

RANGER BAPTIST CHURCH
CONSTITUTION AND BYLAWS

Revised March 2011

*Revised October 2014
(to include interim pastor and pastor search committee)*

RANGER BAPTIST CHURCH

CONSTITUTION AND BYLAWS

LEGAL REQUIREMENTS

A constitution and bylaws provides written guidelines to assist a church in moving toward the attainment of its divine purpose. A church constitution and bylaws usually contain a basic statement of purpose or objective, the legal name of the church, a statement of doctrinal belief, and a statement of basic relationships. The bylaws usually state how a church is organized to conduct its work, qualifications for membership, congregational procedures for conducting church business, and duties of the church program organization leaders. Such a document is not imperative, but churches have found that a constitution and bylaws can be helpful in conducting its work effectively. Another legal relationship that churches need to understand is the process of incorporation.

In today's complex world, a church will encounter occasions when actions of a legal nature are required. Since laws and requirements differ from state to state, it is recommended that a church consult an attorney in its own state for advice regarding the values and process of incorporation. The Bible admonishes that a church perform its work "decently and in order." Appropriate concern for legal order should receive serious attention by a congregation.

CONSTITUTION

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

I. NAME

This body shall be known as RANGER Baptist Church of Murphy, N.C. located at Wingate Road.

II. OBJECTIVES

To be a dynamic spiritual organism empowered by the Holy Spirit to share Christ with as many people as possible in our church, community, and throughout the world.

To be a worshipping fellowship, experiencing an awareness of God, recognizing His person, and responding in obedience to His leadership.

To experience an increasingly meaningful fellowship with God and fellow believers.

To help people experience a growing knowledge of God and man.

To be a church whose purpose is to be Christlike in our daily living by emphasizing total commitment of life, personality, and possessions to the lordship of Christ.

III. STATEMENT OF FAITH & DOCTRINAL BELIEFS

We band ourselves together as a body of baptized believers in Jesus Christ personally committed to sharing the good news of salvation to lost mankind. The ordinances of

the church are Baptism and the Lord's Supper. The Holy Bible is the inspired work of God and is the basis for any statement of faith. The church subscribes to the following doctrinal statements of "The Baptist Faith and Message" as adopted by the Southern Baptist Convention in 1963 and revised in 2000.

Section 1: The Scriptures

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

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

Section 2: God

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

A. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

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

B. God the Son

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

Genesis 18:1ff.; Psalms 2:7ff.; 110:1ff.; Isaiah 7:14; 53; Matthew 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16,27; 17:5; 27; 28:1-6,19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John

1:1-18,29; 10:30,38; 11:25-27; 12:44-50; 14:7-11; 16:15-16,28; 17:1-5, 21-22; 20:1-20,28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5,20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3,34; 10:4; 1 Corinthians 1:30; 2:2; 8:6; 15:1-8,24-28; 2 Corinthians 5:19-21; 8:9; Galatians 4:4-5; Ephesians 1:20; 3:11; 4:7-10; Philippians 2:5-11; Colossians 1:13-22; 2:9; 1 Thessalonians 4:14-18; 1 Timothy 2:5-6; 3:16; Titus 2:13-14; Hebrews 1:1-3; 4:14-15; 7:14-28; 9:12-15,24-28; 12:2; 13:8; 1 Peter 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Revelation 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16.

C. God the Holy Spirit

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

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

Section 3: Man

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

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

Section 4: Salvation

Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Saviour, who by His own blood obtained eternal redemption for

the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

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

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

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

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

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

Section 5: God's Purpose of Grace

Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility. All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves; yet they shall be kept by the power of God through faith unto salvation.

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

Section 6: The Church

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

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

Section 7: Baptism and the Lord's Supper

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

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

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

Section 8: The Lord's Day

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

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

Section 9: The Kingdom

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ.

Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

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

Section 10: Last Things

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

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

Section 11: Evangelism and Missions

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

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

Section 12: Education

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

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

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

Section 13: Stewardship

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

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

Section 14: Cooperation

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

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

Section 15: The Christian and the Social Order

All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they

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

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

Section 16: Peace and War

It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war. The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace.

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

Section 17: Religious Liberty

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

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

Section 18: The Family

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption. Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race. The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation. Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

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

IV. RELATIONSHIPS

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

V. CHURCH COVENANT

Having been led, as we believe, by the Spirit of God to repent of our sins and receive the Lord Jesus Christ as our Savior and Lord, 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 vow to assemble ourselves together and faithfully attend the church's meetings for worship, prayer, study, and fellowship; and to use our spiritual gifts for the common good.

We pledge, 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 ordinances, discipline, and doctrines; to contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the gospel through all nations.

We will strive to maintain family and personal devotions; to religiously educate our children; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world, abiding by the standards of sexual purity, ethical integrity, and spiritual fidelity as taught in the Bible; to be just in our dealings, faithful in our engagements, and exemplary in our deportment; to avoid all tattling, backbiting, and excessive anger; to abstain from the sale and use of non-prescribed narcotics or recreational and destructive drugs, to abstain from the sale and use of intoxicating drinks as a beverage, to use our influence to combat the spread of pornography, drugs, and alcohol; and to be zealous in our efforts to advance the kingdom of our Savior. We will reject all heretical beliefs and practices, using Scripture as our final authority.

We further purpose to watch over 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.

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

BYLAWS

I. MEMBERSHIP

Section 1: General

This is a sovereign and democratic Baptist Church under the Lordship of Jesus Christ. The membership retains unto itself the exclusive right of self-government in all phases of the spiritual and temporal life of this church.

The membership reserves the exclusive right to determine who shall be members of this church and the conditions of such membership.

Section 2: Candidacy

Any person may offer himself as a candidate for membership in this church. All such candidates shall be presented to the church at any regular church service for membership in any of the following ways:

1. By profession of faith and for baptism according to the policies of this church.
2. By promise of a letter of recommendation from another Baptist church.
3. By restoration upon a statement of prior conversion experience and baptism in a Baptist Church when no letter is obtainable.
4. By testimony of their conversion and scriptural baptism by immersion.

Should there be any dissent as to any candidate, such dissent shall be referred to the pastor and the deacons for investigation and the making of a recommendation to the church within thirty (30) days. A three-fourths vote of those church members present and voting shall be required to elect such candidates to membership.

All candidates shall remain under the watch care of the church until the completion of New Member Orientation. The pastor and or deacons will be responsible for New Member Orientation and the covering of Ranger Baptist Church Constitution and Bylaws. The orientation should occur within one month of member acceptance by the church

membership. After the orientation, members will have all the rights and privileges of church members such as voting and holding church offices.

Section 3: Voting Rights of Members

Every member of the church is entitled to vote at all elections and on all questions submitted to the church in conference, provided the member is present or provision has been made for absentee balloting.

Section 4: Termination of Membership

Membership shall be terminated in the following ways: (1) death, (2) letter of recommendation or dismissal to another Baptist Church, (3) exclusion by action of this church.

Section 5: Discipline

1. It shall be the basic purpose of Ranger Baptist Church to emphasize to its members that every reasonable measure will be taken to assist any troubled member. The pastor, designated members of the church staff, and deacons are available for counsel and guidance. Reconciliation rather than punishment should be the guideline which governs the attitude of one member toward another.
2. Should some serious condition exist which would cause a member to become a liability to the general welfare of the church, every reasonable measure will be taken by the pastor and by the deacons to resolve the problem. All such proceedings shall be pervaded by a spirit of Christian kindness and forbearance. But, finding that the welfare of the church will best be served by the exclusion of the member, the church may take this action by a two-thirds vote of the members present at a meeting called for this purpose; and the church may proceed to declare the offender to be no longer in the membership of the church.
3. Any person whose membership has been terminated for any condition which has made it necessary for the church to exclude him/her may upon his/her request be restored to membership by a three-fourths vote of the church upon evidence of his/her repentance and reformation.

II. CHURCH OFFICERS

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

Section 1: Pastor

The pastor is responsible for leading the church to function as a New Testament church. The pastor will lead the congregation, serve as ex-officio head of all organizations, and guide the church staff to perform their tasks. He shall preside at all meetings of the church unless otherwise noted.

The pastor is the 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 nonbelievers; (3) care for church members and other persons in the community.

A pastor shall be chosen and called by the church whenever a vacancy occurs. His election shall take place at a meeting called for that purpose, of which at least one week's public notice has been given.

A pastor search committee, consisting of five members, shall be nominated by the Church Council and approved by the church to seek out a pastor, and its recommendations will constitute a nomination. Any church member has the privilege of making suggestions to the Pastor Selection Committee of the church. The committee shall bring only one man at a time to the consideration of the church. Election shall be by ballot, an affirmative vote of three-fourths of those present being necessary for a choice. The pastor, thus elected, shall serve until the relationship is terminated by his request or the church's request. The pastor shall give at least thirty days' written notice to the church prior to his resignation being effective. If the church should no longer desire his service as pastor, his pay will continue for thirty days. If the church wishes to dismiss a pastor, it shall be done only at a special called business meeting, with the chairman of the deacons presiding. At least one week's notice of the meeting will be given to the congregation. A two-thirds affirmative vote of the members present is required to dismiss a pastor.

The pastor shall receive one week of vacation per year for the first five years of service to the church, two weeks of vacation for six to ten years of service, and three weeks per year for more than 10 years of service. Vacation can be accumulated from one year to another, not to exceed three weeks accrued. It will be the responsibility of the pastor to inform the treasurer and seek approval from the finance committee as far in advance as possible of any vacation taken. Vacation time cannot be used in lieu of sickness.

In the event the pastor of the church is away for revival services, vacation, or any other plausible reason, it shall be his responsibility to obtain supply for the time he is away. The pastor will be allowed two weeks per year to be away for revival; time away cannot include Sundays. Any time taken above two weeks will be considered vacation time.

All salaried personnel will be evaluated. The pastor and the Personnel Committee will agree upon an evaluation form such as a self-evaluation that coincides with the goals and responsibilities of the pastor.

Interim Pastor:

When there is a vacancy of pastor, it is the responsibility of the deacon board led by the chair to fill the vacancy until an Interim Pastor is obtained. From the list of available interim pastors provided by Truett Baptist Association, the deacon board will make a recommendation to the church. The Personnel and Finance Committees will develop a contract for services and the financial package. The Chair of the Deacons will present the information to the recommended interim before the church vote. At least one week's notice will be given prior to the vote. The vote will be by ballot with three-fourths affirmative vote of those members present required for selection

Selection of Pastor Search Committee:

Members of Ranger Baptist Church will nominate one or more candidates for the pastor search committee using the Pastor Search Committee Form printed in the church bulletin, available on the foyer table and kept in the Constitution and Bylaw Notebook located in the Pastor's Office. The nominating member should be aware of the candidate's spiritual gifts, church service, dedication and willingness to serve on the committee. The pastor search committee should be representative of the church membership. The willingness of the nominee to serve must be verified and a duty description shared outlining the prayer, time and confidentiality expectations. When the deacon chair and church council set a date for nominations to begin, the nomination forms will be printed in the church bulletin and must be turned in to the Deacon Chair by the end of morning service the following Sunday. The Deacon

Chair will present a written list of all nominations at the next Church Council meeting. The Deacon Chair and the Interim Pastor will orally review the expectations and qualifications of the committee and the desire for the committee to be representative of the church membership in age, gender, etc. Immediate family members (husband, wife, mother, father, sister, brother or child) will not serve together on the committee. Each member of the Church Council, who is present, will have a written ballot, and will vote for five (5) representative candidates; of which, his most suitable candidate receives five (5) points, his next four (4) points, etc. The interim pastor will tally the votes and present the five (5) candidates who receive the most points to the church for a vote of approval to serve on this committee and the sixth highest vote getter to serve as alternate in case a committee member becomes unable to serve. The term of service of the committee will be until the church membership elects the next pastor. The committee will elect its chair and recording secretary. The committee will use guidelines provided by the Interim Pastor and Truett Association Director of Missions. All information will be kept confidential even after the process.

Duties of Pastor Search Committee:

The pastor selection committee will meet regularly and fervently pray about the pastor that God has in store for Ranger Baptist Church. Committee members will commit to confidentiality in the pastor search process by not discussing the work with anyone outside the committee. The committee will schedule weekly or biweekly meetings to pray, review resumes, listen to sermons, travel and interview possible recommendations. The committee will recommend the person that it feels is God's choice for pastor and offer that name to the church for a vote at a regular business meeting or special called meeting with one week's notice given. If that person is accepted with three fourths' ballot vote of the church, the committee's work is completed. The committee will work with the Personnel and Finance committees to develop a benefit package.

Section 2: Children/Youth Director

The church shall elect annually a Children/Youth Director. The Children/Youth Director shall be responsible for leading, coordinating, and directing effective services implementing fellowship, worship, teaching, and discipleship. The director will be a strategic planner who leads quarterly meetings with the teachers, volunteers, and staff to develop a common set of goals and organize the program; ensure that each children/youth worker understands the expectations and duties of the position involved; work with the Transportation Committee to ensure access for all children who wish to participate in the church programs; and create a weekly schedule that will provide for Biblical foundation teaching for all participating youth and children.

Section 3: Church Staff

Church staff is defined as anyone receiving pay for work within the church. This church shall call or employ staff members as the church deems necessary. A job description shall be written when the need for staff members is determined. Vocational staff members other than the pastor, including the custodian and the nursery worker, shall be recommended to the church by the personnel committee and employed by church action. At least two weeks' notice at the time of resignation should be given. All employed staff will be evaluated by the Personnel Committee and or Committee that best understands the role. Employed staff will be given a copy

of the evaluation with expectations clarified by the Personnel Committee. Custodians do not have to attend the monthly Church Council meetings.

Section 4: Deacons

1. Deacons shall be elected at regular business meetings of the church by secret ballot. There is no obligation to constitute as an active deacon a person who comes to the church from another church where he has served as deacon; however, that person may be asked to serve at some point and be elected by the church.
2. In accordance with the meaning of the word and the practice of the New Testament, deacons are men who commit to be servants of the church. The task of the deacon is to serve with the pastor and staff in performing pastoral ministries tasks, proclaiming the gospel to believers and unbelievers, caring for church members and other persons in the community, and leading the church to achieve its mission.
3. The deacons shall elect their own chairman. This election shall be held annually. The retiring chairman shall not be eligible for re-election for a period of one year. The chair may serve as moderator of the church in the absence of the pastor.
4. Any person being considered for the office of deacon shall be set aside for a period of up to six months. In the event the candidate has not been ordained at the end of six months, he will no longer be considered set aside or a candidate for the office of deacon.
5. The deacon selection process shall be as follows:
 - Recommendations for deacons will be received from church members using forms printed in the Sunday morning bulletin.
 - All recommendations will be collected and sent to the Personnel Committee for review.
 - The committee will contact each nominee either by phone or in person to determine if he has the interest and desire to continue the selection process. Each nominee who chooses to do so will be given an application packet for review and completion.
 - An interview panel consisting minimally of the pastor, the chairman of the deacons, the chairman of the Nominating Committee, the chairman of the Personnel Committee, and the Children/Youth Director will review the application and conduct a private interview with each candidate. This panel will make the decision to accept or deny the candidate for submission to the church for vote and approval. This interview panel will not consist of more than one deacon and no close family members.
 - The Personnel Committee shall publish in the church bulletin at least one month in advance the names of those men being considered for deacon nominations. Any person having scriptural opposition to a candidate that has been approved by the Personnel Committee shall write a confidential letter to the pastor outlining their reasons for opposition. The pastor and chairman of the Personnel Committee shall discuss any allegations with the proposed candidate and report their findings to the Personnel Committee for consideration.
 - Upon approval from church vote, the candidate, if previously ordained will be installed as deacon. New candidates will be set aside for a period of six months as outlined in Section 4.

Inactive Deacon

If a deacon wishes to become inactive, he must do so by submitting a written letter to the chairman of the deacons. The chairman will remove the deacon from the active list and will reassign that deacon's members to the active deacons.

(The two paragraphs below will be voted on December 7, 2014 at the RBC regular business meeting.)

If any member of Ranger Baptist Church believes he has just cause that a deacon be removed from active to inactive status, the allegation should be presented in writing to the pastor. The pastor will then review the allegation with the chairman of the deacons, and if found valid, the deacon will be brought to the membership at a regular business meeting for a vote to move the deacon to inactive status.

If a deacon is absent from church without a valid reason for a period of three (3) months, he shall automatically be removed from active deacon status by the chairman of deacons.

Section 5: Moderator

The pastor shall serve as moderator over all business sessions of Ranger Baptist Church. In the absence of the moderator, the chairman of the deacons shall preside. In the absence of both, the clerk shall call the church to order and an acting moderator shall be elected.

Section 6: Clerk

The church shall elect annually a clerk. The clerk of the church shall keep in a suitable book a record of all the actions of the church, except as otherwise herein provided. He/she is responsible for keeping a register of the names of members, with dates of admission, dismissal, or death, together with a record of baptisms. The clerk shall issue letters of recommendation and dismissal as voted by the church, preserve on file all communications and written official reports, record minutes of all business meetings, and give legal notice of all meetings where such notice is necessary, as indicated in these bylaws. All church records are church property and should be filed in the church office when an office is maintained. The clerk shall serve on the Church Council and keep records of those meetings.

Section 7: Treasurer

The church shall elect annually a church treasurer. It shall be the duty of the treasurer to receive, preserve, and pay out, upon receipt of vouchers approved and signed by authorized personnel (pastor, youth director, committee chair, custodian) all money, or things of value paid 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 for the previous month. The treasurer shall be responsible for sending to the Truett Baptist Association or its successor any amount of money or percentage of offerings as approved by the church in its annual budget. The treasurer shall be responsible for sending such money or percentage of offerings to the Cooperative Program of the Southern Baptist Convention as approved by the church in its annual budget. Upon rendering the annual account at the end of each fiscal year, and its acceptance and approval by the church, the records shall be delivered by the treasurer to the church clerk, who shall keep and preserve the account as a part of the permanent records of the church. The treasurer shall serve on the Church Council and on the Finance Committee.

Section 8: Trustees

Three trustees elected by the church will hold in trust the church property. They shall have no power to buy, sell, mortgage, lease, or transfer any property without a specific vote of the church authorizing each action. It shall be the function of the trustees to affix their signatures to legal documents involving the sale, mortgage, purchase, or rental of property or other legal documents where the signatures of trustees are required. Trustees shall serve on a rotating basis, with one new trustee being elected every three years

Section 9: Sunday School Director

The church shall elect annually the Sunday School Director as all other officers. The Sunday school director serves as the general administrative leader of the church's Sunday School. This person is responsible for coordinating the work of all Sunday school classes. He leads the Sunday School team in planning, organizing, enlisting and equipping leaders to be spiritual Biblical teachers.

Major responsibilities of the Sunday school director

- Serve as a greeter/host for the Sunday School. Direct visitors to appropriate Sunday School classes. Have available a list of teachers, grade levels and class locations on church map. Keep this Sunday School information in church foyer for easy access. Ensure that the substitute teachers are available when teachers are absent. Encourage teachers to be present in classrooms prior to the start of class.
- Lead in developing an effective Sunday School program that meets the needs of the church.
- Lead in efforts in enlisting and developing new leaders. Place new teachers with veteran teachers when possible.
- Evaluate needs related to space, budget, Bible study curriculum, supplies and other resources; and recommend actions related to needs. Seek teacher input.
- Review attendance records with the Sunday School Secretary and other participant information with the teachers to strengthen and help achieve the overall objectives of Sunday School.
- Set a positive example for others by living as an authentic witness of Christ and by being thoroughly involved in the life and ministry of the church.

Section 10: Sunday School Secretary

The church shall elect annually a Sunday School Secretary. It shall be the responsibility of the Sunday School Secretary to record and report the Sunday School attendance and statistics by posting the numbers on the attendance/statistics boards, located in the church. A written report of all previously reported attendance and statistics shall be maintained by the Sunday School Secretary and made available upon request.

Resignation of Church Officers

If an elected church officer wishes to resign his position during any fiscal year, he must do so by submitting a written resignation to the chair of the nominating committee, who in turn will notify the appropriate church officer or committee chairperson.

III. Committees and Coordinating Groups

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Section 1: General

All church committee members shall be recommended by the nominating committee and be elected annually by the church unless otherwise indicated in the description below. A deacon will serve on each committee as appropriate. It is recommended that a husband and wife not serve on the same committee where the potential exists for conflict of interest. If a committee member wishes to resign his position during any fiscal year, he must do so by submitting a written resignation to the chair of the nominating committee, who in turn will notify the appropriate church officer or committee chairperson.

The first committee meeting of the new church year is a “Church Committee Organizational Meeting” to be held in June (or at some other appointed time as circumstances dictate.) Packets of information will be provided to each committee outlining its responsibilities. A committee chairperson will be elected by the committee members present at this time. The chairperson’s responsibilities shall include: understanding the committee’s duties, leading committee members to understand their role and the committee task, planning and leading committee meetings at least once quarterly, and making regular reports on committee activity during the regular business meetings of the church. Additionally, the chairperson should ensure that proper parliamentary procedure is followed in all meetings and that there is documentation of the committee’s actions. (Robert’s Rules of Order shall serve as guidance for parliamentary procedure.) A vice-chair and secretary can also be elected at this time to assist in stated chair duties.

Committees shall consist of an odd number of members, three (3) or more. The majority of the members of any committee must be present to form a quorum before the committee may act on any official business. Committees will give oral reports and make recommendations/requests at the first regular business meeting following its regularly held meetings. A year-end summary report along with a budget request for the upcoming fiscal year is to be submitted to the finance committee at the conclusion of each term. Any budget requests or recommendations to the church for monies during the fiscal year are to be presented by the chairman to the Finance Committee at least two weeks prior to the date monies are needed. Committees should strive to be good stewards and mindful of the church budget when making monetary decisions.

Committee members should always act in a discreet and confidential matter. Failure to do so can lead to a member being asked to relinquish his/her duties and step down from the position. All committee meetings should begin and end in prayer and be conducted in a prayerful, Christ-like manner. All decisions should be made in the best interest of the church as a whole with the mission of furthering God’s kingdom as priority. The committee chair will represent the committee at all Church Council meetings. In the event that one serves as chair on more than one committee, that person shall have only one vote on matters at the Church Council meeting.

Section 2: Church Council

The primary functions of the Church Council shall be to recommend to the congregation suggested objectives and church goals; to coordinate and review program plans recommended by church officers, organizations, and committees and approved by the church; to recommend to the congregation the use of leadership, calendar time, and other resources according to program priorities; to present a pastor search to the church for a vote and to evaluate program achievements in terms of church goals and objectives.

The council shall have as members the pastor who will serve as chairman, the director of children/youth, the music director, the Sunday School director, the Women’s Missionary Union

director, the Brotherhood of Baptist Men's director, the chairman of deacons, the church treasurer, the church clerk, and the chairpersons of all committees. The committee will meet on the Sunday preceding the regular business meeting with the Church Clerk recording the proceedings. All matters agreed upon by the Church Council, calling for action not already authorized, shall be referred to the church for approval or disapproval. In the event that one serves as chair on more than one committee, that person shall have only one vote on matters at the Church Council meeting.

Section 3: Nominating Committee

The Nominating Committee secures workers for all organizations, committees, and positions in the church filled by volunteers. The Nominating Committee searches for and recommends the most qualified, willing, committed, and equipped persons for all volunteer positions to be elected by the church. This committee shall have the duty of ensuring that each prospective worker understands the expectations and duties of the position involved and grants permission for their name to be submitted to the church for approval. The Nominating Committee must consider on a case by case basis whether or not volunteers should serve on more than one committee/ organization at a time. The members of this committee shall be recommended by the pastor by the end of April and be approved by the church on a yearly basis at the May business meeting. The Nominating Committee will have recommendations and acceptances for all committees ready for the June business meeting.

Section 4: Personnel Committee

The Personnel Committee assists the church in matters related to employed personnel and volunteers in leadership positions, including deacons and children/youth director. Its work includes such areas as determining staff and employee needs, salaries, benefits, and personnel services; making recommendations for employment; developing job descriptions, contracts and evaluations; and conducting evaluations as appropriate. The committee maintains and stores the personnel records of the church.

Section 5: Building and Grounds Committee

The Building and Grounds Committee assists the church in matters related to properties administration. Its work includes maintaining all church properties and equipment for ready use; recommending and enforcing policies regarding the use and care of properties; recommending employment of and overseeing the work of maintenance personnel; and assigning responsibility to appropriate personnel for supervision when necessary. All applicable contracts, warranties, and service provider agreements shall be maintained and reviewed by this committee.

The Building and Grounds Committee will conduct walkthroughs of all church buildings and grounds, including the cemetery, every other month to inspect and note any deficiencies requiring repair, replacement, or update. Walkthroughs should also be a time to assess the status of previous repairs as well as any prior equipment and maintenance issues. Funds for any identified problems along with a plan for maintenance including any applicable bids, estimates, etc., must be requested from and approved by the Finance Committee. Upon approval, members of the committee are responsible for calling any outside contractors, etc., to initiate the necessary work. Likewise, they are to organize themselves in order to ensure work is being done properly and in a timely manner.

Further functions of this committee include developing and maintaining a system where all church properties are secured/locked when not in use, and unlocked when in use or deemed appropriate. Church maintenance personnel will open and close the church during regular

meeting times but committee members are responsible for establishing and carrying out a plan to open any appropriate properties outside these hours. This plan should include a procedure to ensure that the church security system is turned off and on and that a “call list” is current and shared with the security company. The chair of the committee will administer the distribution of keys to the church and Family Life Center, provide codes and maintain a secure list for the church records. The Building and Grounds Committee is also responsible for developing guidelines to assign, delegate, supervise, and/or assist maintenance personnel or church members to see that the heating and cooling systems are working properly, the temperature is set appropriately, and the systems are appropriately turned on and/or off. Copies of these developed plans and guidelines should be given to the church clerk to keep on file in the Church Operations Manual.

Section 6: Benevolence Committee

The Benevolence Committee is to aid the church by responding to requests for assistance from Ranger Baptist Church members and other people in the community. Specifically, the committee is to establish guidelines for considering requests for assistance and for investigating all requests. Whenever possible, local agencies and/or community members should be consulted to determine the legitimacy of a request as well as the amount and type of assistance to be provided. The chairperson will be responsible for coordinating with the church treasurer as well as any other groups within the church to administer aid to those requesting help. He/she will also act as liaison or appoint another member of the committee to deliver requests to the petitioner.

Section 7: Hospitality Committee

The Hospitality Committee shall plan for and provide food, flowers, and/or decorations for special church events including holiday church-wide fellowships, Homecoming Sunday, deaths(immediate family members including mother, father, sister, brother or child), and showers. The purpose is to provide support for individual church members as well the body of the church in promotion of Christian fellowship and love. Assistance may be enlisted as needed from other members, committees, or organizations within the church.

In the event of a deceased church member or of a church member’s immediate family, the Hospitality Committee will provide and serve a meal for the family in the fellowship hall of the church on the day of the funeral. Upon completion of the meal, the committee will clean the kitchen and restore order in the church and fellowship hall. Should the family decline the meal at the church, the committee may elect to take food to the home.

This group will also assume responsibility for making sure floral arrangements are properly stored, cared for, and in place for each worship service, and that the church is decorated on special occasions such as Christmas and Easter or for church-wide gatherings as needed. In addition, the Hospitality Committee shall recognize, plan, and host wedding, household, or baby showers when appropriate.

Section 8: Public Relations Committee

The purpose of the Public Relations Committee is to recognize the public relations needs of the church and to institute practices for communicating with the proper audiences both inside and outside the church. This committee will be responsible for producing weekly bulletins and presenting them in a timely manner to the designated ushers for distribution each Sunday morning. The chairperson or a committee member designated by the chair is responsible for producing a monthly calendar of events, birthdays, and anniversaries to be made available to members by the first Sunday of each month. The Public Relations Committee will also be in

charge of submitting articles/advertisements to the local newspapers when necessary as well as coordinating and ensuring the placement of signs and banners for special events. The committee will also contact the Truett Association Office to have information placed in the TBA newsletter and email distribution about revivals, singings and any special meetings. The Committee and or member shall maintain a church website. Expenses for these services will be covered by the church as appropriate. Church members should contact the committee members to provide information to be included in upcoming publications and reminders will be placed in the weekly church bulletins.

As a vital public relations service, the prayer call ministry will be conducted by deacons trained to do so. Their names and contact information will be placed in the church bulletin and on the church website for ready access by church members.

Section 9: History Committee/ Church Historians

The History Committee is to care for and develop the historical records of the church. The committee is especially concerned with gathering and preserving church documents and keepsakes. The History Committee will use available church records to fully and accurately detail a history of the church in order to help members understand and appreciate their heritage and mission. The committee will keep historical information current and available on the church website and notebook as appropriate.

Section 10: Baptismal Committee

The purpose of the Baptismal Committee is to ensure the provision of appropriate, well-maintained facilities, equipment, and materials necessary for baptismal services. Prior to each baptismal service, committee members are responsible for seeing that all necessary baptismal garments, supplies, equipment, and facilities are available and in working order. This includes being sure the baptismal pool is properly filled and the temperature is appropriate. This committee is also responsible for assisting candidates in preparing for their baptism, and for assisting the pastor in administering the ordinance. During the service, members are to assist the candidates into and out of the pool and guide them to proper dressing areas. After the service, perform clean-up duties as needed. The pastor will inform the committee of baptism dates and times at least one week in advance.

Section 11: Lord's Supper Committee

The Lord's Supper Committee shall make all necessary arrangements for the quarterly observance of the Lord's Supper and assist the pastor in observance of this ordinance as needed. Specific responsibilities will be to determine material and supply needs and order them accordingly through the Finance Committee in order to maintain an adequate inventory; ensure that all materials are set up and in place prior to each observance as instructed by the pastor; and gather, clean, and store all equipment after each observance. A deacon and wife team will serve as this committee.

Section 12: Transportation Committee

The Transportation Committee will be responsible for the upkeep and use of all church-owned vehicles. Monthly vehicle checks will be conducted to determine maintenance and upkeep necessary for safe operation. The chairperson of this committee will communicate with the Finance Committee for approval of any needed funds. The Transportation Committee along with the Children/Youth Director shall be responsible for coordinating and assisting in general cleaning of vehicles on a regular basis, as well as recruiting, volunteering, and scheduling

permanent, dependable drivers of the church vans on Sundays and Wednesdays. Other committee and church members can be recruited as needed to effectively manage the transportation needs of the church.

Section 13: Senior Adult Committee

The Senior Adult Committee will plan and coordinate recreation activities and fellowship opportunities on a regular basis for the senior adults of Ranger Baptist Church.

IV. PROGRAM ORGANIZATIONS

Section 1: General

All organizations of the church shall be under church control, with all officers being elected by and reporting regularly to the church.

Section 2: Sunday School

The purpose of Sunday School is to help people adopt the principles and philosophies of the Bible, to instill faith in God, to help them adhere to the same ideals in life that Christ himself followed, and to promote Christian fellowship. The goal is to provide guidance in spiritual growth as members develop a personal and intimate relationship with God. Sunday School shall be divided into departments and classes for all ages and conducted under the supervision of the Sunday School director for the study of God's Word. Changes in or supplements to Sunday School materials shall be submitted through the Sunday School Director for approval.

Additionally, Sunday School shall serve to orient new church members and lead them to perform the functions of the church by teaching Christian theology, Christian ethics, Christian history, and church policy/organization. A Sunday School Director will coordinate an effective Sunday School program in the church. The Sunday School Secretary will record and report attendance on the boards located in the church. A written report of previously reported attendance and statistics shall be maintained by the Sunday School Secretary and made available upon request

Section 3: Women's Missionary Union

The tasks of the Women's Missionary Union shall be to teach missions, engage in local mission action, and support world and national missions through praying and giving. This organization shall be organized with officers as the group deems appropriate. Meetings will be held monthly.

Section 4: Brotherhood of Baptist Men

The intent of the Brotherhood of Baptist Men is to learn about and engage in local mission actions while simultaneously supporting world missions through praying and giving. The Baptist Men aim to spread the love of Jesus Christ through a concern for others and a determination to better the lives of those around them. This organization will be organized as the members deem necessary and shall be led by a director chosen among the group and approved by the church. The director will be responsible for organizing monthly meetings as well as mission opportunities.

Section 5: Church Ushers

□ The duties of the church ushers are to greet and guide people as they arrive for Sunday School and Worship Services, seat people at the proper times, distribute bulletins and/or other materials as needed to the congregation, and receive the tithes and offerings during the morning and evening worship services. Weekly usher selection will be made by one of the deacons or other appropriate person.

V. ORDINANCES

Section 1: Baptism

A person who receives Jesus Christ as Savior by personal faith, who professes Him publicly at any worship service, and who indicates a commitment to follow Christ as Lord, shall be received for baptism.

1. Baptism shall be by immersion in water.
2. Baptism shall be administered by the pastor or whomever the church shall authorize with deacons assisting as the pastor deems necessary.
3. Baptism shall be conducted as an act of worship during any worship service.
4. A person professing Christ and failing to be baptized after a reasonable length of time shall be counseled by the pastor, deacons, and/or designated staff. If negative interest is ascertained, the person shall be deleted from those awaiting baptism.

Section 2: The Lord's Supper

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

1. The Lord's Supper shall be observed quarterly (January, April, July and October) during the first regular Sunday morning worship service of the month.
2. The pastor and the deacons shall be responsible for the administration of the Lord's Supper to the congregation.
3. The Lord's Supper committee shall be responsible for the physical preparations.

SECTION VI. CHURCH MEETINGS

Section 1: Worship Services

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

Section 2: Special Services

Revival services and any other church meetings which will be essential in the promotion of the objectives of the church shall be placed on the church calendar upon approval of the church. The pastor shall be responsible for securing the evangelist for revival. He shall submit the name of the individual to the deacon board for discussion and approval. This is not to limit the authority of the pastor or the Board of Deacons, but for the protection of the church.

Section 3: Regular Business Meetings

Regular business meetings shall be held monthly following the evening service on the first Sunday of the month.

Section 4: Special Business Meetings

A specially called business meeting may be held to consider special matters of significant nature. A one-week notice of the subject, date, time, and location must be given for the specially called business meeting unless extreme urgency renders such notice impracticable.

Section 5: Quorum

A quorum consists of those who attend a business meeting, provided it is a stated meeting or one that has been properly called.

Section 6: Parliamentary Rules

The most current revision of Robert's Rules of Order will serve as the authority for parliamentary rules of procedure for all business meetings of the church.

VII. CHURCH FINANCES

Section 1: Finance Committee

The purpose of the Finance Committee is to consider all matters of finance and make recommendations as appropriate. The Finance Committee, in consultation with the Church Treasurer, shall prepare and submit an inclusive budget to the Church for approval each July. The budget will list amounts needed and sought for all local and worldwide expenses.

It is understood that membership in Ranger Baptist Church involves financial obligation to support the church and its causes with regular, proportionate tithes and offerings.

Section 2: Counting Committee

The purpose of the Counting Committee is to ensure that monetary contributions received during all worship services are secured until they can be brought to the church treasurer to be counted by both the treasurer and the members of the Counting Committee in a mutually agreed manner. The committee shall consist of two or more members.

Section 3: Accounting Procedures

The treasurer will be responsible for depositing all collected gifts into the church's account and properly recording all deposits and debits on the books of the church.

The fiscal year of the church shall run concurrently with the church year which begins on July 1st and ends on June 30th each year.

VIII. CHURCH OPERATIONS MANUAL

Section 1: Policies and Procedures

Church policies and procedures shall be described in the Church Operations Manual. The manual shall be kept in the church office and made available to any member of the church. The manual shall be maintained by the Church Clerk. Changes in policies and procedures may be initiated by any church member or organization. Addition, revision, or deletion of church policies requires: (1) the recommendation of the church officer or organization/committee to whose area(s) of assignment the policy relates, (2) discussion by the Church Council, and (3) approval of the church if deemed necessary by the Church Council.

IX. AMENDMENTS

Changes in the Constitution and Bylaws of Ranger Baptist Church may be made at any regular business meeting of the church, provided each amendment shall have been presented in writing at a previous meeting, and copies of the proposed amendment be furnished to each member present at that meeting. Amendments to the Constitution or Bylaws shall be by a two-thirds vote of all church members present with each member entitled to one vote.