

CONSTITUTION

First Baptist Church of Thayer, Missouri

Adopted December 29, 2024

PREAMBLE

We declare and establish this constitution for the preservation and security of the principles of our faith, and so that this body may be governed in an orderly manner. This constitution will preserve the liberties of each individual member of this church and the freedom of action by this body.

I. NAME

This body shall be known as the First Baptist Church of Thayer, Missouri, Incorporated. The body is incorporated under the general "Not For Profit Corporation Act" of the State of Missouri.

II. CHURCH COVENANT

Having, as we trust, been brought by divine grace to repent and believe in the Lord Jesus Christ and to give up ourselves to him, and having been baptized upon our profession of faith, in the name of the Father and of the Son and the Holy Spirit, we do now, relying on His gracious aid, solemnly and joyfully renew our covenant with each other. (Jn. 6:63; 16:7-11; 1:12; 1 Thess. 2:13; Acts 2:41; 8:38; Matt. 28:19; 1 Cor. 12:12-13; Acts 2:42)

We will work and pray for the unity of the Spirit in the bond of peace. (Eph. 4:1-3)

We will walk together in brotherly love, as becomes the members of a Christian Church, exercise an affectionate care and watchfulness over each other and faithfully admonish and entreat one another as occasion may require. (Rom. 12:10, 16:17-18; Gal. 6:1-2; Matt. 18:15-17; Jas. 5:19-20; Col. 3:16; Heb. 3:12-13; 1 Thess. 5:11; 1 Cor. 5)

We will not forsake the assembling of ourselves together, nor neglect to pray for ourselves and others. (Heb. 10:23-25; Eph. 6:18; 1 Thess. 5:17, 25)

We will endeavor to bring up such as may at any time be under our care, in the nurture and admonition of the Lord, and by a pure and loving example to seek the salvation of our family and friends. (Deut. 6:1-12; 11:18-20; Matt. 6:6; Eph. 6:4; Mk. 5:19; Lk. 5:19; Matt. 5:16; Eph. 5:15)

We will rejoice at each others' happiness and endeavor with tenderness and sympathy to bear each other's burdens and sorrows. (Rom. 12:15; Gal. 6:2)

We will seek, by Divine aid, to live carefully in the world, denying ungodliness and worldly lusts, and remembering that, as we have been voluntarily buried by baptism and raised again from the symbolic grave, so there is on us a special obligation now to lead a new and holy life. (Eph. 5:15; Tit. 2:12; Rom. 6:4; 1 Thess. 4:7; 1 Pet. 1:13-25)

We will work together for the continuance of a faithful evangelical ministry in this church, as we sustain its worship, ordinances, discipline, and doctrines. We will contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the Gospel and make disciples of all nations. (Eph. 2:21-22; Heb. 10:25; Matt. 28:19-20; 1 Cor. 11:24-34; Rom. 16:17; 2 Thess. 3:6; 1 Cor. 5; Acts 2:42; 2 Jn. 1:9-11; Matt. 10:10; Gal. 6:6; Mal. 3:8-10; Acts 11:29; 2 Cor. 8:1-5, Lk. 24:46-48; Acts 1:8)

We will, when we move from this place, as soon as possible, unite with some other church where we can carry out the spirit of this covenant and the principles of God's Word. (Acts 18:27-28; Rom. 16:1-2; 1 Cor. 15:58; Col. 3:23; Heb. 10:24-25)

May the grace of the Lord Jesus Christ, and the love of God, and the fellowship of the Holy Spirit be with us all. Amen. (2 Cor. 13:14)

III. STATEMENT OF FAITH

The Holy Bible is the inspired Word of God and is the basis for any statement of faith. This church subscribes to the doctrinal statement of the Baptist Faith and Message as adopted by the Southern Baptist Convention in the year 2000. We band ourselves together as a body of baptized believers in Jesus Christ personally committed to sharing the good news of salvation to lost mankind. The ordinances of the church are baptism and the Lord's Supper.

Our Statement of Faith, the Baptist Faith and Message 2000, expresses our fundamental Biblical conviction that Christian marriage is, by definition, the spiritual and physical uniting of one biological man and one woman in an exclusive covenant commitment for their joint lifetime. Christian marriage is God's unique gift to reveal the union between Christ and His Church. As such, this local church believes that wedding ceremonies on church property are spiritual observances of worship of the true God who created this divine institution. As worship services, weddings on church property shall be officiated by one or more ordained ministers of the gospel. The church may decline to make its facilities or ministers available for any wedding if it is determined that one or both of the parties are not biblically and/or legally qualified to marry. Such determinations may be made by the pastors and deacons and are subject to the direction of the church. No minister (or employee) of the church shall officiate at any marriage ceremony unless such marriage is consistent with this policy.

IV. LIKE FAITH AND ORDER

In this document, the statement "churches of like faith and order" shall be defined as a New Testament church with doctrines in agreement with the Baptist Faith and Message 2000. If a question arises concerning the doctrinal position of a church, the document called "The Baptist Faith and Message 2000" shall be the standard for interpreting doctrinal beliefs.

V. CHARACTER

Section 1. Relationships

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

Section 2. Doctrine

This church receives the Scriptures as its authority in matters of faith and practice. Its understanding of Christian truth as contained therein is in essential in accord with the Baptist Faith and Message (2000).

BYLAWS

First Baptist Church of Thayer, Missouri

I. MEMBERSHIP

Section 1. General

This is a sovereign and democratic Baptist church under the Lordship of Jesus Christ. The membership retains unto itself the right of exclusive self-government in all phases of the spiritual and temporal life of this church. The membership reserves the exclusive right to determine who shall be members of this church and the conditions of such membership. Membership in the local congregation of First Baptist Church is a decision separate and apart from one's profession of faith in Jesus Christ as Lord and Savior and from one's baptism in water by immersion. However, a profession of faith in Jesus Christ and baptism in water by immersion are prerequisites to church membership.

Section 2. Candidacy

Any person who has accepted Jesus Christ as their personal savior may offer themselves as a candidate for membership in this church. All such candidates shall be presented to the church at a regular service for membership in any of the following ways:

1. By profession of faith in Jesus Christ and for baptism according to the policies of the church.
2. By promise of a letter from another Baptist Church of like faith and order. The baptism of this candidate must have been by immersion in a church of like faith and order as described in this document.
3. By statement, testifying of a previous public profession and scriptural baptism, as defined in the Baptist Faith and Message.
4. By restoration, persons whose names have been removed from the membership roll may be restored to membership if the facts and circumstances justify, in the judgment of the pastor and deacons, and they so recommend (see Section 4).

Section 3. Scriptural Baptism

1. *A Proper Candidate:* This is a person who has heard the word of salvation and received Jesus Christ as their personal Savior (Acts 2:41-47).
2. *A Proper Mode:* Baptism is a word which signifies the act of immersing or submerging in water (Acts 8:36-39). It is an act which symbolizes the death, burial, and resurrection of Jesus Christ. (Romans 6:3-5)
3. *A Proper Understanding:* Baptism is a symbol of what takes place within a person when they receive Jesus Christ as their Savior (Romans 10:9-10).
4. *A Proper Administrator:* Anyone performing the act of baptism should do so only by the authority granted by Pastors. Baptism is a person's public profession of Jesus Christ and is administered by a local body of believers (Acts 2:41, 47).

All candidates for membership shall be voted on at regular quarterly business meetings. Should there be any dissent as to any candidate, such dissent shall be referred to the pastor and the deacons for investigation and the making of recommendation to the church at the next regular business meeting.

Section 4. New Member Orientation

New church members must participate in the church's new member orientation.

Section 5. Termination of Membership

Membership shall be terminated in the following ways: (1) death, (2) transferring membership by letter of recommendation to another Baptist Church, (3) exclusion by action of the church (see Section 6), (4) erasure upon becoming affiliated with a church of another faith or denomination.

Section 6. Discipline

1. It shall be the basic purpose of the church to emphasize to its members that every reasonable measure will be taken to assist any troubled member. The pastor, members of the church staff, and deacons are available for counsel and guidance. Redemption, rather than punishment, should be the guideline which governs the attitude of one member toward another.
2. Should a member become an offense to the church and to its good name by reason of immoral or unchristian conduct, or by persistent breach of covenant vows, the church may terminate his membership by a three-fourths vote, but only after due notice and hearing, and after faithful efforts have been made to bring such member to repent, with Matthew 18:15-17 as the guideline.
3. Any person whose membership has been terminated for any condition which has made it necessary for the church to exclude them may, upon request, be restored to membership by a vote of the church with a recommendation from the pastor and deacons.

II. CHURCH OFFICERS

All church officers must be members of the church. The officers of this church shall be as follows:

Section 1. Pastor

The pastor is responsible for leading the church in functioning as a New Testament church. The pastor will lead the congregation, the organizations, and shall have direct supervision of the church staff in performing their tasks. He shall preside at meetings of the church. A major concern of the pastor is to perform pastoral responsibilities. The pastor is the leader of worship, proclamation, education, and pastoral ministry.

Section 1a. Calling a Pastor

A pastor shall be chosen and called by the church whenever a vacancy occurs according to the following procedure:

Whenever a vacancy occurs, a pulpit committee consisting of two men, two women, chairman of deacons, one alternate man, and one alternate woman shall be elected by the church to seek out a suitable pastor, and their recommendation will constitute a nomination. The pulpit committee, along with the deacon body, shall work to fill the pulpit until a pastor (or interim / intentional pastor) is called. The committee will work together to unanimously bring one man before the church for vote. Election shall be by secret ballot at a meeting called for that purpose of which at least one week's public notice shall be given. An affirmative vote of three-fourths of those present and voting shall constitute a call on the part of the church. The pastor, thus elected, shall serve until the relationship is terminated by his request or the church's request.

Section 1b. Termination of a Pastor

The pastor may submit his resignation at any regular meeting of the church, whenever he feels that the Lord has called him to other service. At least two weeks notice shall be given before the pastor's resignation is effective.

The church body may ask the pastor for his resignation at a meeting called for that purpose of which one week's public notice has been given. A vote, taken by secret ballot, calling for the pastor's resignation shall require a three-fourths majority of those present and voting. When the pastor's resignation has been called for by the church, according to the above procedures, he shall be given two weeks' salary and benefits.

Section 1c. Pastor's Support

The pastor's initial and subsequent salary, benefits and other issues (vacation, pulpit supply, absences, travel reimbursements, etc.) shall be recommended to the church by the Finance Committee in consultation with the Pulpit Committee (in case of a new pastor) or the Deacons.

Section 1d. Interim / Intentional Pastor

If the need arises, the deacon body and remaining pastors shall bring a recommendation to the church during a business meeting (special called or regularly scheduled) regarding an interim or intentional pastor. Voting should be conducted according to the format given to hire a pastor (see II, 1a), with the salary being set by the finance committee.

Section 1e. Management Responsibilities in the Absence of a Pastor

In the absence of a pastor, the responsibility of management will be in the hands of the remaining pastors. If no pastors remain, management responsibility will be given to the chairman of deacons, and relinquished when a new pastor or intentional pastor has been called.

Section 2. Church Staff

This church shall call or employ such staff members as the church shall need. A job description shall be written (and kept current) by the personnel committee when the need for staff members is determined. Salaries and benefits shall be recommended to the church by the personnel committee with the approval of the finance committee at initial hiring and as needed. An employee handbook outlining employee relations (vacation policy, sick policy, employee conduct policy, etc.) shall be created and maintained by the personnel committee.

Section 2a. Ministerial Staff (other than the Pastor)

Ministerial staff members shall be recommended to the church by the personnel committee in consultation with the finance committee and the Pastor. A vote to hire, taken by secret ballot at a regular or special called business meeting, shall require a majority of those present and voting.

Section 2b. Non-ministerial Staff

The secretaries, custodians and any other paid staff shall be recommended to the church by the personnel committee in consultation with the finance committee and the pastor, and employed by church action.

Section 3. Deacons

Deacons are servants of the church who are elected and ordained by the church for the purpose of carrying out the church's deacon ministry. Male members of this church who have been ordained as deacons by another church of like faith and order may be elected as deacons of this church. Required procedures are as follows:

Section 3a. Qualifications

The qualification of the deacons shall be those set forth in Acts 6:3 and 1 Timothy 3:8-13.

Section 3b. Number and Election

There may be one deacon for every 25 members. Nomination of new deacons will be made by the deacon body as needed. Nominees may be inactive deacons, deacons formerly serving other churches, and other men of the church fellowship and election process with the following requirements.

- A. If the man has been ordained in a Southern Baptist Church of like faith and order, he may be nominated after being a member for one (1) year.
- B. Men in the faith but not previously ordained may not be eligible for the office of deacon until they have been a member for two (2) years, at which point they may begin the one (1) year deacon training. Upon completion of training, deacons may be installed by the church and ordained.
- C. A new Christian may not be considered for the office of deacon until he has been a Christian for five (5) years, a member for two (2) years, and completed the one (1) year deacon training.

Nominees will meet with a Pastor and one deacon to discuss qualifications and expectations of being a deacon. The names of those indicating a desire to serve shall be presented by the deacons at a business meeting. Election shall be by a three-fourths majority of those present and voting at the business meeting. The new deacon candidate will then enter into new deacon training (new deacon training expected to take 12 months), and if, after his training, he still has a desire to serve the church as a deacon, he will be ordained.

Section 3c. Tasks

As servants of the church, deacons shall engage in ministry, not management, except in the absence of a pastor (see CHURCH OFFICERS II, Section 1e). They shall serve with the pastor and church staff in carrying out such pastoral ministries as outreach for the lost, care for the needy, fellowship, worship, observance of church ordinances, education for believers, and church growth.

They shall be the Lord's Supper committee. The Lord's Supper committee prepares the elements and the equipment for the observance of the Lord's Supper. The committee does the preparatory and maintenance work needed to observe the memorial service. The committee will prepare the elements on scheduled dates approved by the church.

Section 3d. Organization

The deacons shall annually elect a chairman, vice chairman and secretary. The chairman shall preside at all meetings of the deacons. In the absence of the chairman, the vice chairman shall preside. The secretary shall keep a complete, accurate, legible, and permanent record of all meetings of the deacons.

Section 4. Moderator

The moderator shall be a pastor except as provided below. In the absence of a pastor, the chairman of deacons or vice-chairman shall preside; or in the absence of all three, the clerk shall call the church to order and an acting moderator shall be elected by majority vote. If the matter under consideration concerns a Pastor's employment or benefits, he shall vacate the chair and another moderator (as provided above) shall preside.

Section 5. Clerk

The duties of the church-elected clerk of the church shall be:

1. Keep in a suitable book a record of all the actions of the church, except as otherwise herein provided. In the absence of the clerk at church meetings, the Pastor may appoint a member to record minutes, which will be then turned over to the clerk.
2. To keep a register of the names of members, with dates of admission, dismissal, or death, together with a record of baptisms.
3. Shall issue letters of dismissal voted by the church.
4. Preserve on file all essential communications and written official reports or other documents for historical record.
5. Give legal notice of all meetings where such notice is necessary, as indicated in these bylaws.
6. To prepare the statistical and other reports to the association, state, and national conventions, and others as directed.

The church may delegate some of the clerical responsibilities to a church secretary. All church records are church property and should be filed in the church office and be accessible to any active member (with the exception of contribution records) in the presence of the clerk, or another church officer during office hours. All contribution records must be maintained for a period of five years. The clerk shall be elected for one year, and is eligible to succeed him/herself.

Section 6. Treasurer

The church shall elect annually a church treasurer. The duties of the treasurer shall be:

1. To be the custodian of all funds of the church and all its auxiliaries for general and special purposes. All receipts shall be promptly and regularly deposited in a bank approved by the church and to pay out all money, or things of value paid or given to the church, keeping at all times an itemized account of all receipts and disbursements.
2. To keep well informed of all journals, ledgers, and payroll records of the church.
3. The treasurer's report shall be subject to an annual audit by an auditing committee or public accountant.
4. Keep a record of donor's balances, which will indicate receipts from envelopes, and miscellaneous or special offerings.
5. Be responsible for preparing and mailing annually records of contributions to all contributing members by the end of January. These records are confidential, and shall be available only to the auditors and government authorities with jurisdiction. All contribution records shall be protected by passwords and locked files, and kept in accordance with VI Section 2.
6. Serve as ex officio member of Finance Committee.

Upon rendering the annual account at the end of each fiscal year, and its acceptance and approval by the church, the records shall be delivered by the treasurer to the church clerk, who shall keep and preserve the

account as a part of the permanent records of the church. The treasurer shall be elected for one year, and is eligible to succeed him/herself.

Section 6a. Assistant Treasurers

The church shall elect annually five people as assistant treasurers for the purpose of signing checks. They shall be directly responsible to the treasurer.

Section 6b. Receiving Treasurers

Receiving treasurers shall be of sufficient number of members to efficiently and accurately count (there shall be at least two persons present to count at all times) and deposit all tithes and offerings. They shall be elected annually, and shall be directly responsible to the treasurer. Due to the character of the contributions, receiving treasurers shall maintain complete confidentiality.

Section 7. Church Secretary

As Church Secretary, duties shall be defined in a job description created and maintained by the personnel committee.

Section 8. Officers of the Corporation

Six trustees, one third of whom shall be elected annually to serve for three years, and, until their successors shall be appointed and will hold in trust the property of the church. They shall have no power to buy, sell, mortgage, lease, or transfer any property without a specific majority vote of the church authorizing each action. It shall be the function of the trustees to affix their signatures to legal documents involving the sale, mortgaging, or purchase or rental of property or other legal documents where the signatures of trustees are required, and be responsible for the church lockbox. They shall elect from among themselves a president, secretary and treasurer as officers of the corporation.

III. COMMITTEES

Section 1. General

All church committee members shall be selected by the nomination committee and elected by the church unless otherwise indicated in the description below. The committee members shall serve on a three-year rotation system. All committees shall have three members unless otherwise stated. After a member has served three years the member must rotate off the committee for a minimum of one year before being eligible to serve another term on the same committee. All committees must have a chairman elected by the members of the committee who will be responsible for leading the committee in its functions. The pastor and chairman of the deacons serve on all committees as ex-officio. Each committee is responsible for preparing and presenting a budget proposal to the finance committee each year if their committee will need church funding. The following committees shall be elected:

Section 2. Baptism Committee

The baptism committee is selected to assist the pastor in preparing the baptistry for the ordinance of baptism. The committee is responsible for preparing the candidates and the baptistry for the ordinance. There will be four members: two men, two women.

Section 3. Decorating Committee

The decorating committee is responsible for securing, arranging, and disposing of decoration arrangements for services and occasions.

Section 5. Lord's Supper Committee

This is a Deacon committee (see II. Church Officers, Section 3.3).

Section 6. Welcome Committee

Six regular church ushers / greeters and four alternates shall be selected by the nominating committee and elected by the church. The welcome committee shall elect a chairman from their regular members. The welcome committee members are to greet people as they enter and leave the church, seat people at the proper time, and provide bulletins and/or other materials at the time of seating. The welcome committee will be attentive to the needs of the congregation and the pastor.

Section 7. Nominating Committee

The church nominating committee acts on behalf of the church to staff each position of church-elected leadership with the person whose gifts, potential, and commitment match the requirements of the position. The pastor, with consultation from the chairman of deacons, will recommend new committee members as needed to assure a full committee of five persons. After prayerfully considering their responsibility to the body, the committee has two concerns:

1. It is concerned that every leader and every potential leader find personal fulfillment and an opportunity to use their God-given gifts.
2. It is concerned with church programs and the positions of leadership in these programs that must be adequately staffed if the church is to achieve its objectives.

Both of these concerns are legitimate concerns for the nominating committee. It is important that persons in the church who have potential for leadership be matched with opportunities that make the most of their gifts. It is also essential that leadership positions be filled if the church's functions are to be carried out. As the nominating committee pursues its work, it must keep both of these concerns in mind and maintain a balance between them.

Duties:

1. Select, interview, and enlist all church leadership positions that are filled by volunteer church members, including church ushers and trustees (Officers of the Corporation).
2. Screen volunteers before they are invited to serve in a church-elected leadership position.
3. Distribute volunteer leadership according to priority needs. Leaders should be placed where their talents can best be used to move the church toward the accomplishment of its mission. The priority needs of the church should be kept in mind in the allocations of leaders.
4. Assist in discovering and enlisting persons to fill leadership positions.
5. After leaders have been enlisted for service, the committee should present them to the church for its approval. It should be remembered that recommendations from the nominating committee are nominations, and there should be opportunity for additional nominations from the church.

6. Nominate special committees as assigned by the church (i.e., auditing committee, if the pastors and deacons so recommend, consisting of 5 members).

Section 8. Personnel Committee

The personnel committee assists the church in matters related to employed personnel administration. This committee shall consist of five members.

Duties:

1. Survey the need for additional church staff positions.
2. Prepare and update, as necessary, job descriptions for all employed personnel.
3. Prepare and maintain an employee handbook relating to church employed personnel.
4. Recruit, interview, and recommend to the church new employed personnel according to established church policy and staff criteria.
5. Develop and recommend a salary schedule and benefits plan for employed personnel administration.
6. This committee will coordinate its work with the finance committee.

Section 9. Trustees (II. Church Officers. Section 8)

The Trustees assist the church in matters related to properties administration.

Duties:

1. Inspect all church property and equipment periodically and maintain an inventory.
2. Develop and recommend policies and procedures about maintenance, insurance and the use of buildings, properties, and space.
3. Prepare recommendations for budget needs for additional replacement property.
4. Assist the church in recommending and maintaining proper and adequate furnishings for church programs and activities.
5. Assist other church committees in responsibilities relating to church property and space.
6. Primarily responsible to assist the church in the care of all property and buildings to include equipment and personnel needs.
7. This committee will coordinate its work with the finance committee. No member of the committee or his business shall be selected for hire by the church without competitive bids being taken.

Section 10. Recreation Committee

This committee seeks to serve the entire church in seeing that all recreation activities sponsored by the church or any organizational unit are properly planned and that they contribute to the ultimate objectives of the church. The committee will plan all church recreation activities and serve as a resource to others who plan activities. There will be six members on this committee.

Section 11. Preschool Committee

The preschool committee is to coordinate the church's preschool activities and to help preschool parents and teachers work together. The committee will see that adequate provisions are made for preschool children each time they are at church.

Section 12. Benevolence Committee

The benevolence committee is to perform acts of benevolence to persons in need in the name of Christ and His church. These needs may be physical, social, or mental. The benevolence committee chairperson

shall be responsible for communicating needs to the committee as a whole, manage the benevolence ledger, and communicate with pastors regarding acts of benevolence.

Section 13. Fellowship Committee

The fellowship committee is responsible for formulating policies of the kitchen and for communicating these policies to the church members and shall have seven members. They also serve church Thanksgiving meals and are in charge of all memorial meals.

Section 14. Finance Committee

The finance committee develops and recommends an overall stewardship information plan, and administers the gifts of church members, using sound principles of financial management. The finance committee shall consist of 6 members, with the Treasurer serving as ex officio.

Section 15. Mission Committee

The missions committee seeks to discover possibilities for local and foreign missions projects, shares findings with church program organizations, if needed, and serves the church in establishing and conducting such mission projects as may be assigned to. They shall recommend goals to the church for local, state and SBC mission offerings and lead in the promotion as needed. They will also maintain contact with missionaries selected by the church as “partners in missions” and lead the church to support them with both prayer and special needs.

Section 16. Shower Committee

The shower committee is responsible for administering wedding and baby showers given by the church according to the guidelines approved by the church at a business meeting. The committee will recommend changes to the guidelines to the church as needed.

Section 17. Wedding Committee

The purpose of this committee is to assist wedding parties with questions about the appropriate policy, locations of items, and the oversight of clean up. The committee will recommend changes to the wedding policies to the church as needed.

Section 18. Media Committee

This committee shall be in charge of media equipment, including (but not limited to) sound/speakers, presentation software, TV’s/projectors, and social media streaming.

IV. EDUCATIONAL MINISTRIES

Section 1. General

All organizations of the church shall be under church control, all officers shall be members of the church, be elected by the church, and report regularly to the church. It is understood that the pastor is an ex-officio officer of all the organizations named, and his leadership is to be recognized in them. Teachers and leaders of ministries (be those children’s, youth, or adults) shall be appointed at the pastor’s discretion. The directors or ministers are responsible for preparing and presenting a budget proposal to the finance committee each year.

Section 2. Sunday School

There shall be a Sunday School, divided into departments and classes for all ages and conducted under the direction of the Sunday School Director, for the study of God's Word. Sunday School is to be conducted each Sunday morning. The tasks of the Sunday School shall be to teach the biblical revelation; lead in reaching all prospects for the church; lead all church members to worship, witness, learn, and minister daily; provide and interpret information regarding the work of the church and the denomination.

Section 3. Wednesday Night Studies

There shall be Wednesday night studies, divided into classes for all ages and conducted under the direction of the children's committee, women's activities committee, and the men's ministry committee. The youth ministry will direct the youth programs. Wednesday night studies shall serve as the training organization of the church.

The tasks of the Wednesday night studies shall be to teach systematic theology, Christian history, Christian ethics, and church policy and organization; give orientation to new church members; train all church members to worship, witness, learn, and minister daily; train leaders for the church and the denomination; discover, recruit and train potential leaders; provide for specialized training; provide organization and leadership for special projects of the church; provide and interpret information regarding the work of the church and the denomination.

Section 4. Men's Ministries

There shall be a men's ministry, made up of the men of the church. This program shall be directed by a men's ministry director who shall be elected by the church. The tasks are to teach biblical roles for men; lead all men, to participate in missions activities; provide organization and leadership for special events.

Section 5. Music Ministry

There shall be a Music Ministry under the direction of the minister of music. Such officers and organizations shall be included as needed. The music tasks shall be to teach hymns; provide music and musicians for the congregational services and the organizations of the church; lead persons to participate in hymn singing; train persons to lead, sing and play music; provide organization and leadership for special projects of the church; provide and interpret information regarding the work of the church and denomination.

Section 6. Women's Ministry

Duties:

1. To plan women's activities in order to promote spiritual growth and fellowship.
2. To reach out to women who have visited and are prospective members for FBC.
3. Be in charge of planning and promoting women's Bible studies by deciding what studies should take place and who will be leading each study. These studies and leaders must be approved by the pastor.
4. To prepare and present a budget proposal to the finance committee each year for ministry activity needs.

Female church staff member(s) (if any) will be assigned to be ex-officio member(s) of this committee in addition to the pastor and chairman of the deacons.

Section 7. Senior Adult Ministry (Joy)

Provide activities for seniors to promote fellowship, recreation and ministry opportunities. The director will be responsible for leading the activities.

Section 8. Children's Ministry

Provide activities on Wednesday night for children between preschool age and youth. There will be a director who will be responsible for leading the activities.

Section 9. Youth Ministry

This ministry shall be directed by the youth minister(s) under the administration of the pastor. He/they will plan and carry out activities to teach and train youth to follow Biblical truth and apply its directives in practical situations. The youth minister(s) is/are to involve parents by keeping them informed of plans and methods being used in the ministry to youth.

V. CHURCH MEETINGS

Section 1. Worship Services

The church shall meet regularly each Sunday morning and evening for preaching, instruction, evangelism, and of the worship of Almighty God and on Wednesday evening for prayer and training activities. These meetings shall be open for the entire membership of the church and for all people and shall be conducted under the direction of the Pastor.

Section 2. Regular Business Meeting

Regular business meetings shall be held during the evening service every fifth (5th) Sunday. A majority vote of those present and voting on regular business shall constitute church action unless otherwise specified herein.

Section 3. Special Business Meetings

A special called business meeting may be held to consider special matters of significant nature. A one week notice through the church publication or from the pulpit of the subject, date, time, and location must be given for the special called business meeting unless extreme urgency renders thus notice impracticable. At two-thirds majority vote of those present and voting on a given issue shall constitute church action unless otherwise specified herein.

Section 4. Quorum

A Quorum shall consist of twenty-five (25) members of First Baptist Church of Thayer. This number must be in attendance to call a business meeting to order.

Section 5. Parliamentary Rules

Robert's Rules of Order Revised is adopted as the authority for parliamentary rules of procedure for all business meetings of the church, the deacons, organizations, and the committees.

Section 6. Fiscal Year

The fiscal year of the church shall begin on January 1 and end on December 31.

Section 7. Church Year

The church year shall begin on July 1 and end on June 30.

VI. CHURCH FINANCES

Section 1.

The finance committee shall submit to the church for approval an inclusive budget, indicating by items the amount needed for all local and world-wide expenses. The budget for the new year shall be presented to the deacons for review at a regular deacon's meeting, made available in print to members, and announced from the pulpit one week prior to the October Business Meeting. If there is no regular business meeting in October, then there shall be a special called business meeting for the purpose of church action on the budget.

Section 2.

All funds, for any and all purposes, shall be the responsibility of the church treasurer and be properly recorded on the books of the church. All checks paid from church funds shall have two signatures by treasurer and an assistant treasurer or two assistant treasurers.

Section 3.

It is understood that membership in this church involves financial obligation to support the church and its causes with regular, proportionate gifts. Each member shall be encouraged in stewardship matters through an annual stewardship emphasis.

XII. AMENDMENTS

Changes in this constitution and bylaws may be made at any regular business meeting of the church, provided such amendments shall have been presented in writing at a previous business meeting (regular or special called), and copies of the proposed amendment be furnished to each member present. Amendments to the constitution shall be by two-thirds vote of all members of the church present entitled to vote; amendments to the bylaws shall have concurrence of a majority of the members present and voting.