d) A member's written, personal request to withdraw membership
- (e) Exclusion.

SECTION 6. EXCLUSION FROM MEMBERSHIP

- 5.6(1) If, through Biblical discernment, (*I Corinthians 5:9-13; Titus 3:10*) the Pastor and the Deacon Body, determine that the conduct of a member brings reproach to the name of Christ or division within the Church, the Pastor and the Deacon Body shall exclude the member from membership.
- 5.6(2) Upon satisfactory evidence to the Pastor and officers of the Deacon Body of the excluded person's repentance and reformation, the Church may restore to membership any person previously excluded, upon request of the excluded person and by vote of the Church (*II Corinthians 2:5-8*).

ARTICLE VI. CHURCH MEETINGS AND ASSEMBLIES

The Church will assemble faithfully to accomplish its mission (*Hebrews 10:25*). These meetings will include worship, teaching, ministry, fellowship and business. We gather together to honor God and accomplish His work. To do this requires our individual preparation in time with God, seeking to know Him, His will and His ways. We do this by being still before Him in prayer and reading His Word. Our assembling is our affirmation of God's authority in our lives individually and collectively and our desire to submit ourselves to the Father's will as Christ taught and demonstrated.

SECTION 1. WORSHIP SERVICES

- 6.1(1) The Church shall meet regularly for worship each Sunday and at such other times as determined by the Pastor.
- 6.1(2) All worship services of the Church will be under the direction of the Pastor or his designee.
- 6.1(3) The Scriptural ordinances of the Lord's Supper and Baptism, led by the Pastor or his designee, shall be regularly and faithfully observed by the Church, for the spiritual edification of its membership and other believers of like faith and order.

SECTION 2. BUSINESS MEETINGS

- 6.2(1) Any business of the Church, which requires approval by and through its members, shall be conducted on the Church premises at business meetings called to order only after proper notice has been issued.
- 6.2(2) The Church clerk (or the clerk's designee) shall be responsible for determining and certifying to the Pastor that proper notice has been issued before any business meeting is called to order.
- 6.2(3) After the concurrence of the Deacon Body as set out in Bylaw 7.11(3), the following items shall be presented to the Church in a business meeting:
- (a) The budget (the annual overall approved operating expenditures of the Church).
 - (b) Any increase in the total budget.
 - (c) The purchase, sale, or transfer of real property.
 - (d) The purchase of non-budgeted equipment which would exceed 0.5% of the annual total Church budget or the sale of any equipment which value exceeds 0.5%.
 - (e) The assumption of any loan or encumbrance.
 - (f) Amendments to the *Constitution, Bylaws* or *Articles of Incorporation* except as otherwise provided herein.
 - (g) The plan of merger, consolidation or dissolution and any amendments thereafter; any matter related to disassociation of the Church from the Southern Baptist Convention, the Florida Baptist Convention or the Pensacola Bay Baptist Association; any merger or consolidation with any other Baptist convention, fellowship or association.
 - (h) The recommendation to call a Pastor, or an interim Pastor.
 - (i) Election of Church messengers.
 - (j) Election of standing and special committee members.
 - (k) Election of trustees, treasurer, and assistant treasurers.
 - (l) Church membership.

SECTION 3. NOTICE AND POSTING FOR BUSINESS MEETINGS

- 6.3 Notice, may be given by, but not be limited to, publication of notice in the order of service and announcements from the pulpit, and by any other means that reasonably provides the members with notice of the meeting.

SECTION 4. REGULAR BUSINESS MEETINGS

- 6.4(1) Regular business meetings shall normally be held every third month. The Pastor, or his designee, shall determine the particular date and time of the meeting.
- 6.4(2) Notice of regular business meetings shall be given at least ten (10) days prior to any regular business meeting.

SECTION 5. SPECIAL BUSINESS MEETINGS

- 6.5(1) Any two of, the Pastor, the chairman or the vice-chairman of the Deacon Body, may call a special business meeting to consider significant, emergency, or other business matters which reasonably cannot be delayed until a regular business meeting. Notwithstanding the above, a majority of the Deacon Body may call a special business meeting.
- 6.5(2) Only those matters which have been reasonably described in sufficient detail to fairly inform Church members of the business to be conducted, may be voted on at a special business meeting. Notice of a special business meeting shall be given in a regularly-scheduled worship service and the special business meeting shall be held no sooner than four (4) days after the notice is given.

SECTION 6. BUSINESS MEETING PROCEDURES

- 6.6(1) The Pastor, or his designee, shall be the moderator of all business meetings, except as otherwise provided in these *Bylaws*.
- 6.6(2) If the Church is without a Pastor, the chairman of the Deacon Body, shall serve as the moderator of business meetings. If the chairman of the Deacon Body cannot serve, the Vice Chairman of the Deacon Body shall serve as the moderator of business meetings. If neither the Chairman nor the Vice Chairman of the Deacon Body can serve, the Secretary of the Deacon Body shall serve as the moderator of business meetings. If the Chairman, Vice Chairman, nor Secretary can serve, the Treasurer of the Deacon Body shall serve as the moderator of business meetings.
- 6.6(3) The moderator shall determine the agenda for every business meeting and shall ensure that any matter presented on the agenda was properly reviewed by the Pastor, the Deacon Body and/or the appropriate Church committee(s). Only those matters on the agenda shall be recognized or considered for vote in the meeting.
- 6.6(4) The moderator shall appoint a qualified person to serve as the parliamentarian for a business meeting, if necessary.
- 6.6(5) Prior to the members casting a vote on a matter, the recommendation of the appropriate Church committee(s) and the Deacon Body (if required) shall be presented orally or in writing to the Church for consideration.

SECTION 7. PARLIAMENTARY RULES

- 6.7 *Robert's Rules of Order*, as amended, shall be the parliamentary authority for all business meetings, Deacon Body meetings and any other meeting of the Church requiring parliamentary

procedure. These *Bylaws* and the Holy Scripture shall prevail if there is any conflict with *Robert's Rules of Order*.

SECTION 8. VOTING AT BUSINESS MEETINGS

- 6.8 An official act of the Church requires the approval of a majority of those members present and voting except as otherwise specified in these *Bylaws*. Each member present is entitled to one vote on each matter presented to the membership for a vote.

SECTION 9. BUSINESS MEETING MINUTES

- 6.9 The Church Clerk shall ensure that minutes of all business meetings are prepared and secured in a safe place. A copy of the minutes of each business meeting shall be filed with the Administrator within thirty (30) days after the meeting in which they are approved.

ARTICLE VII. DEACONS AND THE DEACON BODY

SECTION 1. SERVANTS OF THE CHURCH

- 7.1(1) The primary role of the Deacon is to serve Christ's Church and to promote love and unity among the Church body. A Deacon is characterized by a spirit of brotherhood and common purpose, a good reputation, full of the Holy Spirit and wisdom, supporting and affirming the Pastor's leadership, and instilling unity by example in the Church while ministering to the needs of the members. They shall be "known to be full of the Spirit and wisdom" and "full of faith" (*Acts* 6:3, 5).
- 7.1(2) A member becomes a Deacon only by election of the members of the Church, as set out in Section 5 below, and ordination, as set out in Section 6 below.

SECTION 2. QUALIFICATIONS

- 7.2(1) A Deacon shall meet the qualifications found in *1 Timothy* 3:8-13.
- 7.2(2) A Deacon shall be committed to faithful Bible study and prayer, attendance and participation in the worship services and ministries of the Church, and be a tither of his time, talents, and possessions.
- 7.2(3) A Deacon candidate must have been a Church member for at least one year prior to his nomination.

SECTION 3. TERMS

- 7.3(1) The number of Deacons serving on the Deacon Body shall be determined by the Pastor with the concurrence of the Deacon Body.
- 7.3(2) Deacons are elected to serve a term of three (3) years.

- 7.3(3) Upon completion of a three (3) year term, a Deacon may not serve again until a year has lapsed since the completion of his last term.
- 7.3(4) If a Deacon is appointed to fill an unexpired term of one year or less, he may be elected to serve a full three-year term. However, a Deacon shall not serve more than four consecutive years on the Deacon Body.
- 7.3(5) Each year the assigned term of office of one-third (1/3) of the number of Deacons shall expire. Elections will be held annually to fill the vacancies created by this rotation and the growth of the Church family.

SECTION 4. NOMINATION

- 7.4(1) A list of all Deacons currently serving shall be provided for the membership. Thereafter, during a two (2) week period of time, members of the Church may nominate any man who they feel meets the biblical orthodoxy and personal faithfulness required for a Deacon.
- 7.4(2) The qualifications of all nominees will be reviewed by the Deacon Body, the Pastor and his designee. Upon successful determination of the qualifications of the nominees and their willingness to serve, a list of Deacon nominees will be presented to the Church.

SECTION 5. ELECTION

- 7.5(1) The recommended list of Deacon nominees shall be published at least seven (7) days in advance of the election.
- 7.5(2) Ballots listing the qualified nominees will be distributed to all members present on the designated Sunday morning for Deacon election. Ballots shall be received on that designated Sunday morning, tabulated by the Deacon Body and those elected shall be announced in a worship service.

SECTION 6. ORDINATION

- 7.6(1) Upon election by the Church, those men not previously ordained in a Baptist church of like faith and order, shall be questioned by a presbytery of ordained Deacons and ministers as to their biblical orthodoxy and their personal faithfulness.
- 7.6(2) The presbytery shall recommend to the Church those men who meet the requirements of a Deacon for immediate ordination in a worship service.

SECTION 7. VACANCIES

- 7.7 When a Deacon is no longer able to serve due to death, incapacitation, resignation, removal or is no longer a member of this Church, the Deacon Body shall determine whether or not the unexpired term shall be filled prior to the next Deacon Body election and the Deacon Body shall determine the process by which vacancies are filled.

SECTION 8. DISCIPLINE

- 7.8 A Deacon who fails to conform to the spiritual qualifications of a Deacon or the principles of faith and practices of the Church, may be disciplined or separated from the Deacon Body. Deacon discipline will be determined by the Deacon Body, in a spirit of love and compassion, tempered with justice, in accordance with the principles of Holy Scripture and the provisions of these *Bylaws*.

SECTION 9. MEETINGS

- 7.9 The Deacon Body and the Pastor shall meet on a regular basis. The Chairman of the Deacon Body shall call all meetings of the Deacon Body.

SECTION 10. THE ROLE OF THE DEACON BODY IN MINISTRY

- 7.10(1) Deacons serving on the Deacon Body are servants of the Church specializing in ministry by serving on ministry teams, directing or teaching in Church programs and by visiting the sick, the bereaved and the home-bound.

SECTION 11. THE ROLE OF THE DEACON BODY IN BUSINESS MATTERS

- 7.11(1) Except as set out in Section 7.11(2) below, the responsibility of the Deacon Body in the business activities of the Church, after consultation with the Pastor, is to recommend to the Church such policies, practices and procedures as are advisable to accomplish the mission of the Church as detailed in Holy Scripture.
- 7.11(2) Recommendations of any committee, as set out in Articles 15 or 16, or of the Church Staff shall be presented to the Deacon Body for concurrence prior to such recommendations being presented to the Church for consideration at a business meeting.
- 7.11(3) The concurrence of the Deacon Body shall be required on those business items referenced in Bylaw 6.2(3), except 6.2(3)(1) Church Membership approval.
- 7.11(4) A vote of a majority of the Deacons present at any Deacon meeting shall be required for concurrence.

ARTICLE VIII. THE PASTOR

SECTION 1. QUALIFICATIONS AND DUTIES

- 8.1(1) The Church affirms that the Lord Jesus Christ is the Head of the Church. With the assistance of the Holy Spirit, the Church shall call a qualified man to serve as its Pastor. The Pastor shall be God's under-shepherd and overseer of the Church and shall apply, teach, and proclaim God's Word in an unfettered manner, in order to nourish, strengthen, and guide the Church.
- 8.1(2) The Pastor shall meet the qualifications of a Pastor found in *1 Timothy 3:1-7* and conform to the Articles of Faith of the Church, be accountable to God, the Church, and the Deacon Body. The

Pastor shall be responsible for providing overall leadership for the ministries and programs of the Church and for the Church Staff. Each Church Staff member serves at the will of the Pastor. After consultation with the Personnel Committee, the Pastor may hire, remove, replace, create, or realign Pastoral Staff positions as he deems necessary and appropriate. The Pastor, or his designated Church Staff member, in his/her sole discretion, may hire, remove, or replace non-Pastoral Staff positions. Any increase in the Personnel budget must be recommended by the Personnel Committee and approved by the Finance Committee.

- 8.1(3) The Pastor, or his designee, shall be an ex-officio member of every committee and shall work with the committees, and the Deacon Body in ministering to the spiritual and physical needs of the Church and the community.

SECTION 2. TERMINATION

- 8.2 The Pastor shall serve the Church for an indefinite term or until the relationship is terminated by:
- (a) Death
 - (b) Resignation - The Pastor shall give the Church notice a minimum of three weeks prior to the effective date of his resignation.
 - (c) Vacancy - The Church may declare the office of Pastor vacant. Such action shall take place at a special business meeting called for that purpose as set out in Article 6.5 above. That meeting shall be called upon a recommendation from the Deacon Body. The recommendation to terminate the Pastor shall be made by the Deacon Body. The moderator for this meeting shall be the chairman of the Deacon Body. The approval by two thirds (2/3) of the Church Members in attendance is necessary to declare the office of Pastor vacant. When the office of Pastor is declared vacant, the termination shall be immediate.

ARTICLE IX. PASTORAL TRANSITION TEAM

SECTION 1. SELECTION

- 9.1(1) Upon the death, resignation, or vacancy of the office of Pastor, a Pastoral Transition Team shall be formed. The Pastoral Transition Team shall consist of the members of the Committee on Committees, the Chair of the Finance and Personnel Committees and the Chairman of the Deacon Body. The individuals on the Pastoral Transition team shall serve until a call is issued to a Pastor pursuant to Article 11.3(2).
- 9.1(2) Any vacancy on the Pastoral Transition Team shall be filled by the Deacon Body.
- 9.1(3) The members of the Pastoral Staff shall be responsible for supervision of the Church Staff under Article 9.2(c) below.

SECTION 2. DUTIES

- 9.2 The Pastoral Transition Team shall.
- (a) Ensure that the pulpit is filled for each worship service, and designate worship leaders as necessary.
 - (b) Recommend, for Church approval, an interim Pastor as soon as is reasonably possible after prayerful and careful deliberation based on recommendations from the Committee on Committees, the Deacon Body, Staff and Church members. Recommendations from denominational leaders may also be considered.
 - (c) Designate a member of the Pastoral Staff who shall be responsible for supervising the Church Staff.
 - (d) Solicit recommendations for the Pastor Search Team from Church Members.
 - (e) Interview prayerfully and with spiritual discernment recommend at least nine (9) members including a chairman to serve on the Pastor Search Team who will be presented, with the concurrence of the Deacon Body, to the Church for election.

ARTICLE X. INTERIM PASTOR

SECTION 1. QUALIFICATIONS AND DUTIES

- 10.1(1) An interim Pastor shall have the same spiritual qualifications as a permanent Pastor, conform to the Articles of Faith of the Church, and be accountable to God, the Church, and the Deacon Body.
- 10.1(2) The Pastoral Transition Team, after consultation with the Personnel Committee and the officers of the Deacon Body, shall determine the financial terms of his employment and his duties and responsibilities.

Section 2. Call and Termination

- 10.2(1) The Pastoral Transition Team, with the concurrence of the Deacon Body, shall recommend an interim Pastor to the Church for approval. The approval by three fourths (3/4) of the Church Members in attendance is necessary to issue a call to an interim Pastor.
- 10.2(2) Upon the recommendation of the Pastoral Transition Team or the officers of the Deacon Body, the services of an interim Pastor may be terminated by approval of a majority of the Deacon Body.

ARTICLE XI. PASTOR SEARCH TEAM

SECTION 1. SELECTION AND DUTIES

- 11.1(1) Each Pastor Search Team member shall be “known to be full of the Spirit and wisdom” and “full of faith” (*Acts 6:3,5*).
- 11.1(2) The Pastoral Transition Team shall interview and with spiritual discernment recommend at least nine (9) members, including a Chairman. These nominees shall be presented with the concurrence of the Deacon Body to the Church for election.
- 11.1(3) The Chairman of the Pastor Search Team shall provide the Church with regular reports of the team’s progress.
- 11.1(4) No member of the Pastoral Transition Team shall serve on the Pastor Search Team.

SECTION 2. SELECTION OF PASTORAL CANDIDATES

- 11.2(1) The Pastor Search Team shall have the authority to consider as many Pastoral candidates as are necessary and attend worship services led by Pastoral candidates. Sufficient funds shall be provided to pay the reasonable expenses incurred.
- 11.2(2) The internal workings, discussions and visits of the Pastor Search Team shall always be and remain confidential.
- 11.2(3) An interim Pastor shall not be considered as a candidate for Pastor.

SECTION 3. PRESENTATION OF A PASTORAL CANDIDATE TO THE CHURCH

- 11.3(1) When the Pastor Search Team finds the man whom they believe is God’s choice for Pastor of the Church, and with the Personnel Committee have reached an acceptable understanding on the terms of employment as Pastor, the Team shall invite the candidate to meet the Deacon Body. Upon concurrence by the Deacon Body, the Pastoral candidate shall be invited to preach the worship services one Sunday morning in view of a call as Pastor.
- 11.3(2) The Pastor Search Team shall provide the Church with the candidate’s qualifications and biographical information and notice of a special business meeting to consider the call of a Pastor. The approval by three fourths (3/4) of the Church Members in attendance is necessary to issue a call to a Pastor.

ARTICLE XII. LEADERSHIP ROLES OF THE LAITY

12. God has used His people throughout all recorded time to accomplish His work. Some have been called to lead others under His guidance and authority. Apart from God’s grace, forgiveness, and restoration, no one would qualify for redemption, much less for roles of leadership in His Church. Church leaders have the opportunity and responsibility to model a maturing relationship

with Christ and a quality of ministry that God expects of every Christian. Therefore, those in lay leadership positions shall be members “who are known to be full of the Spirit and wisdom” and “full of faith” (*Acts 6:3,5*) to serve. This work of service requires leaders such as officers, organizational coordinators, department directors, teachers, committee members and ministry team members. Each of these positions gives members of this Church the opportunity to serve God with their spiritual gifts and talents in their God-designed place for the building up of the body of Christ (*1 Corinthians 12:11-27*). Lay leadership shall be approved by and serve at the discretion of the appropriate Pastoral Staff member.

ARTICLE XIII. CHURCH OFFICERS AND MESSENGERS

SECTION 1. QUALIFICATIONS OF CHURCH OFFICERS

- 13.1(1) All who serve as officers, shall be members of the Church and shall be “known to be full of the Spirit and wisdom” and “full of faith” (*Acts 6:3-5*).
- 13.1(2) All who serve as officers shall be approved by and serve at the discretion of the Pastor.

SECTION 2. NOMINATIONS, ELECTIONS AND VACANCIES OF CHURCH OFFICERS

- 13.2(1) In addition to the Pastor, as set out in Article VIII, the Church shall have the following officers: five (5) Trustees, a Treasurer, two (2) Assistant Treasurers, a Church Clerk, and an Administrator.
- 13.2(2) The Trustees, Treasurer, and Assistant Treasurers shall be nominated by the Committee on Committees, approved with the concurrence of the Deacon Body, and the Church shall elect/re-affirm Trustees, Treasurer, and Assistant Treasurers annually.
- 13.2(3) The Church Clerk and Administrator shall be staff positions hired as set out in Article 8.1(3) above.
- 13.2(4) If the Committee on Committees believes it is in the best interest of the Church that an unexpired term of an officer set out in subsection (2) above be filled upon the death, resignation or departure of an officer, another member shall be nominated by the Committee on Committees, presented with the concurrence of the Deacon Body to the Church for election.

SECTION 3. ADMINISTRATOR, TREASURER AND ASSISTANT TREASURERS

- 13.3(1) The Administrator shall receive and disburse all monies according to approved financial procedures, keep a current and itemized account of all receipts, disbursements and fixed assets of the Church, and, render to the appropriate committees and Pastoral Staff itemized reports of the receipts and disbursements on a monthly, quarterly, and annual basis. The Administrator shall safeguard the official documents of the Church. The Administrator’s books shall be audited as directed by the Finance Committee.

- 13.3(2) The Church shall elect/affirm a Treasurer and two Assistant Treasurers annually. The Treasurer and Assistant Treasurers shall sign or co-sign checks as needed, give assistance and advice to the Administrator and serve as ex-officio members of the Finance Committee. Any two of the Treasurers, either Assistant Treasurer, the Administrator or the Administrator's designee may sign or endorse a negotiable instruments between \$2,500.00 and \$10,000.00 in amount. Negotiable instruments of less than \$2,500.00 may be signed or endorsed by any one of the Treasurer, either Assistant Treasurer, the Administrator or the Administrator's designee. Negotiable instruments in the amount of \$10,000.00 or more must be signed or endorsed by at least two Treasurers.

SECTION 4. CHURCH CLERK

- 13.4 The Church Clerk shall be responsible for recording a suitable record of all official actions voted on by the Church.

SECTION 5. CHURCH MESSENGERS

- 13.5(1) The Pastor, in consultation with the Pastoral staff and the Chairman of the Deacon Body, shall nominate the appropriate number of members as official Church messengers to the Pensacola Bay Baptist Association, the Florida Baptist Convention, the Southern Baptist Convention and other such denominational meetings and conventions at least seven (7) days in advance.
- 13.5(2) By virtue of his office, the Pastor, and in his discretion, the Pastor's wife, shall always be designated as messengers to all denominational meetings to which the Church sends messengers.
- 13.5(3) Church messengers shall be elected by the Church.

ARTICLE XIV. CORPORATE OFFICERS

- 14.1 Chief Executive Officer - The Pastor shall be the Chief Executive Officer of the Corporation and shall have general and active management of the operation of the corporation, except the Board of Trustees shall have the authority stated in Article 14.3(1).
- 14.2 Chief Financial Officer – The Administrator shall be the Chief Financial Officer of the Corporation and shall have all authority over the financial affairs of the Corporation as assigned by the Chief Executive Officer.
- 14.3 Board of Trustees –
- 14.3(1) Five trustees shall hold in trust all Church property. Upon approval by the Church authorizing such action (budgeted items have prior Church approval), the Trustees shall be empowered to affix their signatures to legal documents involving the sale, transfer, gifting, mortgage, purchase, or rental of property, or to sign promissory notes. At least two signatures of Trustees must be affixed to documents that are binding to the Church. The Church agrees to indemnify the trustees for any liability they may incur in their capacity as trustees as a result of performing actions directed by the Church.

- 14.3(2) Each Trustee shall serve a five year term with one Trustee rotating off annually. The President of the Board of Trustees each year shall be the Trustee with the longest continuous service on the Board of Trustees.

ARTICLE XV. STANDING COMMITTEES

SECTION 1. DEFINITIONS, RESPONSIBILITIES AND NAMES

- 15.1(1) Standing Committee — a group of qualified Church members elected by the Church to make recommendations to the Pastor, Pastoral Staff, the Deacon Body and the Church regarding those matters which have been assigned to that committee by the Church and these *Bylaws*. Standing committees shall adopt appropriate policies and procedures, and recommend certain expenditures and actions. Job descriptions listing each committee's responsibilities shall be determined by the Committee on Committees.
- 15.1(2) Standing committees shall be composed of six (6) or nine (9) Church members.
- 15.1(3) Standing committees shall include (but not be limited to): Committee on Committees, Finance, Personnel, Property and Space, Missions and Recreation committees.
- 15.1(4) The Committee on Committees shall determine the need for and functions of any additional standing committees. Recommendations for additional standing committees shall be presented to the Deacon Body for concurrence and the Church for approval.
- 15.1(5) All who serve as committee members shall serve at the discretion of and be accountable to the Church and the appropriate Pastoral Staff member, with the exception of the Personnel Committee. The Personnel Committee members shall be accountable to the Church and serve at the discretion of the Deacon Body.

SECTION 2. THE COMMITTEE ON COMMITTEES DUTIES

- 15.2 The Committee on Committees shall nominate qualified Church members to serve on all other Standing Committees. The Committee on Committees shall determine each of the other Standing Committees' responsibilities and the number of members, six (6) or nine (9) on each.

SECTION 3. NOMINATION AND ELECTION OF THE COMMITTEE ON COMMITTEES

- 15.3 The Committee on Committees shall be comprised of six (6) persons with two (2) members rotating off the committee each year. The Committee on Committees shall be nominated and elected as follows:
- (a) Annually, the Deacon Body shall nominate one Church member (other than a Deacon) to serve on the Committee on Committees. In addition, the Pastor (or in his absence, the Chairman of the Deacon Body) shall nominate one Deacon to serve on the Committee on Committees. Both of these persons shall be nominated to serve a three-year term.

- (b) The Deacon Body shall appoint a chairman.
- (c) Nominees to the Committee on Committees shall be approved by the Church.

SECTION 4. VACANCIES

15.4 Upon the death, resignation or departure of a Committee on Committees' member, if the Deacon Body believes it is in the best interest of the Church that the vacancy be filled, the position shall be filled by the same process as described in 15.3(a). If the vacancy is not filled immediately, a replacement shall be nominated to fill the unexpired term at the beginning of the new committee year.

SECTION 5. QUALIFICATIONS OF STANDING COMMITTEE MEMBERS

- 15.5(1) All nominees shall have been members of the Church for at least one year prior to their nomination.
- 15.5(2) Two persons from the same immediate family may not serve on the same standing committee. Full-time employees of the Church and members of their immediate families and part time employees may not serve on the Committee on Committees, Finance, or Personnel committees.
- 15.5(3) At least one member of the Deacon Body shall serve on each standing committee and at least 2/3 of the membership of the Personnel Committee shall be comprised of Deacons.
- 15.5(4) Although members of standing committees are asked to serve a three (3) year term, the Church shall elect/re-affirm committee members annually.
- 15.5(5) No person shall serve on two standing committees.
- 15.5(6) The Pastor and/or his designee and the Chairman or Vice Chairman of the Deacon Body (at the chairman's discretion) shall be ex-officio members of each committee. Ex-officio members are not required to meet the qualifications of the standing committee members.

SECTION 6. NOMINATION AND ELECTION OF STANDING COMMITTEE MEMBERS

15.6 The Committee on Committees shall present the names of nominees for all other standing committees to the Deacon Body for concurrence and to the Church for election.

SECTION 7. TERMS AND VACANCIES

- 15.7(1) Committee members shall serve three (3) year terms with one third (1/3) of the members rotating off annually.
- 15.7(2) Committee members who have served a full three year term may not serve another term on another standing committee until a full year has passed.
- 15.7(3) Upon the death, resignation or departure of other standing committee members, if the Committee on Committees believes it is in the best interest of the Church that the vacancy be filled, another Church member shall be nominated by the Committee on Committees and approved with the

concurrence of the Deacon Body. If the vacancy is not filled immediately, the Committee on Committees shall nominate a replacement to fill the unexpired term at the beginning of the new committee year.

- 15.7(4) Members of any standing committee who filled an unexpired term of one year or less, may be reelected to serve a full term.

SECTION 8. COMMITTEE OFFICERS AND DUTIES

- 15.8(1) Annually, the Committee on Committees shall nominate a chairman for all other standing committees to the Deacon Body for concurrence and to the Church for election. The chairman should not serve two consecutive years as chairman.
- 15.8(2) The chairman shall present the committee's motion(s) to the Deacon Body and the Church.
- 15.8(3) Other officers such as vice chairman and secretary, shall be elected by each committee. The Vice Chairman shall temporarily substitute for the Chairman, if necessary. The secretary shall keep minutes of all committee actions. Minutes shall be submitted to the Administrator's office and they will be made available in a timely manner to Church members who request to see them. Personnel Committee minutes shall remain confidential and in the possession of the Administrator and available to the Pastor and the current Personnel Committee.
- 15.8(4) Upon the death, resignation or departure of the chairman of a standing committee, a new chairman shall be recommended to fill the unexpired term by the Committee on Committees and presented to the Deacon Body for concurrence.

ARTICLE XVI. SPECIAL COMMITTEES

SECTION 1. DEFINITION, RESPONSIBILITIES AND NAMES

- 16.1(1) Special committee — a group of qualified Church members elected by the Church to make recommendations to the Pastor, Pastoral staff, the Deacon Body and the Church regarding those special matters which have been assigned to that committee. The Pastor and the Deacon Body shall determine the need for and the authority, scope and specific responsibilities for each special committee formed. Upon completion of the assigned task, the special committee shall disband.
- 16.1(2) Special committees shall include (but not be limited to): Bylaw Committee, Building Committee, and Pastor Search Team.
- 16.1(3) All who serve as committee members or officers of committees shall serve at the discretion of and be accountable to the Church, the Pastor, and the appropriate Pastoral staff member.

SECTION 2. QUALIFICATIONS OF SPECIAL COMMITTEE MEMBERS

- 16.2(1) All nominees shall have been members of the Church for at least one year prior to their nomination.

- 16.2(2) Two persons from the same immediate family may not serve on the same special committee. Full-time employees of the Church and members of their immediate families may not serve on any special committee.
- 16.2(3) At least one member of the Deacon Body shall serve on each special committee.
- 16.2(4) The Pastor and/or his designee and the Chairman or Vice Chairman of the Deacon Body (at the Chairman's discretion) shall be ex-officio members of each committee. Ex-officio members are not required to meet the qualifications of the standing committee members.

SECTION 3. NOMINATION AND ELECTION OF SPECIAL COMMITTEE MEMBERS

- 16.3 The Committee on Committees shall present the names of nominees for any special Committee to the Deacon Body for concurrence and to the Church for election.

SECTION 4. TERMS AND VACANCIES

- 16.4(1) The number of persons who serve on a special committee shall be determined by the Committee on Committees.
- 16.4(2) Special committee members shall serve until the committee's task is completed, and are not subject to any rotation system.
- 16.4(3) Upon the death, resignation or departure of a special committee member, and the Committee on Committees believes it is in the best interest of the Church that the vacancy be filled, another church member shall be nominated by the Committee on Committees and presented to the Deacon Body for concurrence.

SECTION 5. SPECIAL COMMITTEE OFFICERS AND DUTIES

- 16.5(1) The Committee on Committees shall nominate a Chairman for each special committee. The nominee shall be presented to the Deacon Body for concurrence and elected by the Church.
- 16.5(2) The Chairman shall present the committee's motion(s) to the Deacon Body and the Church for approval. The chairman of a special committee shall continue to serve in this capacity until the committee is disbanded.
- 16.5(3) Other officers such as Vice Chairman and Secretary, shall be elected by each committee. The Vice Chairman shall temporarily substitute for the Chairman, if necessary. The Secretary shall keep minutes of all committee actions. Minutes shall be submitted to the Administrator's office.
- 16.5(4) Upon the death, resignation or departure of the Chairman of a special committee, a new Chairman shall be recommended to fill the unexpired term by the Committee on Committees and approved with the concurrence of the Deacon Body.

ARTICLE XVII. CHURCH OPERATIONS AND POLICY MANUALS

17. The Church shall maintain policies and procedures which describe the lines of authority, responsibilities, and operating procedures used by the Church staff and committees to administer Church activities. Manuals containing these policies shall be prepared and a copy maintained by the Administrator. These written policies and procedures may be viewed by any Church member upon request during regular business hours.

ARTICLE XVIII. BYLAW CHANGES

A copy of the *Constitution and Bylaws* will be kept in the Church library. Upon request, Church members may receive a copy of the *Constitution and Bylaws* in the Administrator's office.

SECTION 1. BYLAW CHANGES

- 18.1(1) Request for bylaw changes shall be made in writing to the Chairman of the Deacon Body who shall forward any such request to the Deacon Body and the Pastor.
- 18.1(2) The Deacon Body shall consider the requested change. If the Deacon Body believes the request is significant, a special committee (Bylaw Committee) shall be formed according to the provisions of Article XVII.
- 18.1(3) If the Bylaw Committee approves the requested change, the recommendation shall be presented to the Deacon Body for concurrence and for approval at a business meeting after notice and posting has been made, the approval by two thirds (2/3) of the Church Members in attendance is necessary to change the bylaws. The Bylaws Committee shall publish a draft of any proposed bylaw changes at least seven (7) days prior to a business meeting.

SECTION 2. CONFLICTS WITH BYLAWS

These *Bylaws* shall be the final authority in the event that any conflict should arise between any Church policy and procedures and these *Bylaws*.

ARTICLE XIX. AMENDMENT OF THE ARTICLES OF INCORPORATION

- 19.1 Subject to the concurrence of the Deacon Body, the Board of Trustees may recommend amendments to the *Articles of Incorporation*. After notice and posting has been made, the approval by two thirds (2/3) of the Church Members in attendance is necessary to amend the *Articles of Incorporation*, except as otherwise provided in these *Bylaws*.
- 19.2 The process by which amendments to the *Articles of Incorporation* are announced, posted and approved by the Church are the same as those for Bylaw amendments, except as otherwise provided in these *Bylaws*.

- 19.3 Changes of the registered agent, registered office or other material changes to the *Articles of Incorporation* which are within the ordinary course of business, may be made with the approval of a majority of the trustees.

ARTICLE XX. MISCELLANEOUS

- 20.1 Headings: The article, paragraph, and subparagraph entitlements in these *Bylaws* are inserted for convenience or reference only, and shall in no way alter, modify or define, or be used in construing the text of such articles, paragraphs, and subparagraphs.
- 20.2 If any portion of these *Bylaws* shall be invalid or inoperative, then so far as is reasonable and possible, the remainder of these *Bylaws* shall be considered valid and operative, and effect shall be given to the intent manifested by the portion held invalid or inoperative.
- 20.3 These *Bylaws* and other documents referred to herein shall be construed and enforced in accordance with, and governed by, the laws of the State of Florida.
- 20.4 These Bylaws are solely intended for the benefit or the Pastor, staff and members of Olive Baptist Church. There are no intended third party beneficiaries of these Bylaws.

ARTICLE XXI. EFFECTIVE DATE

- 21.1 These *Bylaws*, effective September 27, 2010, revoke all previous bylaw provisions of Olive Baptist Church of Pensacola, Florida.

2006-10 Bylaws Review Committee
Stan Lollar, Chairman
Alton Roberts, Deacon Chairman
Steve Harrod
Jan Langford
Cindy Dawson
V. Keith Wells
Paul A. Wilson
Danny Kepner, ex-officio
Carole Dunn, grammatical analysis
Dr. Ted Traylor, Pastor, ex-officio
Dan Beard, Administrator, ex-officio

Deacon Body concurrence: August 19, 2010
Church approval: _____