

# Bylaws of \_\_\_\_\_ Baptist Church

## Introductory Statement

\_\_\_\_\_ Baptist Church (hereafter referred to as the Church), a nonprofit Nebraska Corporation, exists to proclaim and demonstrate the gospel of Jesus Christ and to promote the Christian maturity of her members.

## I. Membership

The members of the Church are those baptized believers in Christ who have signed the Membership Covenant and are faithfully fulfilling the terms of that covenant.

## II. Organization

### A. Ministerial Leadership Team

The Ministerial Leadership Team shall consist of the Senior Pastor (who is the team leader), his associate staff (paid and/or volunteer), and the leaders of the various ministry teams of the Church.

The Senior Pastor shall be responsible for hiring and supervising the associate staff and shall be responsible for appointing and supervising the ministry team leaders.

The Ministerial Leadership Team shall be responsible for the spiritual well being of the Church, leading the Church to define and accomplish her mission, and supervising the Church's various ministries and day-to-day operations.

At his discretion, the Senior Pastor may appoint advisory and/or executive teams to help in the overall work of the Ministerial Leadership Team.

## B. Administrative Team

The Administrative Team shall consist of a Team Leader, a Secretary-Treasurer, two additional team members, and the Senior Pastor. The Senior Pastor serves by virtue of his ministerial office and is a non-voting member of the team. The Team Leader, Secretary-Treasurer, and two additional team members shall be elected annually as a team by the members of the Church. In the first year of this constitution, the Senior Pastor shall nominate this four-person team. In following years the four elected members will nominate the next year's four-person team.

The Administrative Team's regular duties are

- Submitting an annual Church operating budget for approval by the Church members.
- Overseeing the preparation of monthly Church financial statements.
- Reporting on the Church's financial condition.
- Overseeing the handling of Church receipts.
- Maintaining adequate property and liability insurance for the Church.
- Scheduling and leading an annual meeting of the Church members, and additional Church member meetings as necessary.
- Nominating the next year's Administrative Team for approval by the Church.
- Appointing Church Trustees who are empowered to sign legal documents on behalf of the Church.
- Other administrative tasks that are necessary for the well being of the Church.

- Submitting any necessary changes to the Church constitution for approval by the Church members.
- In addition to these regular duties, the Administrative Team will have special duties when the office of Senior Pastor is vacant. These special duties will be carried out in consultation with the remaining members of the Ministerial Leadership Team. These special duties are:
  - Finding an Interim Senior Pastor.
  - Nominating a Pastor Search Team for approval by the Church.
  - Outlining a process to guide the work of the Pastor Search Team.

### C. A Team

Each year the Ministerial Leadership Team and the Administrative Team will nominate two members (neither of which can be the Senior Pastor) to serve on the A Team.

The A Team has two basic responsibilities:

- To Advocate on behalf of the Senior Pastor as it relates to his leadership vision for the church and to Affirm him and support him when false and unsubstantiated accusations are brought against him.
- To hold him Accountable for the fulfillment of his responsibilities towards the church and for his need to develop and maintain healthy peer and mentor relationships with other pastors and Christian leaders on a personal level.

### D. Voting by Members

In all matters requiring a vote of the Church members, the matter shall be decided by a simple majority of those members present and voting. A quorum shall be defined as those members who are

present at a scheduled meeting. If there is any question about who is eligible to vote or about any aspect of a scheduled meeting of Church members, the decision of the Administrative Team shall be binding.

The Administrative Team Leader, or whomever he designates, shall serve as moderator of the meeting of Church members. The matters requiring a vote of Church members are:

- Approval of the annual Church operating budget.
- Approval of the Administrative Team.
- Approval of a Pastor Search Team.
- Approval of the A Team.
- Calling of a Senior Pastor candidate nominated by the Pastor Search Team.
- Incurring of indebtedness exceeding 5% of the Church's annual budget.
- Acquisition or disposition of real estate by the Church.
- Approval of changes to the Church constitution.

### III. Threats to Church Fellowship

If the actions of any person threaten the harmonious fellowship of the Church, the Senior Pastor shall, at his discretion, and after efforts to deal with the matter privately have failed to bring it to a satisfactory resolution, call a joint meeting of the Ministerial Leadership Team and the Administrative Team to review the matter and take appropriate action. The decisions of this Combined Leadership Team will be binding on the Church and her members.

The Combined Leadership Team shall have the authority to remove from membership and Church fellowship any person they consider a persistent and unrepentant threat to the well-being of the Church.

#### IV. Affiliations

The Church shall be in a cooperative relationship with the local Southern Baptist Association the State Convention of Southern Baptists, and the Southern Baptist Convention. These cooperative relationships are for the purpose of carrying out the gospel mission locally, regionally, and internationally, and in no way shall interfere with the autonomous, self-governing nature of the Church.

#### V. Distribution of Assets upon Dissolution

Upon dissolution, all assets of the Church shall become the property of the local Southern Baptist Association.