



Constitution
and
By-Laws

Updated
October 17, 2021

Winchester First Baptist Church Constitution

PREAMBLE

We, the members of Winchester First Baptist Church of Winchester, Tennessee, in order that we may secure for ourselves and those who come after us the rich blessings of joining our efforts together that we may better serve Christ, the living Son of God, in peace, in serenity, and in love; to provide for the preservation and security of the principles of our faith; to insure for this church the freedom of action of this body with respect to its relation to other churches; to preserve and protect the spiritual unity, Christian love and fellowship which we know and share with each other; and that we may not forget our duty to take Christ to the lost here and everywhere, do declare and establish this Constitution and these By-Laws.

ARTICLE I – Name

The name of this church shall be Winchester First Baptist Church (WFBC) of Winchester, Tennessee.

ARTICLE II – Purpose

The purpose of Winchester First Baptist Church (WFBC) of Winchester, TN is to love God and love others as is stated by Jesus in Mark 12:29-31.

²⁹Jesus answered him, "The most important (commandment) is Listen, O Israel! The Lord our God, the Lord is one. ³⁰Love the Lord your God with all your heart, with all your soul, with all your mind, and with all your strength. ³¹The second is, Love your neighbor as yourself. There is no other command greater than these."

ARTICLE III – Doctrine

We abide by the Baptist Faith and Message 2000 revised edition (Appendix 1) and the Nashville Statement: A Coalition for Biblical Sexuality 2017 (Appendix 2). All leaders of WFBC are to abide by the Leadership Covenant (Appendix 3). Copies are available upon request.

Article IV – Member Led Congregation

Under Christ this congregation is governed by its members. Therefore, it is the privilege and responsibility of members to attend business meetings and vote on the election of officers, on decisions regarding membership status, and on such other matters as may be submitted to a vote.

1 **Article V – The Church Covenant**

2 Having repented from our sins and received Jesus Christ as our Lord and Savior and having been
3 baptized in the name of the Father, Son and the Holy Spirit, we joyfully enter into covenant with one
4 another as one body in Christ.

5 We now, depending upon the Holy Spirit, establish this covenant with one another.

6 In all we do, we will aim to glorify and enjoy the God of our salvation, from whom and through
7 whom and to whom are all things: to Him be all glory forever! (Micah 6:8; **1 Cor. 10:31; Rom. 11:36**)

8 We will eagerly maintain the unity of the Spirit in the bond of peace by walking together in love and
9 in the Spirit and by putting away all bitterness, anger, and injurious speech. (**Eph. 4:3; Gal.**
10 **5:16, 25; Eph. 4:29, 31**)

11 With humility and gentleness, patience and love, we will be kind to one another, tenderhearted,
12 forgiving each other, even as God, for Christ’s sake, has forgiven us. (**Eph. 4:1-2; Luke 17:3; Col.**
13 **3:13; 1 Thess. 5:11; 1 Pet. 1:22**)

14 We will carry each other’s burdens, rejoicing with those who rejoice and weeping with those who
15 weep. (**Gal. 6:2; Rom. 12:15**)

16 We will train our children in the instruction of the Lord, seeking to walk in a way that adorns the
17 gospel of Christ before our family, friends, and neighbors (**Prov. 22:6; Eph. 6:4; 1 Pet. 3:1**).

18 We will strive to live self-controlled, upright, and godly lives in this present age, as we wait for the
19 blessed hope, the appearing of the glory of our great God and Savior Jesus Christ; by maintaining a
20 consistent time of personal worship through prayer and Bible study. (**Gal. 5:22-24; Titus 2:12; 1 Pet.**
21 **1:14**)

22 We will not neglect to gather together to worship, but will support and treasure the biblical
23 preaching of the whole counsel of God, the faithful observance of baptism and the Lord’s Supper,
24 and the loving exercise of church discipline. (**Heb. 10:25; 2 Tim. 4:2; Acts 2:38; 1 Cor. 11:26; Matt**
25 **18:17; 1 Cor. 5:13**)

26 We will contribute cheerfully and generously to the expenses of the church, the relief of the poor,
27 and to the sharing of the gospel to all people. (**Matt. 28:19; Luke 12:33; Acts 1:8; 2 Cor. 9:7**)

28 We will, when we move from this place, unite as soon as possible with some other church where we
29 can carry out the spirit of this covenant and the principles of God’s Word.

30 In all these things, we rely on our God who has made a new and everlasting covenant with us,
31 saying:

32 “They shall be my people, and I will be their God. I will give them one heart and one way, that they
33 may fear me forever, for their own good and the good of their children after them. . . I will not turn
34 away from doing good to them. And I will put the fear of me in their hearts, that they may not turn
35 from me. I will rejoice in doing them good . . . with all my heart and all my soul.” (**Jer. 32:38-41**)

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Winchester First Baptist Church By-Laws

Article I – Membership

Section 1 – What is Membership

WFBC church membership is a covenant (commitment) between Christians affirming one another's profession of faith and baptism and promising to hold one another accountable to the Scriptures and the church's statement of faith while submitting to the leadership of the church for the glory of God.

When someone comes before the church for membership:

The Church body will affirm to the individual:

"We recognize your profession of faith, baptism and discipleship to Christ as valid. Therefore, we publicly affirm and acknowledge you as belonging to Christ and the oversight of our fellowship."

The individual will affirm to the church body:

"Insofar as I recognize you as a faithful, gospel-declaring church, I submit my presence and my discipleship to your love and oversight."

Ultimately, membership at WFBC is about the church body taking specific responsibility for the individuals, and the individuals taking specific responsibility for the church body.

Section 2 – Qualifications

The membership of this church shall consist of:

- (1) Such persons as publicly confess Jesus Christ to be their Savior and Lord, and who, after due examination as to the Christian experience, have been baptized by Winchester First Baptist Church; or
- (2) Such persons who give testimony of a previous personal salvation experience and, after such experience, were previously baptized by immersion as stated in the Baptist Faith and Message 2000 edition and have been accepted into membership by a vote of the church.

Section 3 – Candidacy

Any person may offer himself or herself as a candidate for membership with Winchester First Baptist Church. The pastoral staff and active deacons will work together to examine each candidate's qualifications for membership.

Qualifications for membership are as follows:

- (1) By repentance to God and public confession of personal faith in Jesus as Savior and Lord and biblically baptized by immersion. (John 3:16; Romans 10:9)
- (2) By promise of a letter from another Southern Baptist Church.

- 1 (3) By statement that the person made a profession of faith and was baptized in conformity
2 with the doctrinal position of Winchester First Baptist Church concerning biblical believer's
3 baptism by immersion, as an act of obedience to the Lord and not as a means of securing
4 salvation.
5 (4) By restoration from church discipline according to Matthew 18:15-18.

6 **Section 4 – Duties and Privileges of Membership**

7 In accord with the duties reflected in the Church Covenant, each member shall be privileged and
8 expected to participate in and contribute to the ministry and life of the church, consistent with
9 God's leading and with the gifts, time and material resources each has received from God.

10 **(a) Active Members**

11 Active members are those who faithfully attend the Sunday morning worship service and/or a
12 Sunday School 50% (26 Sundays) of the year from current date. Exceptions may be made on a
13 case-by-case basis should a medical, work or family issue arise.

14 Active members who are at least 16 years old are considered voting members. Voting members
15 are expected to approach each business meeting with an attitude of prayer with a desire to
16 glorify God. Our goal is to be good stewards of the business of WFBC, therefore, we require
17 active members to be present and active in the life of the church on a consistent basis to be
18 eligible to vote.

19 Only active members are eligible to fill deacon positions, teaching roles (Sunday school,
20 discipleship classes) and to serve as chairmen of committees and ministry teams (including but
21 not limited to...children's ministry classes and events, youth ministry classes and events, adult
22 ministry classes and events).

23 New members begin as active members.

24 **(b) In-active Members**

25 Those who become in-active members are to be pursued by the pastors, deacons and/or their
26 Sunday School class.

27 In-active members are not eligible to vote in scheduled and special called business meetings. In-
28 active members are eligible to become active members again once they have had 6 months of
29 50% (13 Sundays) attendance in the Sunday morning worship service and/or a Sunday School
30 class.

31 **Section 5 – Removal from Membership**

32 One may be removed from membership upon request, church discipline, prolonged inactivity or
33 death. All removals from church membership must be confirmed by the church through a vote held
34 at a regular or special called business meeting.

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1 **(a) Request Removal**

- 2 (1) A simple written request to be removed from membership will remove one from
3 membership.
4 (2) Any member in good and regular standing who desires a letter of dismissal and
5 recommendation to any other Southern Baptist Church is entitled to receive it upon
6 request.
7 (3) Any member desiring to depart to a non-Southern Baptist Church will not be granted a
8 letter. A recommendation may be approved if the other church's theology and doctrine is
9 compatible with the Baptist Faith and Message 2000 edition.
10 (4) Any person who has requested removal from membership may return as a member
11 according to the standards described in Section 1 and Section 2 of Article I.

12 **(b) Church Discipline**

- 13 (1) Should a member become an offense to Christ by reason of immoral or unchristian conduct
14 or by persistent breach of his covenant vows WFBC may remove the individual from
15 membership, but only after faithfully following the guidelines prescribed by Matthew 18:15-
16 20. The process of removing a member through Matthew 18 guidelines will be supervised
17 by the pastors and the active deacon body and culminate with a church vote.
18 (2) Any person who has been removed as a member through church discipline may be restored
19 by vote of the church upon evidence of his repentance and reformation as determined by
20 the pastors and deacons.

21 **(c) Prolonged In-Activity**

- 22 (1) Once a member is moved to in-active membership status and then has one year of in-
23 activity (zero attendance on Sunday morning), the pastors, deacons and/or Sunday School
24 class shall seek out the individual to discover the possible reason for in-activity. If it is found
25 that they are unwilling to return within the next 3 months, and it has been deemed
26 physically possible, the individual may be removed from the membership roll by a church
27 vote.
28 (2) Exceptions are made for those who are shut-ins, nursing home residents, assisted living
29 residents, work, or any other circumstance deemed reasonable by the church.

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1 **Article II – Biblical Church Offices**

2 **Section 1 – Summary**

3 The biblical offices in the church are pastors and deacons. In addition, our church recognizes
4 administrative positions under this constitution which will be defined in Article III.

5 All pastors become active members of WFBC on the first official Sunday of service. All potential deacons
6 must be an active member of WFBC for one year prior to assuming their responsibilities.

7 **Section 2 – Pastors**

8 ***(a) Scriptural Requirements of a Pastor***

9 The pastors (lead and non-lead) shall be men that satisfy the qualifications for the office of pastor
10 set forth in 1 Timothy 3:1-7 and Titus 1:6-9. There are 14 basic requirements found in 1 Timothy
11 3:2-7 (CSB):

12 *² An overseer, therefore, (1) must be above reproach, (2) the husband of one wife, (3) self-controlled,*
13 *(4) sensible, (5) respectable, (6) hospitable, (7) able to teach, ³ (8) not an excessive drinker, (9) not a*
14 *bully but gentle, (10) not quarrelsome, (11) not greedy. ⁴ (12) He must manage his own household*
15 *competently and have his children under control with all dignity. ⁵ (If anyone does not know how to*
16 *manage his own household, how will he take care of God's church?) ⁶ He (13) must not be a new*
17 *convert, or he might become conceited and incur the same condemnation as the devil. ⁷ Furthermore,*
18 *he must have a (14) good reputation among outsiders, so that he does not fall into disgrace and the*
19 *devil's trap.*

20 The pastors shall work together for the advancement of the spiritual maturity of WFBC. The pastors
21 shall work together, with the Lead Pastor being designated as the leader among leaders, to fulfill the
22 threefold biblical description of a pastor:

- 23
- 24 • As “Elders” they are to be men of integrity and of wisdom in leading the church.
 - 25 • As “Bishops” they are to directly oversee the worship and discipleship ministries of the church.
 - 26 • As “Shepherds/Pastors” they are to care for the spiritual wellbeing of the individual
 - 27 members of WFBC.

28 Subject to the church covenant, doctrine, policy and procedures, constitution and by-laws of WFBC,
29 the pastors shall oversee the ministries and resources of WFBC while serving as members, ex-officio,
30 of all committees (standing and ad hoc) and ministry teams. In keeping with the principles set forth
31 in Acts 6:1-6 and 1 Peter 5:1-4, the pastors shall devote their time to prayer, the ministry of the
32 Word (by teaching and encouraging sound doctrine), and shepherding God's flock.

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1 **(b) Lead Pastor and Non-Lead Pastor**

2 The Lead Pastor shall be recognized as having the primary responsibilities of (1) preaching during
3 Sunday morning worship at WFBC, (2) protecting the doctrinal integrity of all discipleship
4 opportunities offered at WFBC and (3) casting a vision for the whole of the church.

5 Non-Lead Pastors are those called by WFBC to minister to the spiritual needs of the body in a
6 specific, designated role, as the church has need. Non-Lead Pastors may be paid or volunteer. *For*
7 *example, but not limited to: youth pastor, family pastor or associate pastor.*

8 **(c) Calling a Pastor**

9 A Lead Pastor shall be chosen and called by WFBC whenever a vacancy occurs. A Non-Lead Pastor
10 shall be chosen and called by WFBC whenever a need is determined by the Lead Pastor, active
11 deacon body and church body.

- 12 (1) The Pastoral Staff, the Active Deacon Body, and the Personnel Committee shall together lead
13 WFBC in the selection of candidates for a Pastor Search Committee to be chosen by secret
14 ballot. The committee shall consist of 1 active deacon (*selected by the active deacon body*), 4
15 active members (*2 men and 2 women selected from the active membership, of which only one*
16 *member of a household can serve*) and any pastoral staff serving WFBC at the time.
- 17 (2) The Pastor Search Committee positions filled by active members shall be elected by secret ballot
18 from list a of 4 men and 4 women presented to the church by the pastoral staff, active deacon
19 body and personnel committee. The 2 men and 2 women receiving the greatest number votes
20 will join the pastoral staff and the selected active deacon to form the Pastor Search Committee.
21 The chairman will be selected by the committee.
- 22 (3) For a Non-Lead Pastor Search Committee, the committee shall be formed as described in
23 Section 1 for a pastor with one additional consideration. The 4 active members (*2 men and 2*
24 *women*) shall reflect the specific area of service. *For example, but not limited to: youth parents*
25 *in the search of a youth pastor, parents of children in the search of a children's pastor, musicians*
26 *in the search of a music pastor, etc.*
- 27 (4) The Pastor (and Non-Lead Pastor) Search Committee shall seek a pastor who fulfills the
28 scriptural requirements as outlined in Article II Section 2 Subsection a, and their
29 recommendation along with the active deacon body shall constitute a nomination.
- 30 (5) The pastor's election shall take place at a special called business meeting specific for that
31 purpose, announcement of which shall be made after the church has had an opportunity to hear
32 him preach on one or more occasions. The Pastor Search Committee shall bring to the
33 consideration of the church only one man at a time. Before his name shall be presented,
34 however it shall be the duty of the Pastor Search Committee to bring to his attention the
35 provisions of the Constitution and By-Laws of this church. The church shall be advised, by the
36 possible pastor, of any variance of opinion and the reason thereof.
- 37 (6) The call of a man as a pastor of WFBC shall require 85% of those voting members present and
38 voting. Voting shall be held at a Sunday morning worship service with a minimum of four weeks
39 advanced notice. The chairman of the search committee shall notify the candidate concerning
40 the vote outcome once it has been tallied and verified.

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1 **(d) End of Service**

2 A pastor's term of office may be terminated by resignation or by dismissal. Any two members with
3 reason to believe that a pastor should be corrected or dismissed should express such concern to the
4 pastor first and then, if need be, to the active deacon body. Any such action shall be done in
5 accordance with the instructions of our Lord in Matthew 18:15-17 and 1 Timothy 5:17-21. Initiated
6 by the active deacon body, any pastor may be dismissed by a two-thirds vote of the voting members
7 present and voting at a special called business meeting of WFBC with a minimum of 2 weeks' notice.

8 **Section 5 – Deacons**

9 The office of deacon is described in Acts 6:1-7 and 1 Timothy 3:8-13. WFBC recognizes a Deacon Body as
10 given by Scripture for God's glory and the church's good.

11 **(a) The Qualifications of Deacons**

12 (1) All prospective deacons shall fulfill the 9 basic Scriptural requirements detailed in 1 Timothy 3:8-
13 13 (CSB):

14 ⁸ *Deacons, likewise, should be (1) worthy of respect, (2) not hypocritical, (4) not drinking a lot of
15 wine, (5) not greedy for money, ⁹ (6) holding the mystery of the faith with a clear conscience. ¹⁰ *They*
16 *must also be tested first; if they (7) prove blameless, then they can serve as*
17 *deacons.* ¹¹ *Wives, likewise, should be worthy of respect, not slanderers, self-controlled, faithful in*
18 *everything.* ¹² (8) Deacons are to be husbands of one wife, (9) managing their children and their own
19 households competently. ¹³ *For those who have served well as deacons acquire a good standing for*
20 *themselves and great boldness in the faith that is in Christ Jesus.**

21 (2) All prospective deacons must be male, age twenty-one or over, with at least one year of active
22 membership at WFBC.

23 (3) All prospective deacons must be loyal in attendance and an active participant in the life of the
24 church. Loyal attendance is defined as attending the Sunday morning worship service and/or a
25 Sunday School class 75% (39 of 52 Sundays) of the year.

26 (4) Any active deacon that falls below the 75% will be given 6 months to reestablish loyal
27 attendance as defined above. 75% over 6 months would be attending 19 of 26 Sundays. If an
28 active deacon fails to regain loyal attendance status, it is the duty of the active deacon body to
29 seek out why and establish a new course of action.

30 (5) All prospective deacons must be cheerfully and actively contributing financially to the budget of
31 WFBC.

32 **(b) The Purpose of Deacons**

33 The word deacon means servant. Therefore, according to the Scriptures, the deacons of WFBC are
34 to be the servants of the church.

35 According to the Scriptures, deacons shall directly oversee the temporal needs of WFBC by caring
36 for: (1) the widows and widowers, (2) the physical needs of the WFBC members, (3) the physical
37 needs of the WFBC property and buildings and (4) the benevolence ministry of WFBC.

1 A chairman of the deacon body shall be selected from the active deacon
2 body. The chairman of the deacon body, working with the pastors, shall schedule meetings and help
3 keep the deacon body focused on their purpose while carrying out their duties.

4 **(c) Additional Duties**

- 5 (1) There shall be an Active Deacon assigned to each committee and ministry team. The pastors
6 and the Active Deacon Body will determine where each active deacon will serve on the church
7 approved committees and ministry teams.
- 8 (2) Deacons are to be zealous to maintain and foster the unity of the church in the bonds of peace.
- 9 (3) Deacons shall serve as a council of advice and conference with the pastors in all matters
10 pertaining to the physical welfare and work of the church.
- 11 (4) Deacons are to establish and maintain personal relationships with all the members of the church
12 as much as possible. Especially, they are to seek to know the physical needs and struggles of the
13 members of WFBC. They shall inform the pastors of any spiritual needs and struggles in a timely
14 manner. For better service each active deacon will be assigned families in the church for direct
15 care and attention.
- 16 (5) In counsel with the pastors, and by such methods prescribed in Matthew 18:15-20, they are to
17 actively participate in the discipline of church members. 1 Corinthians 5:9-13 and 1
18 Thessalonians 5:12-22 shall be used as guides as well.
- 19 (6) In case of absence or inability of the pastors, the deacons may be called upon by the pastors to
20 serve as a general pulpit committee.
- 21 (7) Active Deacons are expected to attend regular and special called deacon meetings. If a deacon
22 is unable to attend, notice shall be given to the chairman of the deacon body.

23 **(d) The Election and Terms of Deacons**

- 24 (1) A deacon election will be held by the last Sunday of March each year, at the scheduled quarterly
25 business meeting.
- 26 (2) The number of active deacons serving at one time may not exceed 10% of the total number of
27 family units. A family unit will be defined as any group of individuals living together at a single
28 residence and having one or more active or in-active members of WFBC as a part of that
29 household.
- 30 (3) The pastors and active deacons will compile a list of potential qualified deacons that are willing
31 to serve to go through the selection and confirmation voting process.
- 32 a. Selection voting will be as follows:
- 33 i. The pastors and active deacons present a list of eligible men willing to serve.
- 34 ii. The pastors and active deacons will determine the number of deacons needed to fill
35 vacancies and potential needs.
- 36 iii. Each active member will have one vote per the total number of deacons needed.
37 For example: 8 potential deacons and 3 needed vacancies equals 3 votes.
- 38 iv. The number of potential deacons receiving the highest percentage of the votes
39 according to the need will move to the confirmation vote.
- 40 (4) The confirmation vote is where the active members of WFBC will formally recognize a potential
41 deacon as having met the qualifications and can faithfully serve the church. This vote will take
42 place two weeks after the selection vote. A picture and short description of each potential
43 deacon to be confirmed will be provided to the church one week before the confirmation vote.
- 44 a. Confirmation voting will be as follows:
- 45 i. Each voting member will vote yes or no on each potential deacon presented.

- 1 ii. Each potential deacon must receive at least an 85% yes vote to be eligible to serve.
2 iii. Voting will be by secret ballot.
3 iv. Each potential deacon will come before the church for a vote on a single ballot. For
4 example:

5 John Doe: [] yes or [] no

6 Pete Man: [] yes or [] no

- 7 v. If the number of deacons needed have not successfully received the 85% needed
8 votes, another selection vote will be held if there are other potential eligible
9 candidates.

- 10 (5) An active deacon shall serve a three-year term and immediately at the close of his term he shall
11 become ineligible for re-election for a period of one year. Exceptions must be approved by the
12 pastors, active deacons and then the church body with a vote of 75%.
13 (6) If a vacancy occurs during the first two years of a deacon's term of service, the pastors and
14 active deacons will determine if there is a need to fill said position. If there is determined to be
15 a need, the regular procedures for deacon election will be followed. The newly elected deacon
16 will fulfill the remaining time of the previously vacated term. Deacon positions vacated in the
17 final year of service will not be refilled.

18 ***(e) The Removal of a Deacon***

19 An active deacon's term of office may be terminated by resignation or by dismissal. At any time, if an
20 active deacon fails to meet the qualifications as outlined in Article II Section 5 Subsection a, they may be
21 recommended to the church for removal by the pastors and active deacon body. Any active deacon may
22 be dismissed by a two-thirds vote of the voting members present and voting at a special called business
23 meeting of WFBC with a minimum of 2 weeks' notice.

- 24 (1) A notice of resignation should be communicated to the lead pastor and/or an active deacon if
25 one wishes to resign from the active Deacon Body.
26 (2) If an active deacon becomes an in-active church member, he will have 6 months to regain active
27 membership status according to Article I Section 4 Subsection b. If he fails to meet the
28 requirements within the first 6 months, the pastors and the active deacon body will determine if
29 a second 6 months will be granted, on a case-by-case basis. If an active deacon remains an in-
30 active member, after attempts are made to restate him to active church member status he may
31 be recommended for removal. The pastors and active deacon body will make such
32 recommendations to the church body at a scheduled or special called business meeting.
33 (3) An active deacon may be recommended for removal from the Deacon Body if he commits a
34 moral failure as determined by Scripture. *For example: adultery, addictions, fornication.*
35 (4) The pastors and active deacon body may recommend the removal of an active deacon who is
36 continually, negatively impacting the church through actions or attitude. *For example: gossip,*
37 *promoting immorality, negatively impacting unity.*
38 (5) The pastors and active deacon body may recommend the removal of an active deacon who fails
39 to maintain the expectations described in the purpose, additional duties and the qualifications
40 of deacons.

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1 **Article III – Administrative Officers**

2 The lead pastor will provide direct supervision of all administrative offices.

3 All non-pastoral paid staff positions are considered personnel and shall be subject to the WFBC
4 Personnel Policy. This does not refer to independent companies hired by the church as need arises
5 (*for example: plumbers, HVAC repair, roofers, etc.*). In coordination with the personnel committee,
6 the pastors will clearly outline all expectations for personnel, as well as, conduct annual job reviews.

7 Administrative positions filled by volunteers are not subject to all the regulations given to personnel.

8 **Section 1 – Moderator**

9 The lead pastor shall serve as moderator unless the lead pastor requests another presiding officer.
10 In the moderator’s absence, the chairman of the active deacon body shall preside.

11 **Section 2 – Clerk/Assistant Clerk**

12 The church clerk shall be recommended by the nominating committee and elected annually by the
13 church. The clerk shall see that all requests of admission and omission are presented to the church
14 and duly recorded, and shall keep minutes of all church business meetings. All records of the church
15 shall be considered the property of the church.

16 An assistant clerk will be selected in the same manner as the clerk. The assistant clerk will serve as
17 clerk in the absence of the clerk.

18 **Section 3 – Church Secretary**

19 The church secretary shall either be elected annually by the church or hired as a paid staff position.
20 Whether volunteer or paid, the church secretary shall be recommended by the pastors, in
21 consultation with the active deacon body and personnel committee, and confirmed by the church at
22 a regular or special called business meeting by a positive vote of at least 85%.

23 The church secretary shall provide daily direct oversight (in coordination with the personnel
24 committee) of the janitorial services in order that a high standard of cleanliness and appearance is
25 evident and maintained.

26 An assistant church secretary may be added as needed by the pastors and personnel committee.

27 **Section 4 – Financial Secretary**

28 The financial secretary shall either be elected annually by the church or hired as a paid staff position.
29 Whether volunteer or paid, the financial secretary shall be recommended by the pastors, in
30 consultation with the active deacon body and personnel committee, and confirmed by the church at
31 a regular or special called business meeting by a positive vote of at least 85%.

32 The financial secretary shall receive the empty collection envelopes after the money has been
33 removed and counted by the proper persons as described in Article 4, Section 1, Subsection c.
34 He/she shall also be responsible for preparing and mailing yearly statements to all contributing
35 members.

1 If the financial secretary is a paid position, the stewardship committee shall serve as the assistant
2 financial secretary. If the financial secretary is a volunteer, an assistant shall be elected in the same
3 manner to serve in the absence of the financial secretary.

4 **Section 5 – Office Administrator**

5 The church secretary may serve as the financial secretary if confirmed by the church body with a
6 positive vote of 85%. At which case his/her title will be referred to as Office Administrator.

7 **Section 6 – Church Treasurer/Assistant Treasurer**

8 The church treasurer, under the direction of the stewardship committee, will ensure a monthly
9 budget report is made available to the church.

10 The church treasurer shall be recommended by the pastors, active deacons and stewardship
11 committee and be elected by the church at a regular business meeting. The church treasurer is
12 under the direction and supervision of the stewardship committee and/or the lead pastor.

13 The assistant treasurer shall be selected in the same manner as the church treasurer and function as
14 the church treasurer when he/she cannot carry out his/her duties.

15 **Section 7 – Safety and Security**

16 The Safety and Security Team shall oversee WFBC’s policies and practices related to safety and
17 security. For example, but not limited to: during scheduled church activities they will monitor (1)
18 who enters the buildings, (2) the security cameras and (3) specifically the children’s areas. Other
19 duties may include maintaining the security rooms and the equipment, yearly reviews of security
20 practices and training new members.

21 The Safety and Security Team along with the pastors and active deacons will create a policies and
22 procedures manual to be updated yearly. The policies and procedures will be approved by the
23 church at a regular scheduled business meeting.

24 The pastors and active deacons recommend persons to the safety and security team, and they are
25 affirmed by a church vote. Qualifications: (1) Active Member for at least 1 year and (2) pass a
26 background check. Other considerations may include: law enforcement/military background,
27 conceal carry permit, willingness to be trained, self-control, not prone to having a temper, etc.

28 **Section 8 – Other Personnel**

29 The nursery attendants, musicians or similarly employed persons shall be filled by the pastors, active
30 deacons and the personnel committee. They shall be under the general direction of the pastors and
31 the respective committees.

32 **Section 9 – Additional Offices and Volunteers**

33 The church may, from time to time, create such offices as it may see fit and the principles indicated
34 in these by-laws with respect to the manner and methods of nomination and election to such offices
35 shall be observed.

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1 **Section 10 – Resignation**

2 A resignation letter from any administrative officer should be presented to the church at least 30
3 days before the services are terminated. Should a staff member submit his/her resignation, the
4 church may at its discretion determine the effective date.

5 A dismissal may be necessary due to a moral failure or an action in violation of the WFBC personnel
6 policy. In such a case, the pastors and active deacon body will recommend to the church the
7 termination of said employee/volunteer. On the vote of 75% the church may terminate an
8 employee or volunteer and the date of end of service will be determined by the pastors and the
9 personnel committee.

10 The lead pastor may suspend an employee with or without pay in extreme situations. The lead
11 pastor will have no more than 72 hours to meet with the active deacon body and personnel
12 committee together to determine the validity of the suspension and to determine any further
13 course of action.

1 **Article IV – Committees and Ministry Teams**

2 A standing committee is a group of WFBC members appointed for a specific function that requires
3 oversight and prayerful leadership. Committee members must be persons who have been active
4 members of WFBC for at least one year or inactive members in the process of becoming an active
5 member as described in Article I Section 4 Subsection b. Each committee will select a leader
6 (chairman).

7 Ad Hoc committees are those selected to serve on a specific assignment and will be terminated
8 when their assignment is complete. The pastors and deacons will make recommendations of Ad
9 Hoc committees to the church body for a vote on a scheduled or special called business meetings.

10 Committee chairmen are to be selected by each committee. The committee chairmen are expected
11 to: call meetings as necessary, keep meetings on task, contact the church office to place meetings
12 on the church calendar and inform the pastors on all meetings and agenda items. Once a
13 committee chairman is selected, they are to inform the pastors.

14 Ministry Teams are made up of active members, inactive members or regular attenders. There is no
15 1 year waiting period to serve on a ministry team (Exception: any ministry team working specifically
16 with minors requires one year attendance and a background check). Ministry Teams are not limited
17 on the number of total members. Ministry Team members are to be approved by the pastors and
18 active deacons. As needed Ministry Teams may be added or removed throughout the year at the
19 discretion of the pastors and active deacons. Thus, the pastors and active deacons will have direct
20 oversight of the various Ministry Teams. Each ministry team will have a designated team leader.
21 The team leader must be an active member of WFBC and approved by the pastors and active
22 deacons.

23 **Section 1 - Standing Committees**

24 Standing committees are those required to function throughout the church year as needed.
25 Members of standing committees shall serve on a 3-year rotation. At the expiration of their term, a
26 person shall not be eligible for re-election to the same committee for a period of one year.
27 Exceptions may be made should the pastors, deacons and church deem it advisable. No individual
28 may serve on more than 2 standing committees unless approved by the pastors and deacons.

29 **(a) Nominating Committee**

30 The nominating committee shall consist of an odd number of members (3 or 5), selected by the
31 pastors and active deacons. In coordination with the pastors, the nominating committee
32 coordinates the staffing of all church committee positions and ministry team leaders that are filled
33 by volunteers and presents them to the church for approval on an annual basis. In the event a
34 vacancy occurs on a committee, the nominating committee with the pastors will fill the vacancy in a
35 timely manner following the aforementioned procedure.

36 **(b) Personnel Committee**

37 The personnel committee shall consist of a chairman and either 2 or 4 additional members. They
38 shall serve as a liaison between the church, the pastors and other paid personnel. The personnel
39 committee, in coordination with the pastors, recommends staff positions, prepares and updates job

1 descriptions, recruits and recommends all personnel (except for pastoral staff). Also, they will
2 recommend salaries and benefits for employed personnel and develop and recommend church
3 policies and procedures for employed personnel administration.

4 Should a vacancy occur in a paid non-pastoral staff position, the personnel committee in
5 coordination with the pastors shall be responsible for filling those positions with approval of the
6 church during a regular or special called business meeting.

7 **(c) Stewardship Committee**

8 The stewardship committee shall consist of a chairman and either 2 or 4 members. The financial
9 secretary and treasurer (assistant treasurer if treasurer is not available) shall meet with the
10 stewardship committee as advisors.

11 This committee shall formulate a tentative annual budget and submit same to the deacons and then
12 to the church for approval at the regular business meeting in November. The budget will represent a
13 calendar year from January 1 to December 31. During the year this committee shall be responsible
14 for the administration of the financial matters of WFBC. They with the church treasurer shall make a
15 monthly report available on the church's collection, disbursements and financial condition. They
16 shall bring any financial matters of immediate concern to the church as they see fit.

17 General Financial Policies and Procedures

- 18 - Each pastor, staff, committee and ministry team shall submit a detailed budget request to the
- 19 Stewardship Committee no later than September 1 for the following year's budget.
- 20 - Everyone is to operate within the approved budget. Exceptions are made for "normal operating
- 21 expenses" such as, but not limited to, utilities or insurance.
- 22 - All non-budgeted expenditures must be submitted to the Stewardship Committee for approval.
- 23 - No budgeted monies may be re-directed without the approval of the Stewardship Committee.
- 24 - The Stewardship Committee must be notified of any unplanned expenditures that exceed \$500,
- 25 even if it's within the budgeted amount.
- 26 - Money counters and check signers are recommended to the church for approval by the
- 27 Stewardship Committee as needed.

28 **(d) Trustees Committee**

29 The trustee committee shall consist of 3 members with one designated as the chairman. It shall be
30 the responsibility of the Trustees to conduct all legal matters as the official representatives of the
31 church. The authority of the Trustees to conduct legal matters for the church shall be authorized by
32 official church action in a regular or special called business meeting. The chairman of the Trustees is
33 authorized to execute such documents as may be required to transfer stocks that have been given
34 to the church.

35 It shall require specific action by the church to authorize the Trustees to sign documents such as
36 deeds, notes and contracts necessary to buy, sell or encumber real property owned by the church.

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1 **(e) Long-Range Planning Committee**

2 The Long-Range Planning Committee will consist of 6 members with two members rotating off
3 annually. Under the direction of the pastors and deacons it shall be the duty of this committee to
4 develop a long-term plan (5-10 years) concerning the physical properties of the church (i.e.,
5 buildings, lots, etc.).

6 **Section 2 – Ad-Hoc Committees**

7 Ad-Hoc committees (except for pastor search committees*) will be an odd number of either 3 or 5
8 and will be presented to the church by recommendation from the pastors and the nomination
9 committee.

10 *The forming of an Ad-Hoc Committee to seek out a lead pastor or a non-lead pastor is detailed in
11 Article II, Section 2, Subsection C.

12 Examples of Possible Ad-Hoc committees:

- 13 - Lead Pastor Search Committee
- 14 - Non-Lead Pastor Search Committee
- 15 - Scholarship Committee
- 16 - Constitution and By-Laws Committee
- 17 - New Building Committee

18 **Section 3 – Ministry Teams**

19 You can find a current Ministry Teams list in Appendix 4.

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1 **Article V - Meetings**

2 **Section 1 – Worship**

3 Regular church-wide worship will be held on Sundays. Special worship services may be scheduled by
4 the pastors throughout the year.

5 The ordinance of the Lord’s Supper is encouraged to be observed monthly.

6 **Section 2 – Discipleship Opportunities**

7 The pastors shall be responsible to provide/lead/organize discipleship opportunities throughout the
8 year for the whole church body. For example: Sunday School, Wednesday Night Bible Study, Prayer
9 Meetings, Retreats, Revivals, etc. The pastors may appoint leaders for the various discipleship
10 opportunities, for example: Sunday School director, discipleship teacher, prayer coordinator, etc.

11 **Section 3 – Informational Leadership Meetings**

12 The pastors shall call a meeting at least twice a year with all the active deacons, committee
13 chairmen and ministry team leaders. One meeting shall be in August to provide informational
14 packets that include, but not limited to: the next year’s budget request forms and the next year’s
15 calendar. One meeting shall be held in October for the purpose of coordinating the next year’s
16 calendar. Other meetings may be scheduled as needed.

17 **Section 4 – Business Meetings**

- 18 (1) Regular business meetings of WFBC shall normally be held quarterly (March, May, August and
19 November). The moderator shall prepare an agenda for the business meeting which shall
20 include items suggested by active members of the church, if appropriate and timely. The
21 business transacted at each meeting shall be limited to the agenda items, submitted 4 weeks in
22 advance.
- 23 (2) Agendas and any other items related to the business meeting shall be made available to the
24 church two weeks before a scheduled or special called business meeting.
- 25 (3) All votes will be by majority unless otherwise noted. There are no absentee votes allowed.
26 Votes may be by audible or visual means unless a secret ballot is deemed necessary by the
27 moderator. An active member may make a motion for a secret ballot that must be seconded
28 and confirmed by the voting members present. Ballots will be collected and counted by the
29 active deacons present.
- 30 (4) The pastors and active deacons may convene and postpone a vote (by the wishes of the
31 majority of the pastors and active deacons present), before ballots are cast if they deem
32 necessary to preserve the unity of the church.
- 33 (5) The primary purpose of the March business meeting is to elect new committee members,
34 deacons and ministry team leaders. The primary purpose of the November meeting is to pass
35 the next year’s budget.
- 36 (6) Special business meetings may be called by the pastors or chairman of Deacons for the purpose
37 of, but not limited to:
- 38 a. Conducting urgent business when it would be detrimental for the church action to be
39 delayed before the next scheduled business meeting.
 - 40 b. Considering the purchasing, leasing, renting or selling of real estate.
 - 41 c. Constructing new buildings or making major modifications of existing buildings.
- 42 (7) In the absence of the lead pastor and chairman of the deacons the regular or special called
43 business meeting shall to be rescheduled.

1 **Article VI – Use of Church Facilities**

2 God provides God provides resources to our congregation to be used in the mission of Christ’s
3 church. We apply some of those resources for facilities to house our worship, growth in Christian
4 education, mercy ministry (benevolence), and outreach activities. Therefore, all uses of our church
5 facilities must flow from our mission and must be conducted in a manner consistent with the
6 teachings of Scripture and with the moral standards of this church.

7 In each instance of a request for facilities use, the pastor is authorized to deny such a request if in
8 his opinion it is inconsistent with our beliefs or moral standards (Constitution Article III). The
9 deacons may adopt procedures to implement these policies.

10 **Section 1 – Worship**

11 Worship is the primary use of our facilities. The pastors of the congregation exercise oversight of all
12 aspects of worship. Although our facilities are designed to house the worship of this congregation, it
13 is an appropriate recognition that Christ’s church also includes other congregations, and we may
14 from time to time make our facilities available to other Christians for their worship. Nevertheless, all
15 uses of our facilities must be consistent with our understanding of biblical teaching and the moral
16 standards of this congregation (Constitution Article III). The congregation may charge rent or fees
17 for the use of its facilities by other Christians for worship purposes. This would include the
18 celebration of weddings.

19 **Section 2 – Discipleship**

20 Growth in Christian education, training and fellowship make up the largest use of our facilities. Like
21 worship, these activities fall under the oversight of the pastors, who must lead the congregation to
22 fulfill its mission while adhering to biblical standards. From time to time, we may cooperate by
23 making our facilities available to other Christians in the realm of Christian growth in Christian
24 education. Examples of this might include, but are not limited to, Christian schools, homeschool
25 groups, youth groups, music or art lessons, concerts, or sports programs. Any of these activities will
26 be allowed only if led by Christians whose life and faith would qualify them to be members of this
27 church in good standing and if the activity itself is conducted in a manner consistent with our
28 understanding of Scripture and moral standards (Constitution Article III). Depending on the nature
29 of these activities, rent or a fee may be charged.

30 **Section 3 – Benevolence**

31 Mercy ministry (benevolence) uses of our facilities are overseen by the deacons and pastors and
32 must be conducted in a manner consistent with the congregation’s doctrine and moral standards
33 (Constitution Article III). Examples might include providing emergency shelter or a homeless shelter,
34 operating a food bank or clothes closet for the needy, or providing a plot for a community garden.

35 **Section 4 – Outreach**

36 Outreach to our community is an aspect of each of the above activities. We will also use our facilities
37 for the other less obviously “religious” activities, as an outreach to our community, with the goal of
38 inviting them into the fellowship with Christ and His church. Examples of such activity may include
39 serving as a polling place, providing a meeting place for the neighborhood association, hosting a
40 political candidate forum, housing a neighborhood benefit or yard sale, or providing a room for a
41 birthday party or family reunion. Depending on the nature of these activities, rent or a fee may be

1 charged. Any such activity must be conducted in a manner consistent with the congregation's
2 understanding of Scripture and moral standards (Constitution Article III). These activities help build
3 relationships, which will allow us to serve the spiritual needs of our neighbors. Depending on the
4 nature of these activities, rent or a fee may be charged.

5
6 **Article VII – Amendments**

7 This Constitution and these By-laws may be altered or amended only by a majority vote of the
8 members present at a regular business meeting, the specific proposed alterations or amendment
9 having been announced and distributed in writing to the church at the regular business meeting
10 which immediately precedes the one at which the action as proposed is to be taken. They may be
11 temporarily suspended for a given time in a designated particular situation by a unanimous vote.

12
13 **Article VIII – Procedures Not Covered in the By-Laws**

14 Roberts Rules of Order (Revised) shall be used in any procedural matters not explicitly covered by
15 these By-Laws.

Appendix 1 – Baptist Faith and Message 2000 Edition

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I. 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.

II. 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.

1 *Genesis 18:1ff.; Psalms 2:7ff.; 110:1ff.; Isaiah 7:14; Isaiah 53:1-12; Matthew 1:18-*
2 *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*
3 *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-*
4 *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*
5 *Corinthians 1:30; 2:2; 8:6; 15:1-8,24-28; 2 Corinthians 5:19-21; 8:9; Galatians 4:4-5; Ephesians*
6 *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-*
7 *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*
8 *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.*

9 **C. God the Holy Spirit**

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

18 *Genesis 1:2; Judges 14:6; Job 26:13; Psalms 51:11; 139:7ff.; Isaiah 61:1-3; Joel 2:28-32; Matthew*
19 *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-*
20 *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-*
21 *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-*
22 *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*
23 *1:21; 1 John 4:13; 5:6-7; Revelation 1:10; 22:17.*

24 **III. Man**

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

35 *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*
36 *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-*
37 *31; 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11.*

38 **IV. Salvation**

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

1 A. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in
2 Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner
3 responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable
4 experiences of grace.

5 Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and
6 commitment of the entire personality to Him as Lord and Saviour.

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

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

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

14 *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*
15 *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-*
16 *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*
17 *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*
18 *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*
19 *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-*
20 *2:11; Revelation 3:20; 21:1-22:5.*

21 **V. God's Purpose of Grace**

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

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

31 *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-*
32 *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-*
33 *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*
34 *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*
35 *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.*

36 **VI. The Church**

37 A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers,
38 associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ,
39 governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to
40 extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through

1 democratic processes. In such a congregation each member is responsible and accountable to Christ as Lord.
2 Its scriptural officers are pastors and deacons. While both men and women are gifted for service in the
3 church, the office of pastor is limited to men as qualified by Scripture.

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

6 *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-*
7 *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-*
8 *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*
9 *Peter 5:1-4; Revelation 2-3; 21:2-3.*

10 **VII. Baptism and the Lord's Supper**

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

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

18 *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-*
19 *42; 8:35-39; 16:30-33; 20:7; Romans 6:3-5; 1 Corinthians 10:16,21; 11:23-29; Colossians 2:12.*

20 **VIII. The Lord's Day**

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

25 *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-*
26 *28; Acts 20:7; Romans 14:5-10; 1 Corinthians 16:1-2; Colossians 2:16; 3:16; Revelation 1:10.*

27 **IX. The Kingdom**

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

33 *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-*
34 *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-*
35 *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*
36 *2:4-10; 4:13; Revelation 1:6,9; 5:10; 11:15; 21-22.*

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1 **X. Last Things**

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

7 *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*
8 *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*
9 *4:5; 15:24-28,35-58; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-*
10 *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*
11 *5:8; 2 Peter 3:7ff.; 1 John 2:28; 3:2; Jude 14; Revelation 1:18; 3:11; 20:1-22:13.*

12 **XI. Evangelism and Missions**

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

20 *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-*
21 *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-*
22 *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-*
23 *3; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17.*

24 **XII. Education**

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

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

35 *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*
36 *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*
37 *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-*
38 *17; Hebrews 5:12-6:3; James 1:5; 3:17.*

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1 **XIII. Stewardship**

2 God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians
3 have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in
4 their possessions. They are therefore under obligation to serve Him with their time, talents, and material
5 possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping
6 others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly,
7 systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

8 *Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4,19-*
9 *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-*
10 *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*
11 *1:18-19.*

12 **XIV. Cooperation**

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

23 *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-*
24 *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*
25 *1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.*

26 **XV. The Christian and the Social Order**

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

38 *Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12; 27:17; Psalm 101:5; Micah 6:8; Zechariah*
39 *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-*
40 *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-*
41 *28; Ephesians 6:5-9; Colossians 3:12-17; 1 Thessalonians 3:12; Philemon; James 1:27; 2:8.*

1 **XVI. Peace and War**

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

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

7 *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*
8 *12:14; James 4:1-2.*

9 **XVII. Religious Liberty**

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

21 *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*
22 *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.*

23 **XVIII. The Family**

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

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

30 The husband and wife are of equal worth before God, since both are created in God's image. The marriage
31 relationship models the way God relates to His people. A husband is to love his wife as Christ loved the
32 church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to
33 submit herself graciously to the servant leadership of her husband even as the church willingly submits to
34 the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-
35 given responsibility to respect her husband and to serve as his helper in managing the household and
36 nurturing the next generation.

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

1 *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*
2 *51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-*
3 *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-*
4 *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*
5 *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*
6 *13:4; 1 Peter 3:1-7.*

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Appendix 2 – Nashville Statement: A Coalition for Biblical Sexuality 2017

The Nashville Statement was published on August 29, 2017 during the annual conference of the Ethics and Religious Liberty Commission of the Southern Baptist Convention.

“Know that the LORD Himself is God; It is He who has made us, and not we ourselves...” -Psalm 100:3

Preamble

Evangelical Christians at the dawn of the twenty-first century find themselves living in a period of historic transition. As Western culture has become increasingly post-Christian, it has embarked upon a massive revision of what it means to be a human being. By and large the spirit of our age no longer discerns or delights in the beauty of God’s design for human life. Many deny that God created human beings for his glory, and that his good purposes for us include our personal and physical design as male and female. It is common to think that human identity as male and female is not part of God’s beautiful plan, but is, rather, an expression of an individual’s autonomous preferences. The pathway to full and lasting joy through God’s good design for his creatures is thus replaced by the path of shortsighted alternatives that, sooner or later, ruin human life and dishonor God.

This secular spirit of our age presents a great challenge to the Christian church. Will the church of the Lord Jesus Christ lose her biblical conviction, clarity, and courage, and blend into the spirit of the age? Or will she hold fast to the word of life, draw courage from Jesus, and unashamedly proclaim his way as the way of life? Will she maintain her clear, counter-cultural witness to a world that seems bent on ruin?

We are persuaded that faithfulness in our generation means declaring once again the true story of the world and of our place in it—particularly as male and female. Christian Scripture teaches that there is but one God who alone is Creator and Lord of all. To him alone, every person owes gladhearted thanksgiving, heart-felt praise, and total allegiance. This is the path not only of glorifying God, but of knowing ourselves. To forget our Creator is to forget who we are, for he made us for himself. And we cannot know ourselves truly without truly knowing him who made us. We did not make ourselves. We are not our own. Our true identity, as male and female persons, is given by God. It is not only foolish, but hopeless, to try to make ourselves what God did not create us to be.

We believe that God’s design for his creation and his way of salvation serve to bring him the greatest glory and bring us the greatest good. God’s good plan provides us with the greatest freedom. Jesus said he came that we might have life and have it in overflowing measure. He is for us and not against us. Therefore, in the hope of serving Christ’s church and witnessing publicly to the good purposes of God for human sexuality revealed in Christian Scripture, we offer the following affirmations and denials.

Article 1

WE AFFIRM that God has designed marriage to be a covenantal, sexual, procreative, lifelong union of one man and one woman, as husband and wife, and is meant to signify the covenant love between Christ and his bride the church.

WE DENY that God has designed marriage to be a homosexual, polygamous, or polyamorous relationship. We also deny that marriage is a mere human contract rather than a covenant made before God.

1 **Article 2**

2 WE AFFIRM that God’s revealed will for all people is chastity outside of marriage and fidelity within
3 marriage.

4 WE DENY that any affections, desires, or commitments ever justify sexual intercourse before or outside
5 marriage; nor do they justify any form of sexual immorality.

6 **Article 3**

7 WE AFFIRM that God created Adam and Eve, the first human beings, in his own image, equal before God as
8 persons, and distinct as male and female.

9 WE DENY that the divinely ordained differences between male and female render them unequal in dignity or
10 worth.

11 **Article 4**

12 WE AFFIRM that divinely ordained differences between male and female reflect God’s original creation
13 design and are meant for human good and human flourishing.

14 WE DENY that such differences are a result of the Fall or are a tragedy to be overcome.

15 **Article 5**

16 WE AFFIRM that the differences between male and female reproductive structures are integral to God’s
17 design for self-conception as male or female.

18 WE DENY that physical anomalies or psychological conditions nullify the God-appointed link between
19 biological sex and self-conception as male or female.

20 **Article 6**

21 WE AFFIRM that those born with a physical disorder of sex development are created in the image of God
22 and have dignity and worth equal to all other image-bearers. They are acknowledged by our Lord Jesus in his
23 words about “eunuchs who were born that way from their mother's womb.” With all others they are
24 welcome as faithful followers of Jesus Christ and should embrace their biological sex insofar as it may be
25 known.

26 WE DENY that ambiguities related to a person’s biological sex render one incapable of living a fruitful life in
27 joyful obedience to Christ.

28 **Article 7**

29 WE AFFIRM that self-conception as male or female should be defined by God’s holy purposes in creation and
30 redemption as revealed in Scripture.

31 WE DENY that adopting a homosexual or transgender self-conception is consistent with God’s holy purposes
32 in creation and redemption.

33 **Article 8**

34 WE AFFIRM that people who experience sexual attraction for the same sex may live a rich and fruitful life
35 pleasing to God through faith in Jesus Christ, as they, like all Christians, walk in purity of life.

1 WE DENY that sexual attraction for the same sex is part of the natural goodness of God’s original creation, or
2 that it puts a person outside the hope of the gospel.

3 **Article 9**

4 WE AFFIRM that sin distorts sexual desires by directing them away from the marriage covenant and toward
5 sexual immorality— a distortion that includes both heterosexual and homosexual immorality.

6 WE DENY that an enduring pattern of desire for sexual immorality justifies sexually immoral behavior.

7 **Article 10**

8 WE AFFIRM that it is sinful to approve of homosexual immorality or transgenderism and that such approval
9 constitutes an essential departure from Christian faithfulness and witness.

10 WE DENY that the approval of homosexual immorality or transgenderism is a matter of moral indifference
11 about which otherwise faithful Christians should agree to disagree.

12 **Article 11**

13 WE AFFIRM our duty to speak the truth in love at all times, including when we speak to or about one
14 another as male or female.

15 WE DENY any obligation to speak in such ways that dishonor God’s design of his image bearers as male and
16 female.

17 **Article 12**

18 WE AFFIRM that the grace of God in Christ gives both merciful pardon and transforming power, and that this
19 pardon and power enable a follower of Jesus to put to death sinful desires and to walk in a manner worthy
20 of the Lord.

21 WE DENY that the grace of God in Christ is insufficient to forgive all sexual sins and to give power for
22 holiness to every believer who feels drawn into sexual sin.

23 **Article 13**

24 WE AFFIRM that the grace of God in Christ enables sinners to forsake transgender self-conception’s and by
25 divine forbearance to accept the God-ordained link between one’s biological sex and one’s self-conception
26 as male or female.

27 WE DENY that the grace of God in Christ sanctions self-conceptions that are at odds with God’s revealed will.

28 **Article 14**

29 WE AFFIRM that Christ Jesus has come into the world to save sinners and that through Christ’s death and
30 resurrection forgiveness of sins and eternal life are available to every person who repents of sin and trusts in
31 Christ alone as Savior, Lord, and supreme treasure.

32 WE DENY that the Lord’s arm is too short to save or that any sinner is beyond his reach.

33 **Scripture References**

34 Gen. 1:26-28; 2:15-25; 3:1-24; Ex. 20:14; 20:17; Lev. 18:22; 20:13; Dt. 5:18, 21; 22:5; Jdg. 19:22; 2 Sam. 11:1-12:15; Job 31:1; Ps. 51:1-19; Prov. 5:1-
35 23; 6:20-35; 7:1-27; Isa. 59:1; Mal. 2:14; Matt. 5:27-30; 19:4-6, 8-9, 12; Acts 15:20, 29; Rom. 1:26-27; 1:32; 1 Cor. 6:9-11, 18-20; 7:1-7; 2 Cor. 5:17;
36 Gal. 5:24; Eph. 4:15, 20-24; 5:31-32; Col. 3:5; 1 Thess. 4:3-8; 1 Tim. 1:9-10, 15; 2 Tim. 2:22; Titus 2:11-12; Heb. 13:4; Jas. 1:14-15; 1 Pet. 2:11; Jude 7

Appendix 3 – Leadership Covenant

General Leadership Covenant of Expectations

As a servant of Jesus Christ and a leader* at Winchester First Baptist Church, I will endeavor:

1. To love the Lord with wholehearted devotion while seeking to deepen my personal relationship with my Heavenly Father. Mark 12:28-30, Galatians 2:20.
2. To Prioritize my personal integrity in keeping with the principles of the Bible and to seek the Holy Spirit's help in my life. Galatians 5:22-23, Ephesians 4:1.
3. To grow as an authentic and Spirit empowered leader, making consistent choices in my life that will keep me connected to God, His Word, and His people. John 15:4, 1 Timothy 4:7-8.
4. To live a life before God and others that is above reproach by abstaining from the works of the flesh as described in Galatians 5:19-21. Romans 13:8-14, 1 Corinthians 6:9-18.
5. To work towards fulfillment of the purpose and vision of the church while only teaching or promoting theology and doctrine that is in agreement with or compatible with the statement of faith of WFBC...understanding that the pastors are to approve all discipleship/teaching materials before use. Matthew 28:19-20, Baptist Faith and Message 2000 Ed, Nashville Statement 2017.
6. To guard the peace and unity of the church. Titus 2:1, Matthew 18:15-17.
7. To honor the leadership of the church through Christlike submission. 1 Thessalonians 5:12-13.
8. To serve with my ministry team/committee faithfully, fulfilling my ministry tasks willingly, and offer God my very best. Colossians 3:17, 1 Peter 5:2-4.
9. To support the overall ministry of WFBC through prayers, financial giving, and regular participation in the Sunday morning worship service, a Sunday School class and church fellowships. Hebrews 10:25.

If at any time my life does not reflect these commitments, I will initiate a conversation with the church leaders (pastors and/or deacons) to discuss my situation and seek an immediate resolution.

If at any time my life does not reflect these commitments and I do not initiate a conversation with the church leaders (pastors and/or deacons); I understand that they will initiate a conversation with me to discuss my situation and seek an immediate resolution.

**Leaders are those that serve as committee members, ministry team members, Sunday School teachers, discipleship teachers, deacons, staff or any church office.*

Appendix 4 – Ministry Teams – June 22, 2021

(a) Assimilation Ministry Team (*Outreach*)

The goal of the Assimilation Ministry Team is to connect visitors into the life of the church for the purpose of helping them become active members of WFBC serving on one or more ministry teams.

(b) Senior Adult Ministry Team

The goal of the Senior Adult Ministry Team is to connect senior adults with one another for the building up of their faith.

(c) Building & Grounds Ministry Team (*Bus + Building and Grounds*)

The goal of the Building and Grounds Ministry Team is to oversee the care and maintenance of the church buildings, grounds and equipment. The ministry team will also inform and consult with the active deacon body on repairs and/or replacement of equipment.

(d) Children’s Ministry Team (*Nursery/Pre-School Committee*)

Under the direction of the lead pastor and/or the pastor of students, the goal of the Children’s Ministry Team is to (1) create a safe environment that encourages growth in spiritual maturity, (2) organize, promote and enlist volunteers for a regular Wednesday night discipleship ministry designed specifically for children and (3) plan/organize special events/ministries/missions throughout the year for children to enjoy and grow their faith (For example: easter egg hunts, truck or treat and/or back to school bash).

(e) Decorating Ministry Team (*Decorating Committee*)

The goal of the Decorating Ministry Team is to create a warm and inviting atmosphere in the sanctuary and other areas as requested.

(f) Food Truck Ministry Team

The goal of the Food Truck Ministry Team is to provide food and the gospel to families in need throughout our community.

(g) Hospitality Ministry Team (*Hospitality Committee + Ushers*)

The goal of the Hospitality Ministry Team is to (1) greet members and visitors at regular worship services while passing out bulletins, worship guides, ministry guides or other items available, (2) greet members and visitors at special events the church is hosting, and (3) provide/arrange for housing and meals for interim or visiting staff members.

(h) Kitchen Ministry Team

The goal of the Kitchen Ministry Team is to (1) provide a kitchen and pantry that is clean and well-stocked, (2) organize the set-up, decorating and clean-up of church wide fellowships, (3) maintain and post a list of guidelines/regulations for the use of the kitchen and (4) inform the building and grounds ministry team if any equipment is in need of repair or replacement.

1 **(i) Mission Trip Ministry Team** *(Mission Development Council)*

2 Under the direction of the pastors the goal of the Mission Trip Ministry Team is to plan and/or organize local
3 (within 3 hours of the church), national (continental US) and foreign mission trips for the members of WFBC.

4 **(j) Music Ministry Team** *(Audio/Video + Music Council)*

5 The goal of the Music Ministry Team is to (1) maintain equipment related to the music ministry, (2) train
6 individuals to effectively operate all the music ministry equipment, (3) plan and organize the music service
7 at the regular Sunday morning worship service and other services as requested and (4) recruit members of
8 WFBC to participate in the Sunday morning music service and special music services as needed.

9 **(k) Recreation Ministry Team**

10 The goal of the Recreation Ministry Team is to involve members of WFBC in recreational opportunities such
11 as church league volleyball and softball.

12 **(l) WFBC Loves Franklin County Ministry Team**

13 Under the direction of the pastors the WFBC Loves Franklin County Ministry Team will organize
14 opportunities for the members of WFBC to participate in local mission projects in Franklin County
15 throughout the year.

16 **(m) Youth Ministry Team** *(Youth Council)*

17 Under the direction of the lead pastor and/or the pastor of students the goal of the Youth Ministry Team is
18 to (1) plan and organize special events, ministries, missions, retreats, and/or camps, (2) seek out volunteers
19 to serve in the youth ministry and (3) teach (or find someone to teach) Sunday School or Wednesday
20 evening as needed by the pastor or youth leader.

21

