

(REVISED 09/21/2008)

CONSTITUTION

PREAMBLE

We declare and establish this Constitution to preserve and secure the principles of our faith and to govern the Church in an orderly manner while pursuing its ministry. This constitution will guide this Church in conducting His ministry locally, nationally, or across all borders as He leads.

I

NAME

This Church shall be known as the BRANDON BAPTIST CHURCH, INC. of Brandon, Mississippi.

II

OBJECTIVES

To be a dynamic spiritual body empowered by the Holy Spirit to teach, baptize, and disciple as many people as possible (Matthew 28:18-20).

To help members identify their spiritual gifts and encourage them to use these gifts in the sharing of Christ (I Corinthians 12).

To be a Church whose purpose is to be Christlike in our daily living by emphasizing total commitment to the lordship of Christ (I Thessalonians 2:1-13).

To help members grow in the knowledge of God and man through Church programs of Bible teaching, training and education (Acts 2:42-47).

To encourage members to support the ministry of this Church, Association, and Conventions through personal stewardship (Luke 6:38).

MISSION STATEMENT

To help win Brandon, Rankin County, Mississippi, and the world to Jesus.

III

STATEMENT OF BASIC BELIEFS

We affirm the Holy Bible as the inspired infallible word of God and the basis for our beliefs. This Church subscribes to the doctrinal statement of The Baptist Faith and Message as adopted by the Southern Baptist Convention, June 14, 2000. We voluntarily band ourselves together as a body of baptized believers in Jesus Christ, personally committed to sharing the good news of salvation to lost mankind and to minister to all. The ordinances of the Church are believer's Baptism and the Lord's Supper.

IV

CHURCH COVENANT

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

We engage, therefore, by the aid of the Holy Spirit to walk together in Christian love; to strive for the advancement of this Church in knowledge, holiness, and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinances, doctrines, and discipline; to contribute cheerfully and regularly, as God has prospered us, toward its expenses, for the support of a faithful and evangelical ministry among us, the relief of the poor and the spread of the Gospel through the world. In case of difference of opinion in the Church, we will strive to avoid a contentious spirit, and if we cannot unanimously agree, we will recognize the right of the majority to govern.

We also engage to maintain family and personal devotions; to study diligently the word of God; to educate our children religiously; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment; to endeavor in the purity of heart and good will toward all men; to exemplify and commend our holy faith. We pledge as a Church and to each other to take a stand against deeds of the flesh and to live according to the fruit of the spirit according to Galatians 5:19-26.

We further engage to watch over one another in brotherly love; to remember one another in prayer; to exhort and encourage each other unto every good word and work; to guard each other's reputation, not needlessly exposing the infirmities of others; to participate in each other's joys; to aid one another in sickness and distress; to cultivate Christian sympathy in feeling and Christian courtesy in speech; to be slow to take offense, but always ready for reconciliation and mindful of the rules of our Savior to secure it without delay; to seek to live to the glory of God, who hath called us out of darkness into His marvelous light.

We moreover engage that when we remove from this place, we will as soon as possible unite with another church where we can carry out this spirit of this covenant and the principles of God's word.

V

POLITY AND RELATIONSHIPS

The government of this Church is vested in the body of believers who compose it. Persons duly received by the members shall constitute the membership (see Article II of the Bylaws).

All internal groups created and empowered by this Church shall report to and be accountable only to this Church, unless otherwise specified by Church action.

This Church is subject to the control of no other ecclesiastical body, but it enjoys mutual counsel and cooperation that are common among Baptist churches. Insofar as is practical, this Church will, in a democratic sense, cooperate with and support the association, the state convention and the Southern Baptist Convention.

VI

AMENDMENTS

Changes in the Constitution may be made at any business meeting of this Church provided each amendment shall have been presented in writing at a previous business meeting and copies of the proposed amendment shall have been furnished to each member present at the earlier meeting or upon request. Amendments to the Constitution shall be adopted by two-thirds vote of Church members present.

The undersigned, being the duly elected and qualified Secretary of the Corporation, hereby certifies that the foregoing Constitution of the Corporation was duly adopted by the Corporation on _____, 2003.

Signature

_____, Secretary

NAME OF CHURCH: _____

By: _____

Name: _____

Title: _____

(Jurat, if needed)

SWORN TO AND SUBSCRIBED BY ME on this _____ day of _____, 2003.

Notary Public, State of Mississippi

Printed Name of Notary

My Commission Expires:

(Acknowledgement, if needed)

STATE OF MISSISSIPPI

COUNTY OF _____

This instrument was acknowledged before me on the _____ day of _____, 2003

by _____ (name), as _____

_____ (title) of _____

(name of church), on behalf of said church.

Notary Public, State of Mississippi

Printed Name of Notary

My Commission Expires:

BYLAWS

THE BRANDON BAPTIST CHURCH, INC. OF BRANDON, MISSISSIPPI

PREAMBLE

For the more certain preservation and security of the principles of our faith, and to the end that this body may be governed in an orderly manner, and for the purpose of preserving the liberties inherent in each individual member of the Brandon Baptist Church, Inc. of Brandon, Mississippi (the “Church”) and the freedom of action of this body with respect to its relation to other churches of like faith and order, we do declare and establish these Bylaws.

ARTICLE I

NAME AND PURPOSE

Section 1. Name

The name of the Church shall be the Brandon Baptist Church, Inc. of Brandon, Mississippi.

Section 2. Purpose

The Church is formed to support public worship and to proclaim the Gospel of Jesus Christ through such ministries as may be determined by the Church.

ARTICLE II

CHURCH GOVERNMENT AND MEMBERSHIP

Section 1. Government

This sovereign Baptist Church under the Lordship of Jesus Christ retains unto itself the exclusive right to temporal life of this Church. The membership reserves the exclusive right to determine who shall be members of this Church and the condition of such membership. This Church is a democracy, its authority vested in its members, as set forth herein. The Church is subject to the control of no other ecclesiastical body but enjoys mutual counsel and cooperation with other churches of like faith and order.

Section 2. Candidacy

Any person may become a member of Brandon Baptist Church, Inc. through the following ways:

1. **Profession of Faith:** Accepting Christ as personal Lord and Savior and following Him to be baptized;
2. **Transfer of membership from another Baptist Church:** Having been saved and baptized by immersion;
3. **Statement of Christian Faith:** Having been a member of another church, saved, and baptized by immersion;
4. **Baptism:** Having been saved and having been a member of another church, but never having been baptized by immersion.

If there should be any dissent as to any candidate becoming a member of the Church, the affirmative vote of three-fourths of those Church members present at the Church service shall be required to elect such candidate to membership.

Section 3. Rights of Members

(1) Every member of the Church is entitled to vote at all elections and on all questions submitted to the Church in business meetings, provided the member is present or special provision has been made by the Church. Each member is limited to giving only one vote to a candidate for election and/or only one vote on any matter to be voted upon.

(2) Every member of the Church is eligible for consideration by the membership as candidates for elective offices in the Church.

(3) Every member of the Church may participate in the ordinances of the Church as administered by the Church.

Section 4. Termination of Membership

Membership shall be terminated in the following ways: (1) death of the member, (2) transfer to another Baptist church, (3) exclusion by action of this Church, or (4) erasure upon request or proof of membership in a church of another denomination.

Section 5. Exclusion of a Member

Should a member become an offense to the Church by reason of immoral or unchristian conduct, or by denying acceptance of fundamental doctrines of the Church, it shall be the responsibility of the Pastor and deacons to take steps to resolve the offense according to Biblical standards.

ARTICLE III

CHURCH OFFICERS, STAFF AND COMMITTEES

All who serve as officers of the Church and those who serve on Church Committees, Teams, and Councils shall be members of this Church.

Section 1. Church Officers

The officers of this Church shall be the Pastor, the Ministerial staff, the Deacons, a Moderator, a Clerk, a Treasurer, and three (3) Directors.

(1) Pastor

The Pastor is responsible for leading the Church to function as a New Testament church. The Pastor will lead the congregation, the organizations, and the Church staff to perform their tasks. The Pastor's leadership is acknowledged by the Church officers, staff, committees, program organizations, and members, and will be exercised with the counsel and support of the Deacons.

The Pastor is leader of pastoral ministries in the Church. As such he works with the Deacons and Church staff to: (1) lead the Church in the achievement of its mission, (2) proclaim the Gospel to believers and unbelievers, and (3) care for the Church's members and other persons in the community.

A Pastor shall be chosen and called by the Church whenever a vacancy occurs. The election shall take place at a meeting called for that purpose. The election shall be by ballot and said ballots will be distributed at the conclusion of the morning worship services. One week's public notice shall be given prior to the meeting.

A Pastor Selection Committee shall seek out a suitable Pastor, and its recommendation will constitute a nomination. Any Church member has the privilege of making other nominations according to the policy established by the Church. The Committee shall bring to the consideration of the Church only one name at a time. Election shall be by ballot, an affirmative vote of three-fourths of those present being necessary for approval. The Pastor, thus elected, shall serve until the relationship is terminated by his relinquishment or the Church's declaration as herein below provided.

The Pastor may relinquish the office of Pastor by giving at least two weeks written notice to the Church of the resignation. The Church may declare the office of Pastor to be vacant and the Pastor's employment terminated. Such action shall take place at a meeting called for that purpose, which shall be called as and shall constitute a special business meeting. Two weeks notice shall be given prior to this meeting. The meeting may be called upon the recommendation of a majority of the personnel committee or by written petition signed by not less than one-fourth of the Church members. The vote to declare the office vacant shall be by ballot, and the

affirmative vote of two-thirds of the members present shall be necessary to declare the office vacant and the Pastor's employment thereby terminated.

(2) Ministerial Staff

The ministerial staff shall be called and employed as the Church determines the need for such offices. Except with respect to interim staff members provided below, election shall be by ballot and said ballots will be distributed at the conclusion of the morning worship services, an affirmative vote of three-fourths of those present being necessary for approval. A job description shall be written when the need for a staff member is determined.

Each employed staff member shall serve until the relationship is terminated by the staff member's relinquishment or the Church's declaration as herein below provided.

A staff member may relinquish the position by giving at least two weeks notice at the time of resignation. The Church may declare the position to be vacant and the staff member's employment terminated at a meeting called for that purpose. Two weeks notice shall be given prior to this meeting. The meeting shall be called upon recommendation of a majority of the personnel committee or by written petition signed by not less than one-fourth of the Church members. The vote to declare the office of the staff member vacant shall be by ballot, and the affirmative vote of two-thirds of the members present shall be necessary to declare the office vacant and the staff member's employment thereby terminated.

Notwithstanding the foregoing, in the event of a vacancy in any previously authorized ministerial staff position, the Personnel Committee shall have the authority to hire someone to fill such vacant position on an interim basis for up to a six-month period. Any such interim minister may continue to serve on an interim basis for additional six-month periods upon the approval of the Church.

(3) Deacons

Duties:

In accordance with the meaning of the word and the practice of the New Testament, deacons are to be servants of the Church. The tasks of the deacon are to undergird the ministerial staff in care giving; to proclaim the gospel; to provide care for Church members and other persons in the community; to participate in the established ministry of the Diaconate; to lead the Church in worship, witness, education, and ministry; to attend Diaconate meetings and retreat(s); to review the business and financial affairs of the Church and direct them to proper resolution; to recommend establishment of policies concerning the material interests of the Church and its ministries, subject to the will of the Church; and to perform such other tasks as the membership may delegate.

Qualifications:

A person must be at least 21 years of age and have been a member of the Church for at least one year. The one year does not apply to the first deacons elected. The person is expected to be an active participant in the programs of the Church and a regular financial contributor. The person must not have been an active deacon in the Church for a period of at least one year. The person must meet Biblical standards. Each individual should be considered based on his spiritual maturity.

Number:

The church membership shall elect twelve deacons for the first 300 members of the Church and one additional deacon for each additional 50 members or fraction thereof.

Term of Service:

Each deacon elected shall serve as an active deacon for a period of three years and until a successor shall have been elected, except that one-third of the membership of the original deacon body shall be elected for a period of one year, one-third for two years and one-third for three years. Each year the term of service of approximately one-third of the number of deacons shall expire, and election shall be held to fill these vacancies. Thereafter, a deacon shall be ineligible to serve as an active deacon for one year immediately following the expiration of such deacon's term except when a person is serving an unexpired term of one year or less. Active deacons shall serve on a church year basis.

Deacon Election Procedure:**Step One**

A roster of names comprising all the men of our church, twenty-one years of age and over, who have been members of Brandon Baptist Church for at least one year, will become a published list of candidates from which deacons may be nominated by the congregation. This roster will be sent into every Brandon Baptist Church home before the first Sunday in July, along with qualifications for deacons and duties of the deacon ministry.

Step Two

From the published list of candidates church members may nominate men to be placed on the "First Deacon Ballot." The church member shall contact each potential deacon nominee and determine his willingness to serve as a deacon. After contacting the nominee the church member shall contact the Church Office no later than the last Sunday in July. The church office will submit to the church a list of nominees who meet the qualifications and have indicated a willingness to serve. This list will then be sent to every Brandon Baptist Church home before the first Sunday in August, along with qualifications for deacon and duties of the deacon ministry.

Step Three

The initial ballot, called the "First Deacon Ballot," shall then be brought to the Church for a vote at the conclusion of the morning worship services on the third Sunday in August.

Step Four

After the first vote is taken, the top 30 votegetters will be contacted by the Deacon officers to ensure their willingness to serve. If one or more ask to be excluded from consideration, the next votegetter(s) in order will be contacted. When 30 candidates are determined, their names will be placed on a final ballot, called the "Second Deacon Ballot", to be voted on at the conclusion of the morning worship services on the third Sunday in September, after the list with brief biographical information is published and mailed into the homes of all church members.

Step Five

The votegetters elected to fill the allotted number of deacons will then be visited by the Chairman of Deacons and the Pastor to ascertain their readiness to serve. If it becomes apparent to the Chairman of the Deacons and the Pastor that one (or more) of the votegetters is not ready for the deacon ministry, then the next votegetter(s) in line will be contacted.

Step Six

As soon as the allotted number of men accepts the deacon responsibility, their names will be published by the church as well as announced at the next Sunday morning Worship Service.

Step Seven

A Deacon Ordination-Installation Service will be scheduled on a Sunday night in early October to provide the Deacon Body an opportunity to commit or recommit themselves to the Deacon Ministry for the new church year.

If an active Deacon is unable to complete his term of service, the next highest votegetter from the most recent Deacon election will be contacted, following the appropriate procedures from Steps 5 through 7 above. The position shall be filled within 30 days of becoming vacant. The individual thus elected will complete the unexpired term of the former active Deacon.

If two (2) or more receive the same number of votes at any stage of the Deacon election process, they shall be ranked in order of continuous Church membership.

(4) Moderator

The Church shall elect annually a Moderator from the membership as its presiding officer. In the absence of the Moderator, the chairman of the Deacons shall preside or, in the absence of both, the Clerk shall call the Church to order and preside for the election of an acting moderator.

The Moderator must maintain a neutral position while presiding. If the Moderator wishes to debate a question under consideration, he should ask an assistant to preside.

(5) Church Clerk

The Church shall elect annually a Clerk as its clerical officer, who shall serve until a successor has been elected. The Clerk shall be responsible for keeping a suitable record of all official actions of the Church and recording minutes of the Church business meetings, except as otherwise herein provided. The Clerk or assistant must be present at all regular and special Church business meetings to record the results of all matters voted upon. In regular meetings the Clerk shall record information on applicants for Church membership and other decisions. In business meetings, the Clerk shall record all actions voted on by the Church and follow through on all necessary correspondence related to the actions. The Clerk shall be responsible for keeping a register of names of members with dates of admission, transfer, death, or erasure, together with a record of Baptisms and applications of new members who respond to the invitations. The Clerk shall issue letters of membership transferal and provide information of such at the following regular business meeting, preserve on file all communications and written official reports, and give required notice for all meetings where notice is necessary, as indicated in these Bylaws. The Clerk shall be responsible for preparing the annual letter of the Church to the local association. The Clerk shall also preserve the records for present and future use, correspond with other churches and members, and preserve records of Church history. The Clerk shall also work with the Moderator in preparation of an agenda for Church business meetings. The Church may delegate some of the clerical responsibilities to a church secretary who will assist the elected Clerk. All Church records are Church property and shall be kept in the Church Office.

(6) Church Treasurer

The Church shall elect annually a Church Treasurer as its financial officer who shall serve until a successor has been elected. It shall be the duty of the Treasurer to receive, preserve, and pay out, upon receipt of vouchers approved and signed by authorized personnel, all money or things of value paid by or given to the Church, keeping at all times an itemized account of all receipts and disbursements. It shall be the duty of the Treasurer to render to the Church at each regular business meeting an itemized report of the receipts and disbursements of the preceding month. The Treasurer's report and records will be audited annually by a certified public accountant. The treasurer and authorized personnel shall be bonded.

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 annual account as a part of the permanent records of the Church.

(7) Parliamentarian

The Church shall elect annually a Parliamentarian. "The Parliamentarian is a consultant, commonly a professional, who may when requested by the president, moderator or committee or team member chairman advise the president, moderator and other officers, committee chairmen, and members on matters of parliamentary procedure. The Parliamentarian's role during a meeting is purely an advisory and consulting one-since parliamentary law gives the chair or moderator alone the

(8) Corporate Directors and Officers

Because the Church operates legally as a Mississippi nonprofit corporation, the Church must have a Board of Directors in order to comply with Mississippi corporation law and should designate such corporate officers as are customary for nonprofit corporations. The directors and corporate officers shall act for the church in legal matters; however, the directors and corporate officers shall have the power to bind the Church to any legal document, agreement or contract involving the purchase, sale, mortgage, lease or transfer of Church property only upon a specific vote of the Church authorizing such action. Whenever the signatures of the directors or officers are required, three or more of the regular voting directors or officers, as the case may be, shall sign.

(A) Directors

The Board of Directors shall consist of six persons: five regular voting directors and one nonvoting ex-officio director. The Pastor shall serve as the nonvoting ex-officio director. The Church Clerk and Church Treasurer, elected annually by the Church, shall both serve as regular voting directors. The persons previously elected as Trustees of the Church shall initially serve as the remaining three regular voting directors with terms expiring at the time their terms as Trustee would have expired. Thereafter, the remaining three regular voting directors shall be elected by the Church to serve three-year terms on a rotating basis such that one regular voting director is elected each year. A husband and wife may not serve as directors at the same time.

A quorum for directors’ meetings shall be a majority plus one of the regular voting directors, and actions of the Board of Directors may be taken upon a majority vote of the regular voting directors present at a directors’ meeting for which a quorum is present. Minutes of each meeting of the Board of Directors shall be prepared and submitted within two weeks of the meeting and shall remain a permanent part of the corporate records for the Church.

(B) Corporate Officers

The corporate officers for the Church shall consist of a President, a Vice-President, a Corporate Secretary and a Corporate Treasurer. The President and Vice-President shall be elected annually by the Church from the regular voting directors then serving (other than the directors who are also then serving as the Church Clerk and the Church Treasurer). The Church Clerk, elected annually by the Church, shall serve as the Corporate Secretary, and the Church Treasurer, elected annually by the Church, shall serve as the Corporate Treasurer. The President shall preside over all meetings of the Board of Directors, and the Vice-President shall preside over meetings of the Board of Directors in the absence of the President. The Corporate Secretary shall be responsible for preparing minutes of each meeting of the Board of Directors, copies of which shall be provided to each director and the originals of which shall be placed in the Church office for safe-keeping. The Corporate Secretary shall also be responsible for maintaining copies of all contracts, financial instruments, and other legal documents of the Church in safekeeping and shall ensure that copies are on file in the Church office. The Corporate Secretary and

Corporate Treasurer shall have such other duties and take such other actions as the Board of Directors may direct. All directors and officers shall be bonded

Section 2. Non-ministerial Staff

The non-ministerial staff members shall be employed as the church determines the need for their services. Job descriptions shall be developed for such staff members when applicable. The Church personnel committee shall have the authority to employ and to terminate services of non-ministerial staff members. Such employment and termination of services shall occur after consultation with the supervising staff member and, as appropriate, with the consultation of related committees of the church.

Section 3. Church Committees, Teams, and Councils

The following committees, teams, and councils shall serve at the discretion of the Church as needed in its ministry. A husband and wife shall not serve on the same administrative committee at the same time. Non-ministerial staff members may serve on committees, teams, or councils as non-voting ex-officio members only.

The Pastor or his designee shall be a non-voting ex-officio member of all committees, teams, and councils except the Nominating Committee. As a non-voting ex-officio member of a committee, the Pastor is not obligated to attend meetings of the committee and is not counted in determining the number required for a quorum or whether a quorum is present. Other Church staff or Church members with particular experience or expertise related to matters under current Committee, Team or Council consideration should be invited by the Committee or Council Chairperson or Team Coordinator to provide input and/or to attend Committee, Team, or Council meetings.

Church members shall submit recommendations, requests, or concerns to the appropriate Committee or Council Chairperson or Team Coordinator in writing. Within two (2) Sundays of receipt, the Chairperson or Coordinator shall provide a response to the Church member, indicating the Committee's, Team's, or Council's action or disposition related to the issue. Having submitted the matter to the proper committee, team or council, any Church member is entitled to bring a recommendation to the Church during a regular business meeting.

Committee, Team, and Council recommendations shall be reviewed with the Deacons prior to submission to the Church.

The quorum for each Committee, Team, or Council is defined as a majority plus one Committee/Team/Council member.

Records of Committee, Team, and Council meetings and matters considered by the Committee/Team/Council, reflecting participation by a quorum, shall be submitted within two weeks to the permanent file of Committee/Team/Council meeting records maintained in the Church office.

A church member may simultaneously serve on no more that five committees.

The Church Leadership Council may recommend to the Church the establishment, deletion, or reclassification of Committees, Teams, or Councils. Their recommendation of a new Committee, Team or Council shall include a description of that body's role and responsibilities.

(1) Church Committees

Unless specified otherwise herein, each committee shall consist of seven (7) members who shall be elected for three year terms and shall serve until their successors are elected. Committee members shall serve on a rotation system with one-third of each committee's membership to be elected each year. Upon expiration of a committee member's term of service, he/she shall be ineligible to serve on that committee for one year, except when he/she was elected to serve an unexpired term of one year or less. Prescribed ex officio members are in addition to the specified number of regular members.

Committee members shall be limited to serving on one active or standing administrative committee (nominating, personnel, stewardship, constitution and by-laws), one ministry committee (all other active or standing committees) and one ad hoc committee during any given church year. However, a person may serve on two ministry committees if service on one team comes as a result of service on another team (ex-officio).

A Church member may serve as Chairperson of only one committee.

There shall be at least one active deacon serving on each standing administrative committee.

The spouse of a Church staff member may not serve on an administrative committee or on the Pastor Search Committee.

Only committee members may be present when deliberations and votes are held during committee meetings.

The following committees shall serve at the discretion of the Church as needed in its ministry.

A. Audit Committee

The Audit Committee shall secure an independent audit of the church financial records and system and making a written report to the church, when requested, or according to church policy, and make the report to the church.

The Audit Committee shall assist the treasurer, Stewardship Committee, pastor, staff and deacons on financial polices and other financial matters as requested.

B. Church Office Committee

The Church Office Committee shall consult with the church office manager and church staff regarding the needs of the church office. The committee shall make recommendations for equipment purchases to the Stewardship Committee.

C. Constitution & Bylaws Committee

The Constitution and Bylaws Committee is responsible for determining the content of the Constitution and Bylaws. The Committee shall locate and compile all written copies of Policies and Procedures already approved by the Church.

The Committee shall receive input from church members on matters related to the church Constitution and Bylaws.

D. Insurance Committee

The Insurance Committee is responsible for making a periodic review of the Church's insurance needs and coverage, and for making recommendations to the Church for adequate insurance coverage. The committee will administer the settlement of any claims filed against the Church's insurance policies. The committee shall consist of eight (8) members.

E. Missions Committee

The Missions Committee, elected by the Church after recommendation of the Nominating Committee, to serve until their successors are elected, shall seek to discover areas of ministry for the Church, to share these findings with the Church program organizations, and to serve the Church in establishing and conducting such ministry projects as may be assigned to it. The Women's Missionary Union Director and the Men's Ministry Director shall serve as ex officio members of the committee.

F. Music Committee

The Music Committee shall assist the Minister of Music in the implementation of the music ministry of the church. They shall make recommendations to the church concerning instruments, audio and video systems, and other related items. They shall make to the Stewardship Committee an annual budget for the music ministry (not to include salary and benefits). The Associate Pastor for Music and Senior Adults shall serve as advisor and ex-officio member.

G. Nominating Committee

One member of the Nominating committee shall be nominated by the Men's Ministry, one by the Women's Missionary Union, five by the Deacons and elected annually by the Church during the regular business meeting in June to serve until their successors are elected. The Committee shall consist of seven persons. The Nominating Committee shall act on behalf of the Church to nominate persons to fill positions, including Committee members, Committee chairmen, Team Coordinators, and Church elected leadership positions, with the persons whose spiritual gifts, potential, and commitment match the requirements of the positions. This Committee shall work to be certain that every leader and every potential leader

find personal fulfillment and an opportunity to use God-given gifts. The Committee shall first approve the person considered for a position before approaching the person for recruitment. The Nominating Committee shall present to the Church for election all who accept the invitation to serve during the regular business meeting in September.

H. Outreach Committee

The Outreach Committee shall serve under the direction of the Pastor and Associate Pastor for outreach to plan and implement strategy for an aggressive evangelistic and outreach ministry. The committee shall consist of eight (8) members.

I. Personnel Committee

The Personnel Committee, elected by the Church after recommendation by the Nominating Committee to serve until their successors are elected, shall develop personnel policies to be approved by the Church, shall assist the Church in matters related to employed personnel administration. Their work includes such areas as determining staff need, employment services, benefits, salaries and job descriptions, and hiring and terminating non-ministerial staff and, as specifically provided by these Bylaws, interim ministerial staff.

J. Safety Committee

The Safety Committee shall be elected by the church after recommendation of the Nominating Committee to serve until their successors are elected. Their duties are to formulate and to work with the Usher Committee and the Church Property Committee to implement policies and procedures in order to provide for the safety of persons attending worship services, other church functions, the church employees, staff and Church property. The committee shall consist of ten (10) members.

K. Designated Gifts Committee

The Designated Gifts Committee shall consider requests from church members for the establishment of a category of giving to meet special needs, both in and out of the congregation. The Committee shall recommend to the church those that the Committee deems justifiable for tax-deductible special gifts.

L. Stewardship Committee

The Stewardship Committee, elected by the Church after recommendation by the Nominating Committee, to serve until their successors are elected, shall consist of seven or more persons. The Chairman of Deacons and the Church Treasurer will serve as non-voting ex-officio members of the Stewardship Committee. Money counters are a sub-committee within the Stewardship Committee. The Stewardship Committee chairman will be elected by the Church. The Committee shall work with the Counting Team to count and deposit Church money. The Committee shall develop and recommend an overall stewardship development plan, a unified church budget, and budget subscription plans. The Stewardship Committee will advise and recommend in the administration of gifts of Church members and others, using sound principles of financial management. The Stewardship Committee will work with the Treasurer in the preparation and presentation to the Church of required

reports regarding the financial affairs of the Church and will present the proposed budget to the Church.

M. Youth Committee

The Youth Committee shall recommend policies and procedures related to the church youth ministry. The Committee shall provide to all interested individuals written copies of all policies and procedures approved by the church. The Committee shall recommend the purchase of furnishings, equipment and supplies for the youth ministry and coordinate, along with church ministerial staff, space assigned to various youth ministries. Regular communication shall be maintained with the pastor, church ministerial staff and the Church Leadership Committee. The Committee shall help publicize youth ministries to the church and community and work with the Youth Minister to plan programs and activities. The Associate Pastor for Youth shall be an ex-officio member and adviser. The committee shall consist of eleven (11) members.

N. Children Committee

The Children's Committee shall recommend policies and procedures related to the Children's ministry. The Committee shall provide to all interested individuals written copies of all policies and procedures approved by the church. The Committee shall recommend the purchase of furnishings, equipment and supplies and coordinate, along with the church ministerial staff, space assigned to various children's ministries. Regular communication shall be maintained with the pastor, church ministerial staff and Church Leadership Committee. The Children's Committee shall help publicize children's ministries to the church and community and work with the Director or Minister of Children Ministries to plan programs and activities. The Director or Minister of Children Ministries shall be an ex-officio member and adviser. The committee shall consist of twelve (12) members.

O. Pastor Selection Committee

The Pastor Selection Committee shall be elected by the Church body, and shall, when called to do so, seek the proper person to serve the Church as Pastor. This Committee shall be composed of seven members and should be led by the Holy Spirit in seeking out the proper person to lead this Church in its God-given ministry.

P. Other Committees

In addition to the above standing committees, other committees may be appointed or selected from time to time to meet special needs.

(2) Church Teams

A Team Coordinator for each Team shall be elected annually by the Church after recommendation of the Nominating Committee to serve until his/her successor is elected. The Coordinator shall be responsible for enlisting Team members to fulfill the mission of the Team. The Coordinator may enlist new/additional Team members at any time during the Church year, but he/she shall re-enlist all team members after his/her election by the Church to ensure each member's willingness to serve.

Teams are not subject to membership rotation requirements. It is preferable that a Team Coordinator, however, serve no more than three (3) consecutive years in that role, except under exceptional circumstances.

A Church member may serve as Coordinator of only one team.

The following teams shall serve at the discretion of the Church as needed in its ministry.

A. Activities & Recreation

The Activities and Recreation Team shall develop a program of activities and recreation for the total church family and those to whom the church should minister. The team shall develop policies for the use of activity and recreational facilities and equipment and promote church-wide activities and recreational opportunities.

The team shall make recommendations for securing and maintaining recreation equipment and work with the Church Property and Grounds Committee in the maintenance of church activity and recreational facilities.

The Activities and Recreation Team shall make recommendations to the Stewardship Committee on budget needs for this ministry and serve as a resource team for the church family and the respective ministerial staff committee when calling a Minister of Activities and Recreation.

B. Audio & Video

The Audio & Video Team shall research and recommend audio and video needs for the worship center and other facilities. The team shall enlist and train technicians for worship services and special events.

The Audio & Video Team shall provide a maintenance program for upkeep of the equipment and evaluate constantly the audio and video ministry of church and recommend changes in the audio and video system. Recommendations shall be made to the Stewardship Committee for maintenance and new equipment needs. Regular communication shall be maintained with the pastor, church staff, and Music Committee. The Associate Pastor for Music and Senior Adults shall be an ex-officio member and adviser.

C. Baptism

The Baptism Team shall help the Pastor minister to those who have been saved and need to follow through in Baptism. They shall also work with the Pastor to make Baptism an uplifting experience for members who have joined this Church. This team shall consist of six members, three men and three women. Their duties are to work with the Pastor in determining the dates for Baptism and notifying the candidates in advance, to see that all the things needed in the Baptism service are at hand, to make sure the Baptismal is clean, full of water, the right temperature, and to have an understanding of how the lighting shall be done in the auditorium and Baptismal areas of the Church, to arrange for the Pastor and the candidates to have a time of prayer and instruction, to make sure all candidates know where the dressing

rooms are, to instruct them as to what they will need to wear and bring with them, and to help the candidates enter and exit the pool during the time of Baptism.

D. Benevolence

The Benevolence Team shall serve to reach out to those who need help with their basic needs when the Church desires to give financial help or other assistance to meet those needs for people in or outside the Church body. This team shall consist of six members. Their duties will be to work with the Pastor in determining the needs of those requesting help from the Church and to make recommendations to the Church if there is a need that the team feels should be met by other or special means.

E. Property & Grounds

The Church Property and Grounds Team, also known as the Maintenance Team will minister by keeping the Church and grounds clean and working properly. Their duties are to take care of the building and grounds not cared for by the custodian, to see that repairs are made when necessary, to supervise preventive maintenance for all equipment, and to insure that the grounds are kept clean and attractive.

F. Counting

The Counting Team shall secure all ballots following each church election and tabulate the results of the votes in accordance with applicable policies and procedures. The team shall work with the Stewardship Committee to secure and tabulate the church offering and deposit same in the church depository.

G. Flower

The Flower Team shall minister to the Church body by providing floral arrangements in the church auditorium. They shall recommend policies and procedures to obtain, arrange and dispose of flowers before and after services, and work with the budget committee in providing attractive decorations for special occasions.

H. Foodservice

The Food Service Team is a ministry to serve others through fellowships, weddings, funerals, receptions, etc. If carried out in a well organized manner, the Church will have a reputation of being a good host. Members of this committee are to have knowledge of all activities in which it is necessary for the church to provide, prepare or serve food, to purchase and maintain kitchen supplies and appliances, to keep necessary records (budget, inventory), to plan meals, and to communicate upcoming fellowships and needed food or supplies to Church members.

I. History

The History Team shall work to remind the Church body of their history and of the presence and power of God from its inception. The History Team will provide a way in which the Church can effectively maintain current records, photographs, etc. to record the Church's history. This team shall be made up of four people. One will rotate off each year. Their duties shall be to assist the Church in making and keeping accurate records of its current life and works, to gather and safeguard all

historical records of the Church, to minister to the Church body by giving them an understanding of the Church history and to help them to learn from its history, to help the Church to know, understand, and appreciate their larger heritage as Southern Baptists.

J. Lord's Supper

The Lord's Supper Team shall work with the Pastor in preparing the ordinance. This team shall consist of six members. Their duties are to maintain an adequate inventory of materials and supplies, to determine the equipment needed to serve more effectively and make recommendations to the Church for anything needed to perform this important ministry of the Church, to be responsible for seeing that all materials are in the auditorium prior to services, to make sure all materials are taken up and all cups are taken up and disposed of after the services, to work with the Pastor in setting dates in which the Supper will be served, to work with the Pastor in evaluating each service when the Lord's Supper is served and determine ways in which the service could be more meaningful.

K. Media Library

The Media-Library Team shall plan for and maintain an adequate library of church media, books, materials, periodicals and equipment and promote the use of media-library services and materials available to the church membership and programs. The team shall work with the pastor and staff in the enlistment and training of volunteer personnel to staff the ministry.

The Media-Library Team shall recommend to the Stewardship Committee money needed to support the media library ministry of the church. The team shall maintain proper organization of the media-library through equipment, schedule of library hours and resources. The team shall recommend to the church all needed media-library materials, services and equipment.

L. Parking

The Parking Team shall serve to assure that parking needs of the congregation are met for all regularly scheduled as well as special church events. They shall work to coordinate the flow of traffic entering, exiting, or parking on church property. They shall communicate regularly with the Safety Committee.

M. Prayer

The Prayer Team shall provide leadership for prayer events in the church and develop an ongoing prayer ministry. The team shall encourage the development of small prayer groups in the church and keep the need for prayer before the church.

N. Shut-In

The Shut-in Team shall visit homebound individuals regularly, paying special attention to birthdays, holidays and other special occasions. Literature such as Mature Living, a Sunday school quarterly and a daily devotional shall be delivered.

O. Transportation

The Transportation Team shall evaluate transportation needs of those church members who require assistance in getting to and from church services and events and implement programs to accommodate those needs. The team shall research and recommend the needs for acquiring transportation equipment for the church and provide a maintenance program for upkeep of transportation equipment. The Transportation Team shall make recommendations to the Stewardship Committee on budget needs for this ministry.

P. Ushers

The chairman of the Ushering Team, shall minister to the Church by greeting guests. The chairman shall be responsible for appointing additional team members on a monthly rotating basis and educating them regarding their duties. The duties of the Ushering Team are to know in advance the schedule of services (and any changes), to be present before all services, to greet others and hand out bulletins and other materials, to have assigned positions, to ensure rooms are comfortable, to assist worshipers in finding seats once services have begun, to take offerings, and to assist the handicapped and the elderly.

Q. Women's Ministry

The Women's Ministry Team shall seek to provide opportunities for women of all ages to grow spiritually in weekly Bible studies and to have a time of spiritual renewal in annual retreats. New members shall be welcomed and introduced to church staff at fellowship receptions. The team shall plan and coordinate "Ladies Night Out" events for women of the church and community. Women of the church will be recruited for helping with events as needed.

R. Check Signers (All check signers must be elected by Church)

S. The Flower Bed Team

The Flower Bed Team shall maintain the existing flower beds on the Church Property. In addition to established foundation plants, annual and perennial plants will be selected and planted to provide attractive continuous seasonal color. Additional flower beds may be created as desired, provided manpower is available to properly maintain them and okayed by Property and Grounds.

T. The Congregational Health Ministry Team

The Congregational Health Ministry Team is a health promotion, disease prevention ministry based on the care of the whole person – body, mind, and spirit. This ministry leads the congregation to become a community of health and healing. The Congregational Health Ministry Team members model an understanding of health as being more than physical and encourage members of the congregation to become good stewards of the gift of health.

The mission of the Congregational Health Ministry Team compliments and supports the mission of Brandon Baptist Church by educating members about health promotion and disease prevention issues and empowering members to take

responsibility for making positive lifestyle choices. The ultimate goal of the health ministry is to equip each member to incorporate whole-person health principles and experience the abundant life promised by God – physically, mentally, emotionally, and spiritually.

(3) Church Councils

Councils are leadership groups whose membership is determined primarily by annual election to other Church leadership positions

A. Church Leadership Council

Members of the Church Leadership Council shall be the Pastor, other ministerial staff members, the Chairman of the Deacons, the directors of the Church program organizations, Coordinator of the Church Property and Grounds Team, Chairman of the Personnel Committee, Chairman of the Nominating Committee, Coordinator of Activities and Recreation Team, Chairman of Music Committee, Chairman of Missions Committee, Chairman of Stewardship Committee, Chairman of Youth Committee, Chairman of Children Committee, Chairman of Preschool Committee, and four members at-large.

The Church Leadership Council shall meet at the discretion of the pastor who will serve as chairman

The primary functions of this committee shall be to recommend to the Church suggested ministries and goals, to review and coordinate ministries and program plans recommended by the Church body, and to evaluate achievements in terms of Church ministries and goals.

The Council may recommend to the Church the establishment, deletion, or reclassification of Committees, Teams, or Councils.

All matters agreed upon by the committee, calling for action not already authorized, shall be referred to the Church for approval or disapproval.

B. Sunday School Council

The Sunday School Council shall consist of the Sunday School Director and the Directors of each Sunday School age group. This council is responsible for the ongoing Bible teaching programs of the Church.

ARTICLE IV

CHURCH PROGRAM ORGANIZATIONS

The Church shall maintain programs of Bible teaching, Church member training, Church leader training, new member orientation, mission education, action and support, and music education, training, and performance as needed. All organizations related to the Church program shall be under Church control, all officers being elected by the Church and reporting regularly to the Church, and all program activities subject to Church coordination and approval. All officers and teachers of Church program organizations shall be members of the Church. The Church shall provide the human

resources, the physical resources, and the financial resources for the appropriate advancement of these programs.

ARTICLE V

CHURCH ORDINANCES

(1) Baptism

The Church may receive for Baptism all persons who have received Jesus Christ as their Savior by personal faith, who profess Him publicly at any worship service, and who indicate a commitment to follow Christ as Lord. Baptism shall be by immersion in water. The Pastor, or another ordained Minister authorized by the Church, shall administer Baptism. The Baptism Committee shall assist in the preparation for and the observance of Baptism. Baptism shall be administered as an act of worship during any worship service of the Church. A person who professes Christ and is not baptized after a reasonable length of time shall be counseled by the Pastor and/or staff or Deacons. If negative interest is ascertained on the part of the candidate, he shall be deleted from membership in the Church and from those awaiting Baptism.

(2) Lord's Supper

This Church shall observe the Lord's Supper a minimum of once each quarter. The Pastor and Deacons shall administer the Lord's Supper. The Lord's Supper Committee is responsible for the preparations.

ARTICLE VI

CHURCH MEETINGS

Section 1. Worship Services

The Church shall meet regularly each Sunday morning, Sunday evening, and Wednesday evening for the worship of Almighty God.

Section 2. Special Services

Revival services and any other Church meetings for the advancement of the Church's objectives shall be held as recommended by the Pastor and Deacons and approved by the Church.

Section 3. Regular Business Meetings

The Church shall hold regular business meetings monthly, on the third Sunday evening of each month. Church financial statements and an agenda of the

business meeting shall be available to church members at the conclusion of the morning worship services. No notice of any scheduled business meeting is required unless such meeting is a rescheduled meeting. All rescheduled meetings shall be announced at two advance worship services.

Section 4. Special Business Meetings

The Church may call special business meetings to consider matters of special nature and significance. The notice of a special business meeting shall include the subject, the date, the time, and the place of the meeting, and it must be given by announcement in the Sunday A.M. worship services two weeks prior to the meeting, except in an emergency. No business except that for which the meeting was called may be transacted.

A special business meeting may be called by the Pastor, Deacons, or a committee.

Section 5. Quorum

A quorum shall consist of not less than 20% of the church membership for any regular or special business meeting.

Section 6. Rules of Procedure

The most recently revised version of Robert's Rules of Order is the authority for parliamentary rules of procedure for all business meetings of the Church.

ARTICLE VII

CHURCH FINANCES

Section 1. Budget

The Stewardship Committee shall prepare and submit to the Church for approval an itemized budget. Offering envelopes will be provided for members' use.

Section 2. Accounting Procedures

All funds received for any and all purposes shall pass through the hands of the Church Treasurer, or financial secretary, and be properly recorded on the books of the Church.

A system of accounting that will adequately provide for the handling of all funds shall be the responsibility of the Stewardship Committee.

The Board of Directors shall be authorized to select and designate such depository or depositories for the funds and securities of the Church as they shall deem proper, upon recommendation of the Stewardship Committee. All orders for deposit or withdrawal of securities from the designated depository or depositories shall be signed by the Church Treasurer or Financial Secretary and one additional person authorized by the Church.

Expenditures shall be according to the approved budget. Expenditures not within the approved Church budget must have approval of the Church prior to any commitment for payment being made. Exceptions could be made in an emergency situation with the approval of the Stewardship Committee.

Section 3. Fiscal Year

The Church fiscal year shall begin on January 1st and end December 31st.

Section 4. Purchases and Disbursements

The Stewardship Committee shall establish written guidelines for all purchases and disbursement of funds, which guidelines shall be approved by the Church.

ARTICLE VIII

AMENDMENTS

Changes in these Bylaws may be made at any business meeting of the Church provided each amendment shall have been presented in writing two weeks prior to the meeting and copies of the proposed amendment shall have been furnished to each member present at the earlier meeting or upon request. Amendments to the Bylaws shall be adopted by receiving the affirmative vote of two-thirds of the Church members present at a regular business meeting.

ARTICLE IX

OPERATION AND DISSOLUTION

This Church is organized and operated primarily for the purpose of engaging in religious worship or promoting the spiritual development and well-being of individuals. It is to be operated in a way that does not result in the accrual of distributable profits, realization of private gain resulting from payment of compensation in excess of a reasonable allowance for salary or other compensation for services rendered, or realization of any other form of private gain.

The Church pledges its assets for use in performing the organization's religious functions. It directs that on discontinuance of the Church by dissolution or otherwise, the assets are to be transferred to a charitable, educational, religious, or other similar organization that is qualified as a charitable organization under Section 501 (C) (3), Internal Revenue Code of 1986, as amended.

The undersigned, being the duly elected and qualified Secretary of the Corporation, hereby certifies that the foregoing Bylaws of the Corporation were duly adopted by the Corporation on _____ 2003.

Signature

_____, Secretary