

Bayshore Baptist Church Constitution

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Preamble

To preserve and secure of the principles of our faith, to govern in an orderly manner, and to preserve the liberties inherent as a member of this Church, and to safeguard the freedom of action of this body with respect to its relation to other Churches of the same faith, we do declare and establish this Constitution. Personal pronouns and titles used in this Constitution shall include both the male and female gender, unless the context clearly indicates otherwise.

Article I - Name

The members of this Church are collectively known as "Bayshore Baptist Church" of Tampa, Florida. For the purposes of this Constitution, Bayshore Baptist Church may be referenced as "Bayshore" or "Church." The legal entity that operates the Church is known as "Trustees Bayshore Baptist Church, Tampa, Florida," a Florida non-profit corporation.

Article II – Purpose, Mission and Vision Statement

The purpose of the Church is as set forth in the New Testament Scriptures: to spread of the Gospel of Jesus Christ, to praise and worship God and to fulfill of the ministry of a New Testament Church. Under the leadership of Jesus Christ and by His power, Bayshore Baptist Church will share the knowledge of God's love for His creation and His gift of new life in Christ, which is eternal and abundant; will love, support, teach, and pray for believers to inspire spiritual growth in this new life; and will care for and minister to the spiritual, physical, and emotional needs of our fellowship, the community, and the world.

The mission statement describes the foundational “who” and “what” of Bayshore Baptist Church and the vision statement defines how the membership of the Church accomplishes the mission. The mission and vision statements for the Church are contained in Appendix A.

While the purposes of the Church remain constant, the mission and vision may vary depending on the focus of the Senior Pastor and Ministerial Staff, the Deacons and the Church. To provide for a constantly changing culture of lost souls in the world, while recognizing the unvarying nature of our Father God, the Church may change the mission and vision statement by majority vote in a properly noticed business meeting.

Article III – Articles of Faith

Section 1. Baptist Faith and Message (1963)

This Church subscribes to and endorses as an outline of Baptist theology the "Statement of the Baptist Faith and Message" adopted in 1963. The text of this statement of Baptist faith and message is set forth in Appendix B of this Constitution.

Section 2. Core Values

The members of Bayshore Baptist Church value and are committed to:

- A personal relationship with Jesus Christ and the acceptance of Him as Lord and Savior of our lives and Church.
- Relating to Jesus on a personal level and the ability, by grace, to be servants to others. As Baptists, we identify this as the “Priesthood of All Believers.”
- Sharing God’s message of the forgiveness of sins and the gift of eternal life that comes through belief in God’s Son, Jesus Christ.
- Growing in our faith journey through regular Bible study, prayer, and worship (individually and as a community).
- A spirituality of acceptance, diversity, and inclusiveness.
- Involving and equipping members for ministry.

- Providing a community of caring, forgiving, and challenging friends who offer acceptance, love, and support in the daily lives of others.
- Being a place where our personal resources can be received and utilized to further God's Kingdom and to meet the needs of the less fortunate.

Article IV – Membership

Section 1. Candidates

Membership in Bayshore Baptist Church is open to all who respond to God's call through Christ to discipleship as the result of a saving relationship, which we understand in this fashion:

- The divine initiative is an act of sovereign grace where, in Christ, God discloses His love for all persons despite their sin and without regard for any personal merit or earthly distinction.
- The human response is an act of repentance and faith whereby an individual unreservedly commits their life to the Lordship of Christ and accepts responsibility in fellowship with other believers to pursue the mission of the Church.

Section 2. Procedure

Candidates may be presented in any of the following ways:

- An initial profession of faith in, and commitment to, Jesus Christ as Savior and Lord, followed with baptism by immersion.
- A letter of transfer from another Baptist Church, upon reaffirmation of faith in and commitment to Jesus Christ as Lord and Savior.
- A statement of previous Baptist membership, upon reaffirmation of faith in and commitment to Jesus Christ as Lord and Savior.
- A statement of believers' baptism (baptism by immersion after profession of faith).
- Any other way as this Church may recognize.
- Under watch care of this Church:
 - ❖ Until the procurement of a letter from a Church of like faith and order.
 - ❖ Those who wish to participate actively in our life as fellow Christians without relinquishing their affiliation with another body. Dual attachment entitles them to all of the privileges and responsibilities of regular membership except voting in Church business meetings.

Generally, those seeking membership will respond to the invitation extended at a public service of worship. At this time the congregation expresses its affirmation and support of such decision.

Any member objecting to a candidate for membership has the responsibility to privately advise the Pastor and/or the Chair of Deacons of the basis of their objection.

It is the responsibility of the Pastor, assisted by the ministerial staff and the Deacons, to counsel with applicants seeking Church membership. This inquiry in no way presumes upon the applicant's acceptance of God's freely given grace, but attempts to clarify the implications of discipleship for any who may need further guidance.

Official action by the congregation adding members to the Church roll is taken during a regular business meeting. Effective date of membership for those approved is retroactive to the date their initial presentation to the Church.

Section 3. Duties, Responsibilities, and Rights

As representatives of the Church, members have the following duties and responsibilities:

- With the aid of the Holy Spirit, to walk supportively together in Christian love, to strive for the advancement of this Church, to promote its prosperity and spirituality, and to personally support its worship, ordinances and doctrine.
- To contribute regularly to the support of the Church's financial needs through prayerful stewardship with the tithe as a goal of spiritual growth.
- To educate children in the faith through family devotions and example, as well as promising to seek the salvation of other loved ones and acquaintances.
- To pray for one another, the Pastor and other leaders and for the mission of the Church.
- To avoid gossip, loose talk and the spirit of retribution. By contrast, members promise to be slow to take offense and ready for reconciliation.

Every member of this Church is guaranteed equal rights and privileges with all other members. These rights include attending business or other meetings of the Church, expressing at such meetings the member's views on matters presented, having reasonable access to minutes or other Church records (except personal financial giving records of others), making motions or nominations, and voting on matters presented for vote. All of these rights and privileges are to be exercised in Christian love and in accordance with the provisions and procedures of this Constitution, By-laws, and Policies and Procedures Manual to the Church.

Section 4. Termination

Membership may be terminated by majority vote of the Church in a business session:

- By letter of transfer upon request of another Baptist Church (Church letters are not granted to individual Church members for their personal use, but are sent only to other Churches when requested).
- By erasure:
 - ❖ Upon confirmation of a member's uniting with a Church of another faith and order. When requested, Bayshore may send a fraternal communication to the Church being joined, certifying status of its applicant.
 - ❖ Upon the death of a member.
 - ❖ Upon a member's personal request in writing.
 - ❖ Upon recommendation from the Pastor, Ministerial Staff or Advisory Council, any members who cannot be located, after every reasonable effort to contact in accordance with the procedures of the Policies and Procedures Manual have been exhausted. The membership records for all such persons are kept on file for up to seven years, and those removed from the roll under this provision may be reinstated if contact is established again and they so desire.
- By exclusion as an act of discipline by the congregation, recognizing that, since forgiveness is a basic tenet of our faith, exclusion is a last resort.

Article V - Organization

Section 1. Ministries of the Church

The many activities associated with the mission of the Church shall be organized into four basic elements: Worship, Missions, Evangelism and Discipleship. These elements are described as follows:

Worship - The first and primary ministry of Bayshore Baptist Church is worship of Almighty God, reflecting the gifts God has provided to the Church in the saving grace offered through the redeeming love of Jesus Christ. Through worship, the Church acknowledges God's works in and through the membership and staff. It offers the Holy Spirit a special opportunity to convince members of the truth of the Gospel. The Church's worship experience is achieved through music, prayer, recitation, performance, offering, and the spoken Word.

Missions - As Christ gave to the Church, so the Church must give to its members and neighbors. The second ministry of the Church is to provide spiritual, mental and physical support to members and neighbors in need. Support may take the form of provisions of food, financial assistance, improvements to living conditions, or any

other activity of hospitality or assistance to improve the lives of needy members or neighbors.

Evangelism - Following the call of Christ in Matthew 28: 19, the third ministry of the Church is evangelism - bringing the Gospel to those who have yet to seek, acknowledge, and believe the saving grace provided by Jesus Christ. Evangelism is accomplished in conjunction with the other ministries of the Church.

Discipleship - The fourth ministry of the Church is the discipleship through education of staff, members and neighbors. Even as Christ grew in wisdom and stature as a child (Luke 2:52), the Church must grow spiritually and mentally to fully represent God as His children to the World. One aspect of discipleship is the proper stewardship of God's gifts to members including money, time and talents.

Recognizing that final authority in all matters is reserved to the a member acting in business session, it is also recognized there is a need for a definite outline of organization with delineation and delegation of responsibilities to better enable the Church to worship God and to accomplish its mission and vision. All committees, boards or councils established by this Church shall report directly to the Church., Any recommendation from any such committee, board or council requiring an expenditure

of non-budgeted funds, or creation of a new policy, or a change from existing policy or programs previously approved by the Church, must be submitted through the Advisory Council before being submitted to the Church for action. Any such recommendation disapproved by the Advisory Council shall be referred by it to the initiating body for reconsideration and re-submittal to the Advisory Council. The organization of the Church described in this Constitution is illustrated in Figure 1.

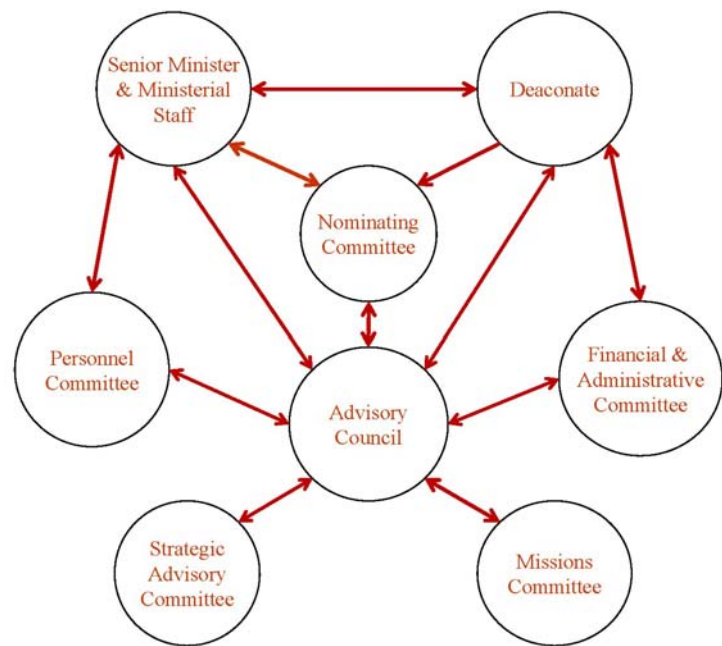


Figure 1 – Illustrated Church Organization

The membership shall exercise its authority in business sessions, scheduled or special, called and conducted as provided in the By-laws. The general organization of this Church shall be as follows:

- The membership of this Church is the final authority on all matters. In order that the membership may have the benefit of information and recommendations from the appropriate sources, the procedure followed

before submission of a matter to the Church for decision, which is spelled out in this Constitution, or the Policies and Procedures Manual of the Church, will be followed.

- There shall be two (2) scripturally mandatory offices for this Church, which are the Pastor and the Deacons. The duties, responsibilities and qualifications of each will accord fully with those prescribed in the New Testament, with particular reference to I Timothy 3 and Acts 6. Each is defined in Sections 2 and 3 of this Article.
- In addition to the scripturally mandatory officers and such other professional and vocational leadership as the Church may from time to time call, the officers of this Church shall be the President, Secretary and Treasure, collectively known as the Corporate Officers.
- Although special responsibilities in areas of leadership or service may be designated for a particular officer, all officers must cooperate and work together for advancement of the ministries of the Church, the spreading of the gospel, and growth of the membership, individually and collectively, in Christian fellowship. The Pastor and Church staff with the cooperation of the Deacons, collectively referred to as the Diaconate, are responsible in leading the development and enhancement of all areas of worship and Christian service. The Diaconate, with cooperation from the Pastor and his staff, are responsible for providing the efficient support (such as finances, business management, buildings, equipment, personnel, administration, policy consultation, mission support, and prayer) to help build the spiritual ministry of this Church consistent with its resources.

Section 2. The Pastor and Ministerial Staff

The Senior Pastor (also referred to as the Pastor), called by the Church in the manner prescribed in this Constitution, responding to God's leading, and recognizing the responsibility of service to the membership, serves as God's shepherd for this congregation. The Pastor is afforded the authority prescribed by this Constitution and accepts the responsibility to lead the Church to accomplish the purposes, mission and vision as identified in Article II. The Pastor's spiritual leadership will be pursuant to 1 Timothy 3 and Acts 6. To this end, the Pastor will be relieved as far as possible of any necessity for engagement in administrative detail not directly related to the spiritual progress of the Church and its membership. The responsibility for such detail is delegated to others of the ministerial staff and the boards, councils and committees of the Church as provided in this Constitution and the Policies and Procedures Manual.

The Pastor, working directly with the Ministerial Staff, Deacons, and such professional, clerical, or other personnel as the Church determines, will organize, supervise, direct, promote and develop the spiritual programs of this Church and its members who promote the ministries of the Church.

The Pastor

Call -

- **Qualification** - Any prospective Pastor must be an ordained minister of the gospel and declare his acceptance of the Baptist Faith and Message adopted by the Southern Baptist Convention in 1963.
- **Search Committee** - Whenever a pastoral vacancy occurs or is anticipated, a special Pastoral Search Committee shall be chosen based on recommendations of the Advisory Council and approval of the Church, and function as prescribed in the Policies and Procedures Manual.
- **Recommendation and Notice** - Upon recommendation of the Advisory Council and the Pastoral Search Committee, the call of a Pastor shall be by the Church at a special meeting called for that purpose. Notification of the special meeting shall be published on the Church web site and along with other regularly published announcements. . First notification must be at least one (1) week before the special meeting.
- **Vote** - The call of a Pastor will be by written ballot requiring an affirmative vote of three-fourths (3/4) of those members present and voting.
- **Resignation** - The Pastor must give at least two (2) weeks notice of resignation.

Termination:

- Termination of the Pastor by the Church shall be upon recommendation of the Diaconate. In addition, the Advisory Council may bring the recommendation of termination to the Diaconate for prayerful review. After approval of the Diaconate, the recommendation will be acted upon at a special meeting of the Church called for that purpose. Notification of this meeting must be done in accordance with the By-Laws.
- Termination must be by written ballot requiring an affirmative vote of the majority of those members present and voting.
- Unless otherwise recommended by the Advisory Council and approved by the Church, the Pastor shall be given sixty (60) days notice of termination. The Church may also choose to pay the Pastor sixty (60) calendar days salary and dispense with his services immediately.

Waiver of Notice: The Pastor and the Church, by mutual written consent, may reduce or dispense with the requirements of notice of resignation or termination.

The Ministerial Staff

Call: - Members of the ministerial staff for special areas of service, and in accordance with the positions and job descriptions established and approved by the Church, shall be called by the Church upon recommendation of the Pastor, the Advisory Council and the Search Committee chosen and functioning as prescribed in the policies and Procedures Manual. Call of a ministerial staff member will be by a three-fourths (3/4) written ballot vote of the Church in a special business meeting. Notification of this meeting must be on the Church web site and along with other regularly published announcements. at least one (1) week before a vote is taken.

Resignation: - Members of the ministerial staff must give at least a two (2) week notice of their resignation.

Termination: - Recommendation for termination of the ministerial staff (other than the Pastor) is made by the Pastor and Diaconate. In addition, the Advisory Committee may bring a recommendation of termination to the Diaconate for prayerful review. After approval of the Diaconate, the recommendation will be acted upon at a special meeting of the Church called for that purpose and noticed according to the By-Laws. A majority written vote of the Church at a special business meeting shall be required to terminate a ministerial staff member. Unless otherwise recommended by the Advisory Council and approved by the Church, the Church shall give a sixty (60) working day notice of termination to the respective ministerial staff member. The Church may immediately dispense with the minister's services upon payment of sixty (60) working days of salary.

Waiver of Notice: -The ministerial staff member and the Church, by mutual written consent, may reduce or dispense with the requirement of notice of resignation or termination.

Grievances

Recognizing that they have each been called by God as His servants to accomplish the ministries of this Church, from time to time, the Pastor and Ministerial Staff may disagree on the direction of the Church and their responsibilities. The Pastor and Ministerial staff will, with open and prayerful consideration of the issues, try to resolve such disagreements. If additional discussion or resources are needed to resolve the issues, the Personnel Committee will define a protocol that will become part of the Policies and Procedures Manual for the further consideration of such disagreements. The protocol should include successive levels of resolution, if needed, starting with the Personnel Committee, then Advisory Council, Diaconate and Church at large.

Pastor and Ministerial Staff Responsibilities

In conjunction with the Diaconate, the Pastor and Ministerial Staff are responsible for the implementation of the spiritual mission, vision and elements of ministries of Bayshore Baptist Church. Notwithstanding the general description of responsibilities provided in the Policies and Procedures Manual, the Pastor and each staff member will be provided a job description defining detailed responsibilities and will mutually collaborate in working to achieve God's mission for Bayshore Baptist Church. In general, the staff will include the Senior Pastor, and staff related to discipleship, music and worship, youth, and children.

Section 3. The Diaconate

Organization

The Diaconate, in the performance of their duties as Deacons, is organized for the general purposes hereafter stated. The Diaconate as a whole will meet to elect new Officers as needed, plan for future activities related to the achievement of the Church mission and provide an opportunity for special worship, prayer, music, discipleship and any other constructive activities to support Deacon service and growth.

In order to enable Deacons to provide service to the membership, support to the Senior Pastor and Ministerial Staff, and leadership in the ministries of the Church, the Diaconate must meet at least one (1) time a year to identify Deacon Officers and other leaders of Deacon-lead programs. Prior to such meeting the current Chairman of Deacons, in consultation with the Senior Pastor, will propose a list of prospective Deacon Officers and other subcommittees or groups deemed appropriate for the effectuation of the purposes of the Diaconate and Church. At the annual meeting, the Diaconate will nominate for election by the Church a Deacon Chair, and, if appropriate, a Deacon Chair elect, and the other Deacon Officers for election by the Church. The tenure for the Deacon Chair, Chair of the Financial Board and Chair of the Personnel Committee is up to 2 years and the tenure for the Deacon Chair-elect shall be 1 year, generally intended to be the last year of the Deacon Chair's tenure. Deacons are encouraged to participate, volunteer and lead the various standing committees and as defined herein, are to participate in the Financial Board, subject to recommendation of the Nominating Committee. Committees, Boards and subcommittees will meet as described in this Constitution or as needed to accomplish assigned tasks or at the request of the Deacon Chair for special or emergency purposes.

The Diaconate will have at least one standing committee, the Leadership Development Committee which is responsible for the identification, mentoring and development of Church leaders. At a meeting of the Diaconate, the Diaconate shall select the members of this committee. The Leadership Development Committee is also responsible for the recommendation of the membership of the Nominating Committee, approved by the Church.

Duties and Responsibilities

Each Deacon will acknowledge that the responsibility for service is continuous as a holy trust so long as the Deacon remains a member of this Church or until the ordination is formally renounced or revoked by the Deacon or of the Church. The Deacons are reminded that their primary function, purpose and responsibility, individually and collectively, are to advance the various ministries of the Church through service. The Deacons responsible for making themselves available to the Church and Pastor for such service as may be required from time to time and such responsibility shall be in addition to any other specific duties and responsibilities of deacons provided in this Constitution and the By-laws.

Selection and Election

Members of the Church are free at any time to propose for ordination any member of the Church who is felt to possess the requirements of the scriptures for ordination, having been proved through service over a sustained period, either in this or a Church of like faith and order. Such proposals for ordination must be submitted to the Senior Pastor, the Chair of the Diaconate, or any member of the Diaconate for initial contact and report, without regard to the time of year or month. Following contact and report, the Senior Pastor and Chair of the Diaconate shall create a Deacon Ordination Committee to counsel with such member on the responsibilities involved and the member's willingness to assume them. Upon recommendation of the Deacon Ordination Committee, the candidates will be considered at a normal session of the Diaconate for approval. At the business session of the Church, following the conclusion of such counseling, approval by the Diaconate, and upon the members prayerfully and with full knowledge, agreeing to assume the obligations of a Deacon, the Senior Pastor will present the member's name to the Church for approval of ordination.

Members of the Church, who have been ordained as Deacons by another Baptist Church, upon recommendation of the Pastor and Deacons, shall be presented to the Church for recognition as fully ordained deacons of this Church.

Minimum expectations for all Deacons are to:

- Grow spiritually by practicing disciplines of Christian life: prayer, reading the Bible, and private and corporate worship.
- Serve the body of Christ by using their gifts in ministry and participate in church ministries.
- Have a positive and inclusive spirit exhibiting the Spirit of Christ.
- Be committed to Bayshore Baptist Church and its vision.
- Support the church by giving Biblically of your income.
- Be present in worship and other special events of the Church whenever possible.

- Support the Senior Pastor in implementing the spiritual ministries of the Church, including worship, missions, evangelism, and discipleship.

Section 4. The Church Administration

Clerk - The Clerk is the custodian of the general, non-financial records of the Church. The Clerk has the duty to attend, or be represented at, all Church business meetings, and to prepare accurate minutes of all such meetings. Letters of demission as authorized by the Church will be signed by either the Clerk or the Pastor. The Clerk is responsible for ensuring that the Church office maintains a correct register of the membership, including a record of dates, manner of admission or demission, and such other personal information deemed appropriate. The Church office will provide necessary assistance to the Clerk, including preparation of the the business meeting minutes and the business meeting reports. The term of the Clerk is not limited; if, however, a new Clerk is needed, the Nominating Committee is responsible for nominating a candidate to the Church. The Clerk shall also serve as the Secretary of the Corporate Officers.

Church Treasurer - It shall be the duty of the Church Treasurer to be the custodian of Church funds and the safe-keeping, disbursing and accounting of Church funds. The Treasurer is one of the authorized co-signers of Church checks and must establish bank accounts or other depositories as directed by the Church for the deposit of all Church funds, valuables, and financial documents and papers, including insurance policies. The Treasurer or Chair of the Financial and Administrative Board shall render an account to the Church at regular business meetings. The Treasurer is also the custodian of the financial records of the Church, and books, records and accounts kept by the Treasurer shall be considered the property of the Church. The Treasurer may make recommendations to the Personnel Committee concerning the employment of financial secretaries to assist in the performance of the Treasurer's duties. The term of the Treasurer is not limited; if, however, a new Treasurer is needed, the Nominating Committee is responsible for nominating a candidate to the Church. The Treasurer shall also serve as the Treasurer of the Corporate Officers.

Corporate Officers - The Corporate Officers of Bayshore Baptist Church shall consist of three members of the Church: President, Secretary, and Treasurer. The President shall be elected at a business meeting of the Church for a term of three years or until a Successor is elected. Candidates for Corporate Officers will be recommended to the Church by the Nominating Committee. Election by the Church as a Corporate Officer constitutes election to the Florida non-profit corporation "Trustees Bayshore Baptist Church, Tampa, Florida". The Nominating Committee will submit to the Church a ballot containing enough nominees to fill the vacancies and additional nominations may be made from the floor. The Corporate Officers will, as provided by law and the action of the Church, represent the Church in all matters of legal responsibility regarding the purchase, improvement and disposal of Church property; the execution of contracts, deeds, mortgages, and matters that the Church may direct. The Corporate Officers shall have no power to buy, sell, mortgage, lease or transfer any property of the Church unless the Church authorizes such action in writing. In

addition, the Corporate Officers shall not have control over the use of Church property except by vote of the Church.

Section 5. Standing Committees

In order to accomplish the mission and vision of the Church, the Chair of the Diaconate, Senior Pastor or Ministerial staff, with the concurrence of the Advisory Council, may authorize the formation of ad hoc or permanent committees. At least one (1) Ministerial staff must be an ex-officio, non-voting member of the committees in order to communicate with the committees. Six standing committee are required by this Constitution. Each Committee or Board is responsible for the election of a chair at the first meeting of the Church year.

Advisory Council - The Advisory Council is comprised of the Deacon Chair, the Chair of the Strategic Advisory Committee, the Chair of the Personnel Committee, the Chair of the Missions Committee, the Chair of the Financial Board, the Chair of the Nominating Committee, Corporate Officers, and 3 at-large members. If the Corporate Officers also represent a Chair, then additional at-large members shall be nominated by the Nominating Committee. The three, or more, at-large members of the committee will serve on a 3-year rotating basis so that all three do not rotate off the Committee at the same time. The ex-officio and non-voting members shall include the Senior Pastor, other ministerial staff as designated by the Senior Pastor and the Secretary and Treasurer of the Corporate Officers. The primary responsibility of this Committee is to provide spiritually guided leadership and policy making, in conjunction with the Senior Pastor and Ministerial Staff, to the Church in order to accomplish its purpose and mission as defined in this Constitution and By-laws. It will work closely with the Senior Pastor in the establishment and observance of programs, policies and practices to implement these responsibilities. The Advisory Council shall meet no less than four (4) times each year. On weighty matters other than those already required to be brought to the Church by the Constitution, the Advisory Council may elect to bring the issues to the Diaconate and the Church for consideration.

Financial Board - The Financial Board is to be composed of seven (7) to twelve (12) persons, at least five (5) of whom are Deacons, and preferably have management, administrative, business and financial experience. The Financial Board is responsible to oversee the financial and administrative affairs of the Church, including activities involving capital expenditures, and arrange for periodic audits of the financial accounts of the Church. The Financial Board is intended to be one of the implementing arms of the Advisory Council and Ministerial Staff. It will consult with the Treasurer and is responsible for providing financial and administrative leadership and guidance to committees, councils and boards of the Church that are directly involved in budget preparation, revision and administration. This Board collaborates and coordinates with the Church staff and Treasurer as necessary to accomplish

these responsibilities. The Financial Board shall will no less than every other month.

Strategic Advisory Committee. The purpose of the Strategic Advisory Committee is to consult, assess, advise and support the work of the staff, Church leaders and key committees on future critical issues facing the Church. The role of this Committee is to advise and strategize, not to implement.

Missions Committee. The purpose of the Mission Committee is to promote and implement activities of the Church related to mission programs. The Missions Committee will consist of five (5) to seven (7) members, one of which is a Deacon; will have a budgeted line item in the Church annual budget; and will report to the Advisory Council periodically to promote mission activities and areas which can be supported by the Diaconate.

Personnel Committee. The purpose of the Personnel Committee is to implement personnel related policy so that the mission and vision of the Church are sufficiently managed by ministerial, administrative and other staff. The Personnel Committee is responsible for elements of the Policy and Procedures Manual related to staff salaries, vacation and sick time, support of hiring, termination, and other elements in accordance with this Constitution. The Personnel Committee must seek approval from the Financial Board for expenditures in excess of the annual church budget and for hiring or termination.

Nominating Committee. The Nominating Committee works with the Ministerial Staff to recommend members to fill various responsibilities in the Church. The purposes of the Nominating Committee are to:

- (1) Recommend to the congregation the at large members of the Advisory Council to serve on the Advisory Council; and,
- (2) Recommend members to serve as Corporate Officers, program directors, and other positions in the various committees, programs and activities of the Church.

The Nominating Committee will elect their chair, chair-elect (if needed), and secretary. The Minister of Education and Pastor will serve as an ex officio, non-voting member of this committee. This committee works in partnership with the Senior Pastor and Ministerial Staff to achieve the mission and vision of the Church.

Article VI – By-laws, Policies and Amendments

Section 1. By-laws

This Constitution may be supplemented from time to time by By-Laws that are adopted or amended by a majority vote at a meeting of the Church after notice of the intention to adopt or amend the proposed By-Law. In case of conflict between a By-Law and the provisions of this Constitution, the Constitution takes precedence.

Section 2. Policies and Procedure Manual

A Policies and Procedures Manual, which establishes the basic guidelines for the operational elements of the Church, will be developed and available for review in the Church office. The manual shall be approved by the Church and will contain a statement of the policies and guidelines of the Church which have been adopted by the Church and are supplementary to or are not specifically covered by provisions of this Constitution or the Church By-Laws. It will contain guidelines for setting and conducting Church conferences and/or business sessions, elections and rotations, committees, selections of Deacons, and any other policy guidelines voted by the Church. It will also contain a listing of the committee structure for the current year and job descriptions for all personnel including the Pastor and Ministerial Staff, and will contain the procedures to be used by committees and organizations to implement the policies and guidelines given by the Church.

Section 3. Amendments and Notice

Constitutional Amendments. This Constitution is subject to amendment by the Church at any meeting called for this purpose. An amendment requires reading on two (2) different occasions when the Church is in business session. The second reading must be at least thirty (30) days following the first reading. Amendments require approval by a two-thirds (2/3) majority of the members present and voting. The vote will be taken by show of hands at the meeting in which the second reading occurs. Notice of proposed amendments to the Constitution shall be provided to each resident member or family in the Church membership at least one (1) week in advance of the first meeting at which the amendment is to be presented.

Amendments to By-laws. Any organization, committee or member may propose additions or amendments to the By-Laws of the Church. By-Law amendments will be in written form and reviewed by the Advisory Council before presentation to the Church. A majority vote of the members present and voting at a business session is required for adoption. Notice of proposed By-Laws or amendments or changes to By-Laws must reported on the Church's website, by inclusion in Bible Study announcements, or by such other action at least three (3) days in advance of the date of the meeting at which they are to be voted upon.

Amendments to Policies and Procedures Manual. Changes in the Policies and Procedures manual must be made by vote of the responsible committee or organization and reviewed by the Advisory Council..

By-laws

1. **Fiscal Year.** The fiscal year of the Church, the operational year, the Sunday School year, etc., will be determined by the Church and need not run concurrently. The fiscal year of the Church is the calendar year (January to December).
2. **Quorum.** A quorum for business meetings will constitute at least fifty members, of whom at least thirteen shall be the Pastor, Ministerial Staff, deacons, one (1) or more of the Corporate Officers, and Church Clerk.
3. **Moderator.** All business meetings shall be presided over by a specially appointed moderator by the Church or designee. In lieu of the moderator or designee, the Chair of Deacons or Chair of Financial Board may preside.
4. **Parliamentary Rules.** "Robert's Rules of Order, Revised" are adopted as the parliamentary rules of procedure for the transaction of all Church business.
5. **Regular Business Meetings.** Regular business meetings shall be held quarterly.
6. **Special Business Meetings.** Special business meetings may be held on the call of the Pastor, Chairman of Deacons, on the written petition of ten (10) members delivered to the Church Clerk and/or the Corporate Officers. Such notice, as is reasonably possible, will be given of the time, date and place to any special business meeting and the subject upon which Church action is desired. Notice of the Special Business Meeting will be made 7 to 14 days prior to the meeting depending on the gravity of the meeting purpose. Action taken at a special business meeting must be reported to the next regular business meeting at which time a motion to reconsider the action taken may be offered without regard to whether the maker of the motion to reconsider was present and/or voted at the special meeting.
7. **Voting.** All questions coming before the Church at a business meeting will be decided by majority vote of those present and voting unless a different majority is required by the Constitution; or it is a matter upon which an absentee ballot has been authorized in accordance with the Policies and Procedures Manual of the Church.

Appendix A - Mission and Vision Statements

The Bayshore mission statement describes the purpose of the Church, the foundational “who” and “what” of Bayshore. Bayshore’s mission statement is:

“Loving God...Serving Others for Jesus”

This statement is based on Matthew 22:37-40, where Jesus said: “Love the Lord your God with all your heart and with all your soul and with all your mind. This is the first and greatest commandment. And the second is like it: love your neighbor as yourself.”

The Bayshore vision statement defines how the membership will carry out the mission. Bayshore’s vision statement is:

“Seeking to understand God’s will for our lives, we will

Pray (how we talk and listen to God)

Worship (our response to God’s love)

Connect (how we journey with others)

Equip (how we prepare and train to serve)

Serve (how we share God’s love by meeting the needs of others)”

AppendixB - "Statement of the Baptist Faith and Message" adopted in 1963.

1. The Scriptures

The Holy Bible was written by men divinely inspired and is the record of 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. 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, creed, and religious opinions should be tried. The criterion by which the Bible is to be interpreted is Jesus Christ. (Ex. 24:4; Deut. 4:1-2; 17:19; Josh. 8:34; Psalms 19:7-10; 119:11, 89, 105, 140; Isa. 34:16; 40:8; Jer. 15:16; 36; Matt. 5:17-18; 22:29; Luke 21:33; 24; 44-46; John 5:39; 16:13-15; 17:17; Acts 2; 16ff; 17:11; Rom. 15:4; 16:25-26; 2 Tim. 3:15-17; Heb. 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21.)

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. To him we owe the highest love, reverence, and obedience. The eternal 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 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. (Gen. 1:1; 2:7; Ex. 3:14; 6:2-3; 15:11ff; 20:1ff; Levit. 22:2; Deut. 6:4, 32:6, 1 Chron. 29:10; Psalm 19:1-3; Isa. 43:3, 15; 64:8, Jer. 10:10; 17:13; Matt. 6:9ff; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 7:1-8; Acts 1:7; Rom. 8:14-15; 1 Cor. 8:6; Gal. 4:6; Ephes. 4:6; Col 1:15; 1 Tim. 1:17; Heb. 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 to the Virgin Mary. Jesus perfectly revealed and did the will of God, taking upon himself the demands and necessities to human nature and identifying himself completely with mankind yet without sin. He honored the divine law by his personal obedience, and in his death on the cross he made provision for the redemption to 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, partaking of the nature of God and of man, and 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. (Gen. 18:1ff; Psalms 2:7ff; 110:1ff; 7:14; 53; Matt. 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16, 27; 17:5; 27; 28:1-6, 19; Mark 1:1; 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; Rom. 1:3-4; 3:23-26; 5:6-21, 8:1-3, 34; 10:4; 1 Cor. 1:30; 2:2; 8:6, 15:1-8, 24-28; 2 Cor. 5:19-21; 8:9; Gal. 4:4-5; Ephes. 1:20; 3:11; 4:7-10; Phil. 2:5-11; Col. 1:13-22; 2:9; 1 Thess. 4:14-18; 1 Tim. 2:5-6; 3:16; Titus 2:13-14; Heb. 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; I John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Rev. 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. He inspired holy men to write the Scriptures. Through the illumination he enables men to understand truth. He exalts Christ. He convicts of sin, of righteousness and of judgment. He calls men to the Savior, and effects regeneration. 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 to final redemption. His presence in the Christian is the assurance of God to 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. (Gen. 1-2; Judg. 14:6; Job 26:4; Psalms 51:11; 139: 7ff; Isa. 61:1-3; Joel 2:28-32; Matt. 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; Rom. 8:9-11, 14-16, 26-27; I Cor. 2:10-14; 3:16; 12:3-11; Gal. 4:6; Ephes. 1:13-14; 4:30; 5:18; 1 Thess. 5:19; 1 Tim. 3:16; 4:1; 2 Tim. 1:14; 3:16; Heb. 9:8-14; 2 Peter 1:21; 1 John 4:13; 5:6-7; Rev. 1:10; 22:17.)

3. Man

Man was created by the special act of God, in his own image, and is the crowning work of his 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, and as soon as they are capable of moral action 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 man possesses dignity and is worthy of respect and Christian love. (Gen. 1:26-30; 2:5, 7, 18-22; 3: 9:6; Psalms 1: 8:3-6; 32:1-5; 51:5; Isa. 6:5; Jer. 17:5; Matt. 16:26; Acts 17:26-31; Rom. 1:18-32; 3:10-18, 23; 5:6, 12, 19; 6:6; 7:14-25; 8:14-18, 29; 1 Cor. 1:2-31; 15:19, 21-22; Col. 1:21-22; 3:9-11.)

4. Salvation

Salvation involves the redemption to the whole man, is offered freely to all who accept Jesus Christ as Lord and Savior, who by his own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, sanctification, and glorification.

- (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 of Him as Lord and Savior. 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 into a relationship of peace and favor with God.

- (b) 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 perfection through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.
- (c) Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed. (Gen. 3:15; Ex. 3:14-17; 6:2-8; Matt. 1:21; 4:17; 16:21-26; 27:22-28 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 2:12; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Rom. 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 Cor. 1:18, 30; 6:19-20; 15:10; 2 Cor. 5:17-20; Gal. 2:20; 3:13; 5:22-25; 6:15; Ephes. 1:7; 2:8-22; 4:11-16; Phil. 2:12-13; Col. 1:9-22; 3:1ff; 1 Thess. 5:23-24; 2 Tim. 1:12; Titus 2:11-14; Heb. 2:1-3; 5:8-9; 9:24-28; 11:1-12:8, 14; James 2:14-26; I Peter 1:2-23; 1 John 1:6-2:11; Rev. 3:20; 21:1-22:5.)

5. God's Purpose to Grace

Election is the gracious purpose of God, according to which he regenerates, 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 a glorious display to 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 to 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, bring reproach on the cause to Christ, and temporal judgments on themselves, yet they shall be kept by the power of God through faith unto salvation. (Gen. 12:1-3; Ex. 19:5-8; 1 Sam. 8:4-7, 19-22; Isa. 5:1-7; Jer. 31:31ff; Matt. 16:18-19; 21:28-45; 24:22, 24-31; 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; 1:27-29; 15:16; 17:6, 12, 17-18; Acts 20:32; Rom. 5:9-10; 8:28-39; 10:12-15; 11:5-7, 26-36; 1 Cor. 1:1-2; 15:24-28; Ephes. 1:4-23; 2:1-10; 3:1-11; Col 1:12-14; 2 Thess. 2:13-14; 2 Tim. 1:12; 2:0, 19; Heb. 11:39-12:2; 1 Peter 1:2-5, 13; 2:4-10, 1 John 1:7-9; 2:19; 3:2.)

6. The Church

A New Testament Church of the Lord Jesus Christ is a local body of baptized believers who are associated by covenant in the faith and fellowship of the gospel, observing the two ordinances of Christ, committed to his teachings, exercising the gifts, rights, and privileges invested in them by his Word, and seeking to extend the gospel to the ends of the earth.

This Church is an autonomous body, operating through democratic processes under the Lordship of Jesus Christ. In such a congregation, members are equally responsible. Its Scriptural officers are Pastors and deacons.

The New Testament speaks also of the Church as the body of Christ which includes all of the redeemed of all the ages. (Matt. 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; Rom. 1:7; 1 Cor. 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Ephes. 1:22-23; 2:19-22; 3:8-11, 21; 5:22-32; Phil. 1:1; Col. 1:18; Tim. 3:1-15; 4:14; 1 Peter 5:1-4; Rev. 2-3; 21:2-3.)

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 savior, 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. (Matt. 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:17-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; Acts 20; 7; Rom. 6:3-5; 1 Cor. 10:16, 21; 11:23-29; Col. 2:12.)

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 be employed in exercises of worship and spiritual devotion, both public and private, and

by refraining from worldly amusements, and resting from secular employments, work of necessity and mercy only being excepted. (Ex. 20:8-11; Matt. 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; 1 Cor. 16:1-2; Col. 2:16; 3:16; Rev. 1:10.)

9. The Kingdom

The kingdom to 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. (Gen. 1:1; Isa. 9:6-7; Jer. 23:5-6; Matt. 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; Rom. 5:17; 8:19; 1 Cor. 15:24-28; Col. 1:13; Heb. 11:10, 16; 12:28; 1 Peter 2:4-10; 4:13; Rev. 1:6, 9; 5:10; 11:15; 21-22.)

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. (Isa. 2:4; 11:9; Matt. 16:27; 19:8-9; 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; 17:31ff; 2; 1 Tim. 6:14; 2 Tim. 4:1, 8; Titus 2:13; Heb. 9:27-28; James 5:8; 2 Peter 3:7ff; 1 John 2:28; 3:2; Jude 14, Rev. 1:18; 3:11; 20:1-22:13.)

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. 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. (Gen. 12:1-3; Ex. 19:5-6; Isa. 6:1-8; Matt. 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-9; 24:46-53; John 14:11-12; 15:7-8, 16; 17:15; 20:21; Acts 1:8; 2; 9:26-40; 10:42-48; 13:2-3; Rom. 10:13-15; Ephes. 3:1-12; 1 Theas. 1:8; 2 Tim. 4:5; Heb. 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Rev. 22:17.)

12. Education

The cause of education in the kingdom of Christ is coordinate 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 schools 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 or 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 to the scriptures, and by the distinct purpose for which the school exists. (Deut. 4:1, 5, 9, 14; 6:1-12; 31:12-13; Neh. 8:1-8, Job 28:28; Psalms 19:7ff; 119:11; Prov. 3:13ff; 4:1-10; 8:1-7, 11; 15:14; Eccl. 7:19; Matt. 5:2; 7:24ff; 28:19-20; Luke 2:40; 1 Cor. 1:18-31; Eph. 4:11-16; Phil. 4:8; Col. 2:3, 8-9; 1 Tim. 1:37; 2 Tim. 2:15; 3:14-17; Heb. 5:12-6:3; James 1:5; 3:17.)

13. Stewardship

God is the source to 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 to 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. (Gen. 14:20; Lev. 27:30-32; Deut. 8:18; Mal. 3:8-12; Matt. 6:1-4, 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; Rom. 6:6-22; 12:1-2; 1 Cor. 4:1-2; 6:19-20; 12; 16:1-4; 2 Cor. 8-9; 12:15; Phil. 4:10-19; 1 Peter 1:18-19.)

14. Co-Operation

Christ's people should, as occasion requires, organize such associations and conventions as may best secure co-operation 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 co-operate 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 co-operation for common ends by various groups to Christ's people. Co-operation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such co-operation involves no violation of conscience or compromise to loyalty to Christ and his Word as revealed in the New Testament. (Ex. 17:12; 18:17ff, Judg. 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Neh. 4; 8:1-5; Matt. 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 Cor. 1:10-17; 3:5-15; 12; 2 Cor. 8-9; Gal. 1:6-10; Eph. 4:1-16; Phil. 1:15-18.)

15. The Christian and the Social Order

Every Christian is under obligation to seek to make the will of Christ supreme in his own life 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 Christ Jesus. The Christian should oppose in the spirit of Christ every form of greed, selfishness, and vice. He should work to provide for the orphaned, the needy, the aged, the helpless, and the sick. 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 to 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. (Ex. 20:3-17; Lev:2-5; Deut. 10:12; 27:17; Psalms 101:5; Mica 6:8; Zech. 8:16; Matt. 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; Rom. 12-14; 1 Cor. 5:9-10; 6:1-7; 7:20-24; 10:23-11:1; Gal. 3:26-28; Eph. 6:5-9; Col. 3:12-17; I Thess. 3:12; Philemon; James 1:27; 2:8.)

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. (Isa. 2:4; Matt. 5:9, 38-48; 6:33; 26:52; Luke 22:36, 38; Rom. 12:18-19; 13:1-7; 14:19; Heb. 12:14; James 4:1-2.)

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. (Gen. 1:27; 2:7; Matt. 6:6-7, 24; 16:26; 22:21; John 8:36; Acts 4:19-20; Rom. 6:1-2; 13:1-7; Gal. 5:1, 13; Phil. 3:20; 1 Tim. 2:1-2; James 4:12; 1 Peter 2:12-17; 3:11-17, 4:12-19.)