

PART I
BYLAWS
OF
McCORMICK FIRST BAPTIST
CHURCH

Approved by Church Conference

September 7, 1997

George Patterson, Chmn Deacons

BYLAWS

Last Amended November 20,2011

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A. PREAMBLE

For the purpose of preserving and making secure the principles of our faith, and to the end that this body may be governed in an orderly manner, consistent with the accepted tenets of the Missionary Baptist Churches affiliated with the State Baptist Convention, and the Southern Baptist Convention, and for the purpose of preserving the liberties inherent in each individual member of the Church, and to set forth the relationship of this body to other bodies of the same faith, we do declare and establish these By-Laws.

B. NAME

This body will be known as McCormick First Baptist Church, of McCormick, South Carolina. The principle office address is 108 Oak Street, P. O. Box 416, McCormick, SC 29835.

C. CHURCH COVENANT

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our 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 the Church in knowledge, holiness and comfort, to promote its prosperity and spirituality; to sustain its worship, 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 also engage 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; to be just in our dealings, faithful in our engagements, exemplary in our deportment; to avoid all tattling, backbiting, and excessive anger; to abstain from the sale and use of intoxicating drinks as a beverage; to use influence to combat the abuse of alcohol, illegal drugs, and the spread of pornography; and to be zealous in our efforts to advance the kingdom of our Savior.

We further engage to watch over one another in brotherly love; to remember one another in prayer; 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 a 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 on the spirit of this covenant and the principles of God's Word.

D. PURPOSE

1. Inasmuch as we believe that Jesus Christ instituted the Church as a medium through which His followers might labor more effectively in promoting the Kingdom of God, the purpose of this body shall be to respond to the demands of our Lord; as we find them revealed in the inspired Word; to provide regular opportunities for public worship; to sustain the Ordinances, Doctrines and Ethics set forth in the New Testament for the Church of our Lord Jesus Christ; to nurture its members through a program of Christian education; to channel its offerings to the support of the objects of the Redeemer's Kingdom as to preach and propagate among all people the Gospel of the revelation of God through Jesus Christ as Savior and Lord.

2. This body shall be subject to no other ecclesiastical body, but shall endeavor to recognize and sustain any obligation of mutual counsel and cooperation with other churches of like faith and order, which obligations may be fulfilled in keeping with the purposes set forth above.

E. STATEMENT OF FAITH

The Holy Bible is the inspired Word of God and is the basis for any statement of faith. The Church subscribes to the doctrinal statement of "The Baptist Faith and Message" as adopted by the Southern Baptist Convention 1963. Major tenets of this statement are:

1. The Holy Bible was written by men divinely inspired and is the record of God's revelation of Himself to man.

2. There is one and only one living and true God. He reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.
3. Man was created by the special act of God, in His own image, and is the crowning work of His creation.
4. Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Savior.
5. Election is the gracious purpose of God, according to which He regenerates, sanctifies, and glorifies sinners.
6. A New Testament church of the Lord Jesus Christ is a body of believers who believe and practice baptism by immersion and observe the Lord's Supper as a symbolic act of obedience to the command of the Lord Jesus Christ as revealed in the divinely inspired written Bible.
7. The first day of the week is the Lord's day.
8. The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth.
9. God, in His own time and in His own way, will bring the world to its appropriate end.
10. It is the duty of every child of God to seek constantly to win the lost to Christ by personal effort and by all other methods in harmony with the gospel of Christ.
11. Christians are under obligation to serve Him with their time, talents, and material possessions.
12. Christ's people should, as the occasion requires, organize such associations and conventions as may best secure cooperation for the great objectives of the Kingdom of God.
13. Every Christian should seek to provide for the orphaned, the needy, the aged, the helpless, and the sick.
14. It is the duty of Christians to seek peace with all men on the principles of righteousness in accordance with the spirit and teachings of Christ.

15. 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.

We band ourselves together as a body of baptized believers in Jesus Christ, personally committed to sharing the good news of salvation to a lost mankind. The ordinances of the Church are Baptism and the Lord's Supper.

F. MEMBERSHIP

1. The Membership of the Church shall be composed of those persons who profess to have been regenerated through a personal experience with God, and through Jesus Christ, who subsequent to this profession, have been immersed according to New Testament principles and practices into the Church, or another Church of like faith and order, who have subscribed to the Covenant and By-Laws of this Church, and who have been received by majority vote of this Church.

2. Candidates for Church membership may present themselves at any worship service. They will be received as members in any of the following ways:

- a. Make a public profession of faith and be baptized according to the ordinance of this church.
- b. Submit a letter or promise of letter of recommendation from another church of like faith and order.
- c. Provide a statement of a prior conversion experience and scriptural baptism by immersion in a church of another denomination of like faith and doctrine.
- d. Restoration of a previously terminated membership in our church.

Any question as to the qualifications or conditions of acceptance shall be resolved in consultation with the Pastor and/or Deacons with a recommendation to the Church, as appropriate.

3. Upon request of another Church of like faith and order, a letter of transfer may be granted for a member in good standing, to unite with that Church. All letters of transfer must be approved by unanimous vote of this Church in a business conference, duly convened. Granting of a letter of transfer terminates the membership in this Church of the one for whom granted.

4. When a member of this Church joins a Church of different faith and order, membership in this Church shall terminate immediately, and this Church shall be so advised.

5. After due notice by the Pastor and Chairman of the Deacons, and after ample opportunity for hearing, and Christian efforts to make such action unnecessary, this Church may terminate the membership of any person who fails to substantially fulfill the obligations specified in the Church covenant at a special business meeting with a 90% vote and 25% quorum.

G. MEETINGS

1. For Worship: Public worship services shall be held on the Lord's Day, both morning and evening. Meetings for prayer shall be held on each Wednesday of the week.

2. For Business: Regular business conference meetings shall be held quarterly on the 1st Sunday at the morning or evening worship service.

3. Special Business Meeting: A special business meeting may be called to consider special matters of significant nature. The Pastor and Chairman of Deacons will review the request and determine if such a meeting is warranted. A one (1) week's notice of the subject, date, time and location must be given for the specially called business meeting unless extreme urgency renders such notice impractical.

4. A quorum consists of 25 percent of resident membership.

5. Robert's Rules of Order, Revised shall be used as a reference for parliamentary rules of procedure for all business meetings of the Church.

H. CHURCH OFFICERS

1. The officers of the Church are:

- Pastor
- Any other Minister or Officer duly elected by the Church
- Deacons

- Clerk and Assistant Clerk
- Treasurer and Assistant
- Trustees

2. Pastor

a. 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, of which at least one week's public notice has been given. A pastor selection committee with seven (7) members shall be elected by the Church to seek out a suitable pastor and its recommendations will constitute a nomination. The committee shall bring to the consideration of the Church only one name at a time. Election shall be by ballot, an affirmation vote of three-fourths (3/4) of those voting being necessary for a choice. The pastor, thus elected, shall serve until the relationship is terminated by his request or the Church's request.

b. Duties:

1. The pastor is responsible for leading the Church to function as a New Testament Church.
2. The pastor will lead the congregation, the organizations, and the Church staff to perform their tasks.
3. The pastor is the leader of pastoral ministries of the Church. As such he works with the deacons and Church staff to lead the Church in the achievements of its mission, proclaim the gospel to believers and unbelievers, and care for the Church's members and other persons in the community.
4. The pastor shall serve as an ex-officio member of all committees.
5. The pastor shall be the moderator at all Church business conferences unless otherwise indicated.

c. Termination: The pastor may relinquish the office as pastor by giving thirty (30) days notice to the Church at the time of resignation. The Church may ask for the pastor's resignation. Such action shall take place at a meeting called for that purpose, of which at least one week's notice has been given. The meeting may be called upon the recommendation of a majority of the deacons. The moderator for this meeting shall be the chairman of the deacons. The vote to declare the office vacant shall be by secret ballot; and affirmative vote of two-thirds (2/3) of the

members present being necessary to declare the office vacant. (See Part III, Personnel Policy for termination for serious reasons.)

3. Ministerial Staff

The ministerial staff shall be called and employed as the Church determines the need for such offices. A job description shall be written when the need for a staff member is determined. Those staff members of whom the Church requires evidence of a personal call of God to the ministry shall be recommended to the Church by the personnel committee with the consultation from appropriate Church members and called by Church action. At the time of resignation, at least two (2) weeks notice shall be given to the Church. The Church may vote to vacate such positions upon recommendation of the personnel committee, such termination being immediate and the compensation determined by the personnel committee. Such action shall take place at a meeting called for that purpose, of which at least one week's notice has been given. The meeting may be called upon the recommendation of a majority of the deacons. The moderator for this meeting shall be the chairman of the deacons. The vote to declare the office vacant shall be by secret ballot; and affirmative vote of two-thirds (2/3) of the members present being necessary to declare the office vacant. (See Part III, Personnel Policy for termination for serious reasons.)

4. Non-Ministerial Staff

a. Secretarial Staff: The secretarial staff shall be employed as the Church determines the need for their services. The personnel committee with the advice and consent of the pastor shall have the authority to employ and to terminate services of secretarial staff members.

b. Other Staff: Employment and termination of other staff shall be determined as appropriate by the personnel committee, Church staff, or related committee.

5. Deacons

a. Term of Service: There shall be twelve (12) deacons serving on a rotation basis with the term of service being three (3) years beginning October 1. Each year the term of service of one-third (1/3) of the deacons shall expire and an election shall be held to fill the vacancies. A deacon shall not be eligible for reelection for at least one (1) year.

b. Qualifications: Those elected to serve as deacons should be active supporters of all areas of Church activities and member of the Church who have demonstrated spiritual maturity, wisdom, sensitivity, and insight. The Scriptural qualifications found in Acts 6:1-4, Titus 1:6-9, I Timothy 3: 1-13, I Peter 5: 1-6, should be considered carefully by the Church as a basis for selecting a member to the office of deacon.

c. Selection: At least a week prior to the last Sunday in August, each Church member shall be provided with a list which includes all of the members of the Church who are twenty-one (21) years of age and above and who have been members of this Church for a period of at least one (1) year, and are eligible for election as Deacons. At the morning worship service on the last Sunday in August, each member shall, by secret ballot, nominate one name for each existing vacancy as deacon candidates. Deacons presently serving and deacons rotating off shall not be eligible for reelection, and their names will not be included on the list provided to the congregation.

The candidates shall adhere to the standards of deaconship as adopted by the Church and presented in the Bible. Those nominated will be interviewed and the top eight names will be placed on a ballot for election.

The election will be held the second Sunday in September. Those with the most votes will be chosen as deacons.

d. Orientation: Prior to the taking of office, deacons-elect shall meet with the body of deacons and pastor for a period of orientation dealing with their duties and responsibilities.

e. Deacon Officers and Committees

1. Deacon officers shall consist of a chairman, a vice-chairman, and a secretary who are elected at the regular September Meeting. The Chairman of Deacons shall serve as an ex-officio member of all standing committees.

2. There shall be a three (3) member pastor-relations committee whose responsibility is to serve as liaison between pastor and deacons.

3. The officers and committee members shall be nominated in September by those going off the body. Elections shall be held in September with the duties beginning October 1.

4. The deacon body may organize into other committees as their wisdom may direct for efficiency of service.

f. Duties: The deacon body shall serve as a council of advice and confer with the pastor in all matters pertaining to the welfare and work of the Church. It shall be their duty to look after the spiritual well-being of the congregation, to cooperate with the pastor and other officers of the Church in the furtherance of their duties, to visit the sick and care for the needy, to organize an annual stewardship emphasis in cooperation with the finance committee, and to perform such other duties as usually pertain to the deacon body. The chairman of the deacon body shall serve as moderator of Church conferences in the absence of the pastor or at his request. In the absence of the chairman, the vice-chairman shall so serve.

g. Meetings: The regular deacon's meeting shall be the third Sunday of each month/

h. Deacon Emeritus: A person may become a deacon emeritus at age seventy (70) or because of health reasons by requesting it before the deacon body, contingent upon a favorable vote from the deacon body.

i. Vacancies: Deacon vacancies shall be filled during the next regular election, unless three or more positions become vacant during the regular election and the end of the following May. In this case, a special election shall be held as soon as practical to elect deacons to fill the unexpired terms.

6. Church Clerk: The Church shall elect annually a clerk as its clerical officer. The clerk shall be responsible for keeping a suitable record of all official actions of the Church, except as otherwise herein provided. The clerk shall be responsible for keeping a register of names of members, with date of admission, dismissal, death, or erasure, together with a record of baptisms. The clerk shall issue letters of dismissal voted by the Church, preserve on file all communications and written official reports, and give notice of all meeting where notice is necessary, as indicated in these bylaws. The clerk shall be responsible for preparing the annual letter of the Church to the association. The Church clerk may delegate some of the clerical responsibilities to a Church secretary. All Church records are Church property and shall be kept in the Church office.

7. Treasurer: The Church shall elect annually a Church Treasurer. Duties of the treasurer shall be to oversee the receipt of payments of all monies of things of value paid or given to the Church and prepare checks for approved expenditures. Any check more than \$500 will require the co-signature of the finance committee chairman or deacon chairman. A monthly itemized account of all receipts and

disbursements shall be kept and made available in the Church office. The treasurer may delegate some of the above responsibilities to a Church secretary. At the end of the fiscal year and by simple majority approval of the Church in a regular Church conference, the records shall be kept and preserved as permanent records of the Church, to be kept in the Church office. The Treasurer shall assist the Finance Committee by providing any documents and/or statement required for a bi-annual audit of the Church's Finances. This audit to be performed by an outside CPA with qualifications approved by the Finance Committee.

8. Trustees: The Church shall elect three (3) trustees to serve as legal officers for the Church. They shall hold in trust the Church property and capital improvement funds. Upon a specific vote of the Church authorizing each action, they shall have the power to buy, sell, mortgage, lease, or transfer any Church property. When the signatures of trustees are required, they shall sign legal documents involving the sale, mortgage, purchase, or rental of property, or other legal documents, related to Church approved matters. They shall ensure that adequate insurance is maintained on all church property. Trustees shall serve on a rotation basis, with one (1) new trustee being elected every three (3) years.

9. General: If a vacancy occurs in the office of Church Clerk, treasurer or trustee, the unexpired term shall be filled within sixty (60) days by election with recommendation from the nominating committee.

I. CHURCH PROGRAM ORGANIZATIONS

Organization of the Church shall be:

1. Sunday School
2. Woman's Missionary Union and Girls Auxiliary
3. Church Music Program
4. Baptist Men and Royal Ambassadors
5. Baptist Youth

J. STANDING COMMITTEES:

1. Church Council
2. Nominating Committee
3. Property and Grounds Committee

4. Finance Committee
5. History Committee
6. Personnel Committee
7. Missions Committee
8. Children's Enrichment Committee

K. AMENDMENTS TO THE BYLAWS

These Bylaws may be amended by a two-thirds (2/3) vote of the members present at any regular or special business meeting of the Church, provided however, that the proposed amendment shall have been submitted in writing to the Church, and specifically announced at least two (2) weeks before action is taken.

L. VOTING

In all official acts of this Church, determined by vote, only members of this Church who are present may vote.

Presented to Church by:

Deacon-appointed Committee

Composed of: _____

Robert W. Everett, Chairman

Rose Combs

Gaye McKee

Len Daugherty

Robert Hooker

Clyde Pettus

Ex-officio members: _____

Ryan Eklund, Interim pastor

George Patterson, Chmn deacons

Amendment History (Added June 2, 2011)

Team of Mark Young, Susan Wood, Len Daugherty, Fred Muller were chartered in March of 2011 to review the Bylaws & Procedures to ensure they are current and to make any needed recommendations for amendments to the Congregation for approval. The following list is the approved changes that were found reviewing the church minutes from September of 1997 forward. Additional changes will be tracked as approved.

1. A Missions Committee was approved for addition to the Procedures (Part II) of the Bylaws on March 22, 1998. This was committee 12 and was added to section J. There is a discrepancy on committees and standing committees in the Procedures. The Pastor Search committee is not a standing committee but is numbered along with the standing committees making an inconsistency in the definitions of the Bylaw sections. These changes are going to reflect only what was voted on for passage as we go through the review at this stage.
2. Changed the church conference meeting times from the 4th Sunday to the 1st Sunday at church conference on December 5, 1999.
3. Changed the nomination and election process, Section H.5.c. for deacons at church conference May 6, 2001
4. Approved at church conference January 2, 2002 that church conference meeting would change from monthly to quarterly.
5. At church conference September 12, 2004 it was approved to change the meeting times for church conference from the evening to either the morning or the evening.
6. At church conference June 4, 2006 it was recommended and approved that several of the standing committees be replaced by ministry teams – Section J. The mission committee mentioned in note 1 above became number 7 in Section J on September 26, 1999.
7. First Baptist Church of McCormick changed to McCormick First Baptist Church to be consistent with our legal name – approved November 20, 2011.
8. Section E.12. Objects was changed to objectives – approved November 20, 2011.
9. F.5 Added “at a special business meeting with a 90% vote and 25% quorum.” To provide a mechanism for accomplishing the objective – approved November 20, 2011.

10. H. 3. Added “Such action shall take place at a meeting called for that purpose, of which at least one week’s notice has been given. The meeting may be called upon the recommendation of a majority of the deacons. The moderator for this meeting shall be the chairman of the deacons. The vote to declare the office vacant shall be by secret ballot; and affirmative vote of two-thirds (2/3) of the members present being necessary to declare the office vacant. (See Part III, Personnel Policy for termination for serious reasons.)” to provide a mechanism to accomplish the objective – approved November 20, 2011.

11. H.7 “simple majority” added to identify the type of vote required to approve the records – approved November 20, 2011.

12. H.7. “ The Treasurer shall assist the finance committee by providing any documents and/or statement required for a bi-annual audit of the Church’s Finances. This audit to be performed by an outside CPA with qualifications approved by the Finance Committee.” Added at request of deacons and finance committee to accommodate a bi-annual audit of the finances of the Church – approved November 20, 2011.

13. L. Church training eliminated since we have not had that program for many years – November 20, 2011.

14. G.4. changed 10% to 25% - approved November 20, 2011.