

CONSTITUTION OF FOREST BAPTIST CHURCH OF FOREST, MISSISSIPPI

PREAMBLE

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

ARTICLE I NAME

This body shall be known as Forest Baptist Church located at 439 East First Street, Forest, Mississippi.

ARTICLE II MISSION and OBJECTIVES

Founded on steadfast and unmovable faith in God and solidly anchored in God's Word, Forest Baptist Church through the power of the Holy Spirit, will love Christ our Lord, love each other as ourselves and share our faith with others through fellowship, ministry, worship, discipleship and evangelism.

The objectives of this church body are:

- To be a dynamic spiritual organism empowered by the Holy Spirit to share Christ with as many people as possible in our church, our community and throughout the world.
- To be a worshipping fellowship experiencing an awareness of God, recognizing His person and responding in obedience to His leadership.
- To experience an increasingly meaningful fellowship with God and fellow believers.
- To help people grow in knowledge of God and man through teaching, witnessing, preaching and exemplary living .
- To be a church that ministers unselfishly to persons in the community and world in Jesus' name.

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

ARTICLE III 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 revised by the Southern Baptist Convention in 2000. We band together as a body of baptized believers in Jesus Christ, personally committed to sharing the Good News of Christ to lost mankind.

ARTICLE IV RELATIONSHIPS

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

ARTICLE V CHURCH COVENANT

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

We engage, therefore, by the aid of the Holy Spirit to walk together in Christian love, to strive for the advancement of this church in knowledge, holiness and unity; 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 to all nations.

We also engage to educate our children religiously, to seek the salvation of our kindred and acquaintances, to walk circumspectly in the world, to be just in our dealings, faithful in our engagements, and exemplary in our deportment; to avoid all tattling, back-biting and excessive anger; 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 and courtesy in speech; to be slow to take offense, but always ready for reconciliation and mindful of the rules of our Savior to secure it without delay.

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

ARTICLE VI ORDINANCES

The ordinances of the church are Baptism and the Lord's Supper.

Section 1 - Baptism.

Any person who receives Jesus Christ as Savior by personal faith, confesses publicly at any worship service and indicates a commitment to follow Christ as Lord will be received for baptism. Baptism shall be by immersion.

Section 2 - The Lord's Supper.

The Lord's Supper is the symbolic act of obedience whereby Christians, through the partaking of bread and fruit of the vine, commemorate the death and resurrection of Jesus Christ and anticipate His second coming. The pastor or any ordained minister and deacons shall be responsible for the administration and serving of the Lord's Supper. Any person professing Jesus Christ as his personal savior will be welcome to participate.

ARTICLE VII MEMBERSHIP and DISCIPLINE

Section 1 - General.

This church is an autonomous body under the Lordship of Jesus Christ and is guided by the teachings of the Word of God in all matters relating to its life, polity, doctrine, and activities in the world. Within these parameters the membership retains unto itself the exclusive right of self-government in all phases of the spiritual and temporal life of this church. Also within these parameters the membership reserves the exclusive right to determine who shall be members of this church and the conditions of such membership.

Section 2 - Candidacy.

- (a) Any person may offer himself as a candidate for membership in this church. All such candidates shall be presented to the church at any regular church service for membership in any of the following ways:
1. By baptism by way of immersion upon public profession of faith in the Lord Jesus Christ.
 2. By baptism by way of immersion upon a statement that such person has previously made a public profession of faith in the Lord Jesus Christ and accepts baptism as one of the ordinances of this church as set forth in this constitution.
 3. By transfer of church membership from a sister church of like faith and order.
 4. By statement when records of a former church membership are unobtainable, such statement saying that the candidate has made a public profession of faith in Jesus Christ as his personal Savior and that the candidate has been baptized by immersion.
 5. By restoration of membership of those who have held membership in this or a sister church but for reasons of their own have more recently affiliated themselves with other denominations.
 6. By application other than the above after consideration of unusual circumstances and recommendations by the pastor and the active deacons.
- (b) Any person may offer himself to be under the "watch care" of the church. Such candidate shall be presented to the church at any regular church service. Upon acceptance by the church, the church shall support and uphold him as a fellow Christian. Any person under the "watch care" of this church is not entitled to hold elected office in the church nor vote upon such church business as might be considered by the church body.

Section 3 - Duties and Rights of Members.

Members are expected first of all to be faithful to all the duties essential to the Christian life. They are also expected to regularly to attend the services of this church, to give regularly for its support and its causes and to share in its organized work. Every member of the church is entitled to vote at all elections and on all questions submitted to the church in conference. Members shall be allowed to vote by absentee ballot for deacon elections as further defined in the Bylaws. However, members must be present to vote on all other matters unless the church has approved otherwise following a recommendation of the Deacon Council.

Section 4 - Termination of Membership.

Membership shall be terminated in the following ways :

1. Death;
2. Transfer of membership to another Baptist church;
3. By uniting with a church of another denomination;
4. Exclusion by action of this church as set forth below.

Section 5 - Discipline.

Members of this church have purposed to live a Christ-like life. As a body of believers, we are to come together to help and minister to each other and assist troubled members. The pastor, ministers of the church staff, and deacons are available for counseling and guidance. In Christian love, they shall resolve any occasion or situation that would cause disharmony in the fellowship. An attitude of love in seeking repentance and reconciliation, rather than punishment, shall be the guideline of one member to the other.

Should an occasion arise where a member is out of fellowship with the church and is an affront to the Christian lifestyle as set forth in the scripture, the pastor, ministers of the church staff, and deacons shall take every reasonable measure to resolve the situation and mend the broken fellowship in the spirit of Christian kindness and forbearance in accordance with Matthew 18: 15-17.

ARTICLE VIII CHURCH ADMINISTRATION

A. Officers of the Church

All officers of the church must be members of the church. The church shall have the following officers: (1) pastor; (2) deacons; (3) church clerk; (4) church treasurer; (5) assistant church treasurer; (6) corporate president; (7) secretary.

The various responsibilities and activities of the church officers are as follows:

Section 1 - Pastor.

The pastor is responsible for leading the church to function as a New Testament church. The pastor will lead the congregation, organizations and the church staff to perform their tasks. The pastor is the leader of pastoral ministries in the church and as such he leads the church in performing its tasks of worship, witness, education, ministry, proclamation of the gospel to believers and nonbelievers and in caring for the church members and other persons in the

community. A more detailed job description of the pastor's duties may be set forth in the church bylaws.

Whenever a vacancy occurs, the pastor shall be called by the church. An affirmative vote by secret ballot of seventy-five percent of those present and voting is required to call a pastor. The church shall be led in the selection of a new pastor by the pastor search committee as such is defined under this constitution.

Section 2 - Deacons.

There shall be sixteen deacons on the active deacon body who shall serve on a four year rotation term, one-fourth (4) rotating off each year. These deacons shall be elected by secret ballot at a special called business meeting of the church for that purpose. One week's public written notice shall be given prior to the election of such deacons. The four (4) men receiving the highest vote total shall be elected for a term of four (4) years. The term of the deacon shall begin on September 1 of each year. In accordance with the meaning of the word and practice of the New Testament deacons are to be servants of the church. The method of selection, applicable qualifications and duties of deacons shall be set forth in the bylaws of the church.

Section 3 - Church Clerk

The church shall elect annually a church clerk who shall be nominated by the deacon council. The church clerk shall keep a suitable book of record of all of the actions of the church. The clerk is also responsible for keeping the register of the names of members with dates of admission, dismissal or death together with a record of baptism. The church clerk shall perform such other duties as set forth in the bylaws.

Section 4 - Treasurer and Assistant Treasurer.

The church shall annually elect a treasurer and assistant treasurer who shall be nominated by the deacon council. It shall be the duty of the treasurer and assistant treasurer to receive and preserve all money or things of value paid or given to the church, keeping at all times an itemized account of all receipts and disbursements.

Section 5 - Corporate President and Secretary.

The church has organized itself as a non-profit corporation under the non-profit corporation laws for the State of Mississippi under the corporate name: Forest Baptist Church. Therefore, it is necessary that the church have a corporate president and secretary. The chairman of the deacons and the church clerk shall be the corporate president and secretary, respectively, and are specifically authorized to sign for and on behalf of the church such documents as are necessary for the consummation of business of the church as authorized by appropriate church action.

Section 6 - TRUSTEES

The church shall elect three (3) Trustees who will serve three year terms. The terms of the elected Trustees shall be staggered so that one (1) new Trustee shall be elected annually. A Trustee shall be eligible for re-election only after a lapse of service of at least one (1) year. The elected Trustee who is serving the last year of his/her term shall serve as chairman. Prospective Trustees shall be nominated annually by the Deacon Council and elected by the church at the annual election of officers and church workers.

The Trustees will hold in trust the church property. They shall have no power to buy, sell, mortgage, lease, or transfer any property without a specific vote of the membership authorizing such action. It shall be the function of the Trustees to affix their signatures to legal documents involving the sale, mortgage, purchase, or rental of property or other legal documents where the signatures of Trustees are required. Two of the three Trustees must render their signature on the transaction document to make it official.

B. Committees.

Section 1 - General.

Much of the work of the church is carried on by church committees. All committees of the church shall be composed of members of the church. The Pastor or his designee shall be an 'ex officio' (non-voting) member of all church committees. Service on a committee shall begin on September 1 of each year and end on August 31 unless specified otherwise in the Constitution or Bylaws.

Section 2 - Committee on Committees.

The Committee on Committees shall be elected annually in the May business meeting to nominate to the church certain committee members for various committees of the church, including those committees which are set forth herein and those committees which are set forth in the bylaws. Five members will be recommended each year. Committee members shall be nominated by the Church Council and elected by the church. A sixth member shall be a hold over member and shall serve as chairman of that year's Committee on Committees and shall have served as the vice chairman of the prior year's Committee on Committees. The terms of service shall be from June 1 through May 31.

Section 3 - Nominating Committee.

The Nominating Committee shall be elected annually in the May business meeting to nominate to the church elected officers, leadership positions and teaching positions unless otherwise defined in this document. Five members will be recommended each year. Committee members shall be nominated by the Church Council and elected by the church. A sixth member shall be a

hold over member and shall serve as chairman of that year's Nominating Committee and shall have served as the vice chairman of the prior year's Nominating Committee. The terms of service shall be from June 1 through May 31.

Service 4 - Finance Committee.

The primary function of the Finance Committee shall be to recommend to the congregation financial objectives and goals, to review and coordinate all stewardship programs, to act upon financial and stewardship plans recommended by other church officers, organizations or committees, and to prepare the annual church budget for presentation to the congregation. The Finance Committee shall have at least five (5) members appointed by the Deacon Council.

Section 5 - Personnel Committee.

The primary function of the Personnel Committee shall be recommending to the congregation such matters as are needed in relation to personnel administration, including reviewing and recommending needs for additional staff, performance, salaries, and benefits of personnel services. The Personnel Committee shall be comprised of five (5) members who are appointed by the Deacon Council.

Section 6 - Other Committees.

The bylaws of the church may provide for other committees which shall serve at the direction of the church. The members of these committees shall be recommended by the Committee on Committees and elected by the church unless otherwise specified in the bylaws. The number of committees, the members and the method of service shall be determined by the Committee on Committees. The Deacon Council shall nominate ad hoc committees, subject to the approval of the church, that serve a particular function or meet a particular need. The ad hoc committee shall serve until its function is completed.

C. Church Council

The primary functions of the Church Council shall be to recommend to the congregation certain objectives and church goals, to review and coordinate programs and plans recommended by church officers, organizations and committees, to recommend to the congregation the use of leadership, calendar, time and other resources according to the program priority and to evaluate program achievements in terms of church goals and objectives. The Church Council shall also annually submit nominees to the church to serve on the Committee on Committees and the Nominating Committee.

The Church Council shall have as regular members the Pastor, Minister of Youth and Education, Minister of Music, Sunday School Director, Woman's Missionary Union Directory, Brotherhood Director, Women's Ministry Director, Men's Ministry Director, Chairman of the Youth Committee, Chairman of the Deacons and Chairman of the Music Committee. The pastor shall chair the committee. If the church is without a full time pastor, the Chairman of Deacons shall serve as chairman.

D. Business Meeting and Quorum

Quorum.

A quorum shall consist of those members who attend a business meeting which has been properly called.

Business.

The regular church business meeting shall be monthly on the Wednesday night following the regular deacon's meeting of the month. The regular business meeting for the month of August shall be held on the Wednesday night following the third Sunday to provide adequate time for nominations of elected positions. Any special called meeting shall have at least one week's published notice. In order to call or dismiss a pastor or paid staff member, at least one week's published notice to the church membership shall be required. Ordinary and routine business matters may be conducted at any regular worship service of the church with the unanimous consent of those present. If any member shall object, then the business shall be held until the special called meeting notice provision is enforced. The Chairman of the Deacons shall be the moderator of all church business meetings. In the absence of the Chairman, the Vice Chairman of the Deacons, Church Clerk, or Church Treasurer shall act as moderator.

Procedure for Committee Recommendations

It is the intent of this constitution that all significant matters which are considered by the Church Council or any committee of the Church shall as a matter of courtesy, convenience and explanation be presented to the active deacon body prior to making a recommendation to the church as a whole. Upon hearing this presentation, the deacons may approve the recommendation and add their endorsement thereto, may disapprove the recommendation or may elect to make no recommendation. If the deacon body elects to make a favorable recommendation, then the matter shall be presented to the church at the next regular business meeting or at a special called meeting of the church which is subject to the notice provisions herein specified with the notation that a majority of the

deacons favor this recommendation.

If the recommendation of the committee or church council is disapproved by the deacons, then the matter may be presented to the church at the next regular business meeting, or at the election of the committee or church council which made the recommendation, it may be resubmitted for further consideration by the committee based upon the discussion and concern of the deacons. The committee may then amend their original recommendation and present such amended recommendation to the deacons. If the deacons make no recommendation regarding the committee or church council's recommendation and the recommending party wishes to pursue the matter further, then the matter shall be presented to the church at the next regularly scheduled business meeting or at a special called business meeting subject to the notice provisions specified herein with the notation that the deacons make no recommendation. Notwithstanding any of the above, any church member may at any regularly scheduled business meeting bring any matter to the church membership for its consideration and discussion.

Roberts Rule of Order Revised shall be the rules of parliamentary procedure for all business meetings of the church.

ARTICLE IX PROGRAMS OF THE CHURCH

Section 1 - General.

All officers and teachers of church organizations shall be members of the church and be elected by the church based upon nominations by the Nominating Committee unless otherwise specified in the constitution or bylaws.

Section 2 - Sunday School.

There may be a Sunday School separated into division, departments and classes conducted under the direction of the Sunday School Director and Minister of Education for the study of God's word. The task of the Sunday School teacher shall be to teach the Biblical revelation and reach persons for Christ and church membership, promote the functions of the church within its constituency, provide and interpret information regarding the work of the church and denomination.

Section 3 - Discipleship Training.

There may be a Discipleship Training organization divided into departments for all ages conducted under the direction of the Minister of Education and/or the Church Training Director. Church Training shall serve as a training organization of the church. The task of the Church

Training program shall be to orient new church members, train church members, support functions of the church, train church leaders, teach Christian theology, Christian ethics and Christian history, church policy and organization, and provide and interpret information regarding the work of the church and denomination.

Section 4 - Woman's Missionary Union.

There may be a Woman's Missionary Union (WMU) with a director and such officers as needed by the organization. The task of the Woman's Missionary Union shall be to teach missions, engage in mission actions, support world missions through praying and giving, and provide and interpret mission information regarding the work of the church and the denomination.

Section 5 - Women's Ministry.

There may be a Women's Ministry with a director and such officers as needed by the organization. The task of the Women's Ministry is to minister to and disciple the women of the church in order to equip them to serve faithfully in the family, church, and community and to reach other women for Christ. This ministry seeks to develop spiritually mature leaders through Bible study, prayer ministries, mentoring of younger women and identification and activation of spiritual gifts.

Section 6 - Brotherhood.

There may be a Brotherhood organization with a director and such officers as needed. The task of the Brotherhood shall be to teach missions and engage in mission actions, support world missions through praying and giving, and provide and interpret mission information regarding the work of the church and the denomination.

Section 7 - Men's Ministry.

There may be a Men's Ministry with a director and such officers as needed by the organization. The task of the Men's Ministry is to minister to and disciple the men of the church in order to equip them to serve faithfully in the family, church, and community and to reach other men for Christ. This ministry seeks to develop spiritually mature leaders through Bible study, prayer ministries, mentoring of younger men and identification and activation of spiritual gifts.

Section 8 - Church Music Program.

There may be a churchwide music program under the direction of the Minister of Music. Such officers and organizations as are needed shall be established within the church music program. The music program task shall be to teach music, train persons to lead, sing and play music, to

provide music for the church and community and provide information regarding the work of the church and the denomination in relation to the music program.

Section 9 - Worship Services.

The church may meet regularly on Sunday mornings, Sunday evenings, and Wednesday evenings for praying, preaching, instructing, evangelizing and worshipping of God. These meetings shall be open for the entire membership of the church and for all people and shall be conducted under the direction of the pastor or someone authorized by the church.

**ARTICLE X
BYLAWS**

Various organizational requirements and explanations of activities shall be found in the bylaws of the church. The purpose of the bylaws is to provide for the orderly working of the church in its activities.

**ARTICLE XI
AMENDMENT**

Section 1 - Changes.

Changes in the Constitution may be made at any regular or called business meeting of the church provided that such amendment shall have been presented in writing at a previous business meeting or worship service of the church and copies of the proposed amendments are furnished to each member present. Amendments of the Constitution shall be made by two-thirds vote of all the members of the church present and entitled to vote. A quorum for such amendment shall be as required for a normal business meeting of the church.

**ARTICLE XII
VALIDATION**

The adoption by this church of this constitution shall repeal all previously adopted rules that conflict herewith; providing, however, that no action taken by the church prior to the adoption of this constitution shall be kept by the church clerk at all times among his records, and other copies shall be kept at the church office and all amendments thereto or revisions thereof shall be prepared by the clerk and attached to the copies of the constitution and made available to the church members upon request.

BYLAWS

Purpose.

The purpose of these bylaws is to set out more specifically the various procedures that exist in the church for the conduct of church business and to describe more specifically the relationships between the various church programs.

Section 1. Qualifications.

Qualifications for Pastors and Ministers:

Qualifications for pastoral leaders include the Biblical qualifications based on:

I Timothy 3:1-7

"Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a noble task. Now the overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own family well and that his children obey him with proper respect. (If anyone does not know how to manage his own family, how can he take care of God's church?) He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap."

Titus 1:5-9

"The reason I left you in Crete was that you might straighten out what was unfinished and appoint elders in every town, as I directed you. An elder must be blameless, the husband of but one wife, a man whose children believe and are not open to the charge of being wild and disobedient. Since an overseer is entrusted with God's work, he must be blameless - not overbearing, not quick-tempered, not given to drunkenness, not violent not pursuing dishonest gain. Rather he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it."

Acts 6: 3-8

"Brothers, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them and will give our attention to prayer and the ministry of the word. This proposal pleased the whole group. They chose Stephen, a man full of faith and of the Holy Spirit; also, Phillip, Procorus, Nicanor, Timon, Parmenas, and Nicolas from Antioch, a convert to Judaism. They presented these men to the apostles, who

prayed and laid their hands on them. So the word of God spread. The number of disciples in Jerusalem increased rapidly, and a large number of priests became obedient to the faith. Now Stephen, a man full of God's grace and power, did great wonders and miraculous signs among the people."

The pastor shall have been ordained by a church affiliated with the Southern Baptist Convention.

Section 2 - Church Administration and Personnel.

Under the constitution the church officers are: (1) pastor; (2) deacons; (3) church clerk; (4) church treasurer; (5) assistant church treasurer; (6) corporate president; and (7) secretary.

The Personnel Committee shall assist the church in matters related to personnel administration. Its work includes such areas as reviewing and recommending regarding needs for additional staff employment, salaries, benefits and personnel services. The Personnel Committee shall establish a written personnel policy for each staff position of the church. This policy shall remain on file in the office of the church. The Personnel Committee shall on an annual basis review these personnel policies to determine that the needs of the church are being met. The Committee shall also insure that job descriptions of all staff members are being followed and evaluate each staff member's performance annually with that staff member and with the pastor. Furthermore, in conjunction with the Deacon Council, the Committee shall insure that all staff members adhere to the Constitution and Bylaws, church policies and church procedures while serving on the church campus or off the church campus. Any staff member who willfully contradicts these Bylaws or church policies and procedures shall be subject to disciplinary action, up to and including termination (Amended on September 16, 2015).

Interim Pastor Selection

When the pastor's position is vacated, the Personnel Committee in conjunction with the chairman and vice chairman of deacons shall immediately search for an interim replacement. This group shall make a recommendation and the church shall vote in a called business session during a Sunday morning worship service. An affirmative vote of 75% of those present is required to call the interim pastor.

Pastor Selection

When the pastor's position is vacated, the church shall form a pastor search committee as follows:

The Church Council shall nominate twelve people, two males and two females from the ages groups of: 21-44; 45-64; over 64. No more than one (1) member of the same immediate family (spouse, sibling, parent/child) may serve on the committee. After these twelve nominees have indicated a willingness to serve, they shall be presented to the Deacon Council. The Deacon

Council will select a total of six, one male and one female, from each age group. These six, along with the Chairman of the Personnel Committee, will then be recommended to the church for approval as the Pastor Search Committee. The Chairman of Deacons will serve as an ex-officio member.

Once this committee has selected a candidate, it shall make a recommendation to the Deacon Council and ask the Personnel and Finance Committees to jointly propose a salary and benefit package. Upon approval of the Deacon Council and prior to the church's consideration, the Pastor Search Committee shall, if feasible, present their nominee to the church on an informal basis. With at least one week's prior notice given to the church, the committee shall invite the candidate to deliver a trial sermon to the church during a Sunday morning worship service. The church shall vote without discussion in a called business session immediately following the worship service. Election shall be by written, secret ballot, with an affirmative vote of three-fourths of those present being necessary to call a pastor. The Deacon Council shall be responsible for counting the ballots. The pastor thus elected shall serve until the relationship is terminated by his request or at the church's request.

Selection of Other Ministers

The other ministers of the church shall include those whose duties are appropriately allocated among them to include, but not limited to, music, youth, senior adults, children and education (Amended on March 17, 2013). When these other ministerial positions are vacated, the Personnel Committee, in conjunction with the chairman and vice-chairman of deacons and the pastor shall immediately search for an interim, or like position, replacement. This group shall make a recommendation and the church shall vote in the next regular church business meeting. An affirmative vote of 75% of those present is required to call the interim minister. Additionally, the church shall form a search committee as follows: (Amended on August 21, 2013)

The Church Council shall nominate twelve people, six males and six females, age twenty-one (21) or older, with a variety of ages represented and with talents and interests commensurate with the ministerial position being filled. The Council may use its discretion to nominate a youth representative to serve in a non-voting capacity. No more than one (1) member of the same immediate family (spouse, sibling, parent/child) may serve on the committee. After these twelve nominees have indicated a willingness to serve, they shall be presented to the Deacon Council. The Deacon Council will select a total of six, three males and three females. These six, along with the chairman of the Personnel Committee, will then be recommended to the church to approve as the Search Committee. The Chairman of Deacons will serve as an ex-officio member.

Once this committee has selected a candidate, it shall make a recommendation to the Deacon Council and ask the Personnel and Finance Committees to jointly propose a salary and benefit package. Upon approval of the Deacon Council and prior to the church's consideration, the Search Committee shall, if feasible, present their nominee to the church on an informal basis. With at least one week's prior notice given to the church, the committee shall invite the candidate

to the church during a Sunday morning worship service to formally introduce the candidate. The church shall vote without discussion in a called business session immediately following the worship service. An affirmative vote of three-fourths of those present shall be necessary to elect. If the moderator determines to vote by ballot, the Deacon Council shall be responsible for counting the ballots. The minister thus elected shall serve until the relationship is terminated by his request or at the church's request.

Other Church Staff

Non-ministerial positions, including but not limited to office staff, custodian, pre-school teachers, nursery workers, and musicians, shall be recommended by the Personnel Committee and approved by the Deacon Council. The Personnel Committee shall review the staff needs of the church on an annual basis, and any recommendations for future staff additions shall be submitted to the Deacon Council and then to the church for approval of the added position.

Section 3 - Deacons.

A. Deacon Qualifications

- He must meet the Biblical standards for deacons:

Acts 6:3-7

- "Brothers, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them and will give our attention to prayer and the ministry of the word. This proposal pleased the whole group. They chose Stephen, a man full of faith and of the Holy Spirit; also, Phillip, Procorus, Nicanor, Timon, Parmenas and Nicolas from Antioch, a convert to Judaism. They presented these men to the apostles, who prayed and laid their hands on them. So the word of God spread. The number of disciples in Jerusalem increased rapidly, and a large number of priests became obedient to the faith.

I Timothy 3: 8-12

- "Deacons, likewise, are to be men worthy of respect, sincere, not indulging in much wine, and not pursuing dishonest gain. They must keep hold of the deep truths of the faith with a clear conscience. They must first be tested; and then if there is nothing against them, let them serve as deacons. In the same way, their wives are to be women worthy of respect, not malicious talkers but temperate and

trustworthy in everything. A deacon must be the husband of but one wife and must manage his children and his household well."

- He must be 25 years of age.
- He must have not served as an active deacon for two years.
- He must have continuously been a member of this church for no less than 18 months.
- He must be a resident member.
- He must support and promote the programs of the church and give evidence of such support through his giving and regular attendance and participation in the programs of the church.
- He must be fair and honest in his dealings with his fellow man.
- He must be a forgiving spirit and always be willing to seek a Christian settlement of any difference with any other person.

B. Deacon Duties

Deacons shall work diligently in soul winning and evangelism. Deacons shall assist the pastor in ministering to the physical and spiritual needs of the church community. Deacons shall counsel with pastor and assist him in promoting the work of the church. Deacons shall promote the financing of the church program. Deacons shall study immediate and long-range needs of the church and make recommendations concerning same. Deacons shall attend regular and called deacons meetings. A quorum of a deacons meeting shall consist of one-half of the active deacon body plus one. Minutes shall be kept of all deacons meetings.

C. Deacon Selection

The church shall hold a nomination election to select the top fifteen (15) candidates to be confirmed for placement on a deacon election ballot. This process shall begin by mailing, with our weekly mail-out, a list of all eligible men in the church two weeks prior to the nominating election. The nominating election will be held the last Sunday in July after the morning church service.

Each church member present for the nominating election shall vote for four (4) men. An absentee nominating election ballot will be accepted in the church office for one week prior to the nominating election if the ballot is enclosed in a sealed envelope and the face of the envelope is signed and dated by the church staff person that accepts the nominating ballot. These absentee nomination ballots will remain sealed and opened by the election counting committee consisting of the Deacon Chairman, Deacon Vice Chairman, and the deacons rotating off the active deacon council. These same men along with the pastor shall also have the responsibility of contacting the top fifteen (15) vote recipients in descending order to confirm their willingness to serve as deacons if they are elected in the deacon election in August. In the event that fewer than eight (8) candidates are confirmed for placement on the ballot vote recipients will be contacted in descending order until at least eight (8) men have confirmed their willingness to serve as deacon if they are elected in the deacon election in August.

On the second Sunday in August the church will hold the deacon election. The Wednesday before the second Sunday in August the list of fifteen candidates will be disclosed to the church via the weekly mail-out. After the Sunday morning church service each church member present shall vote for four men from a ballot listing the confirmed nominated candidates by the nominating process. In the event of a tie in the deacon election, the tied nominees will be elected to serve full term. If there is a vacancy on the deacon council then the membership shall vote for four plus any additional number needed to fill the vacancy or vacancies. The top four vote recipients will fill the four year terms and the next highest vote recipients will fill any vacancies. An absentee deacon election ballot will be allowed by voting in the church office the week prior to the election. The absentee ballot must be enclosed in a sealed envelope and the face of the envelope must be signed and dated by the church staff person accepting the voted absentee ballot. These absentee deacon election ballots will remain sealed and opened by the deacon election counting committee. The election counting committee will be the deacons rotating off the active deacon council, the Deacon Chairman, and the Deacon Vice Chairman.

The ordination service for new deacons shall be held as soon as it can be scheduled.

Deacons shall serve on a rotation basis. Each year the term of office of one-fourth of the number of deacons shall expire, and an election shall be held to fill the vacancies. After serving a term of four years or more than two years of an unexpired term, a deacon shall be eligible for reelection only after the lapse of two years. Thus a man who serves two years or less as an active deacon eligible for election immediately. There is no obligation to constitute as an active deacon any person who comes to the church from another church where he served as deacon.

In the event of a deacon's death, resignation, relocation or inability to continue service, the Deacon Council may recommend to the church that the position be declared vacant and filled according to the deacon selection procedure defined in this section.

In accordance with the meaning of the words "in the practice of the New Testament," deacons are to be servants of the church. The task of a deacon is to serve with the pastor and staff in performing pastoral ministries and tasks, proclaim the gospel to believers and nonbelievers, care for church members and other persons in the community, lead the church to engage in a fellowship of worship, witness, education, ministry and application, and lead the church by an example in performing its tasks.

Section 4 - Church Clerk.

The church clerk shall issue letters of dismissal voted by the church, preserve on file all minutes, communications and written official reports and give legal notice of all meetings where such notice is necessary as indicated by the constitution or these bylaws. The clerk shall upon receipt of a request for a church letter forward such letter and report these requests at the regular monthly church business meeting. The church may delegate some of the clerical responsibilities to the church secretary. All church records of church property shall be filed in the church office or in a safety deposit box leased by the church.

Section 5 - Church Treasurer.

It shall be the duty of the treasurer and assistant treasurer to render to the church at each regular business meeting an itemized report of the receipts and disbursements for the preceding month. The treasurer's report shall be evaluated annually by a certified public accountant according to agreed upon procedures.

Section 6 - Other Leadership Positions.

Other leadership positions, including but not limited to, Sunday School Director, WMU Director, Women's Ministry Director, Brotherhood Director, Men's Ministry Director and teaching

positions, shall be nominated by the Nominating Committee and elected by the church. The Nominating Committee shall have the nominations process complete and submit their report to the church for consideration at the business meeting held on the Wednesday following the third Sunday in August. The terms of service shall run from September 1 to August 31.

Section 7 - Church Ordinances.

A. Baptism.

Baptism shall be administered by the pastor or other ordained person that the church shall authorize. The ordinance committee shall assist in the preparation for the ordinance of baptism. Baptism may be administered as an act of worship during any worship service.

B. Lord's Supper

The Lord's Supper shall be observed periodically during the year at the discretion of the pastor and the Deacon Council. The pastor or any ordained minister and deacons shall be responsible for serving the Lord's Supper.

Section 8 - Committees and other Coordinating Groups.

Much of the church work is carried on by the church council and committees of the church. The church council and four church committees are specified in the church constitution. These constitutional church committees are the Committee on Committees, Nominating Committee, Finance Committee and the Personnel Committee.

All other committees shall be governed by these bylaws. The Committee on Committees, as set forth and defined in the constitution, is charged with the responsibility of monitoring the committees and their membership. The Committee on Committees shall recommend and nominate the chairman and other members of the various committees for the election by the church unless otherwise specified in the constitution. The Committee on Committees shall have the nominations process complete and submit their report to the church for consideration at the

business meeting held on the Wednesday following the third Sunday in August. The terms of service for committees shall run from September 1 to August 31 unless otherwise specified in the Constitution.

Hospitality Committee

The Hospitality Committee is responsible for formulating and recommending policies to the church for the kitchen and related facilities and thereafter for communicating those adopted policies to the church. This committee also serves as planning coordinator for all special church functions. The committee shall have from eight (8) to fourteen (14) members who are recommended by the Committee on Committees and elected by the church annually. (Amended on July 14, 2010.) The Hospitality Committee shall solicit additional help for special functions as needed. The finance secretary shall serve as an ex-officio member of the committee.

Boy Scout Troop Committee

This committee is responsible for overseeing the operations of the church's boy scout troop as it relates to the church. It also is to approve the troop leadership. This committee is composed of three (3) members who are chosen annually by the Committee on Committees.

Children's Committee

The Children's Committee is responsible for supervising the overall church ministry to the children (grades 1-6) of the church. This will involve coordinating the children's ministry through Sunday School, the children's choir program, children's missions organizations, and the summer children's activities. The committee should meet at least twice a year and shall consist of nine (9) members, three (3) of whom are nominated by the Committee on Committees and with the remaining members consisting of directors of the following: Children I, Children II and Children III Sunday School departments, Children's Choir program, girls' GA program, and the boys' mission program. The chairman shall be identified as one of the three (3) nominees from the Committee on Committees. The Minister of Youth and Education shall be an ex-officio member of this committee.

Ushers and Greeters Committee

The Ushers and Greeters Committee shall select the ushers and greeters for the church and shall ensure that the ushers and greeters are present for service at their appointed time. The greeters are to greet and hand out orders of service. The ushers are to seat people and hand out materials as needed during the service. The Ushers will attend to the needs of the congregation, the pastor and visitors to the church for all regularly scheduled worship services and special occasions where such service is required. This committee shall consist of three (3) members who are nominated by the Committee on Committees and elected annually by the church.

Long-range Planning Committee

The Long-range Planning Committee is to discover and analyze long-range church and community needs to recommend community goals and long-range strategies to the church membership, to evaluate the long-range effectiveness of the church program and to interpret long-range goals and strategies to appropriate groups within the church. There are six (6) members on the Long-range Planning Committee, each of whom serves three year staggered terms. The Committee on Committees shall recommend two members each year to this committee who then are elected by the church annually.

Transportation Committee

The Transportation Committee shall guide and direct the bus ministry of the church, insure that guidelines for the use of various vehicles owned by the church are complied with, and evaluate such guidelines and their effectiveness on a regular basis. The committee is also charged with the responsibility of overseeing maintenance and insurance of all church vehicles. The committee shall consist of up to five (5) members who shall be appointed by the Deacon Council.

Youth Committee

This committee is charged with the responsibility of planning and carrying out the youth program for the church and overseeing those programs to insure that they meet the needs of the youth and the church. They are to provide guidelines to the minister of youth and support and guidance for the youth themselves. The Youth Committee shall consist of up to six (6) members at least half of who shall have children within the seventh, eighth, ninth, tenth, eleventh, and twelfth grades. This committee is nominated by the Committee on Committees each year and is elected by the church annually. The minister Youth and Education shall be an ex-officio member of this committee.

Media, Sound, and TV Committee

This committee is charged with the responsibility of managing the sound equipment, radio equipment, media projection equipment and television equipment for the church and insuring that it is in working order and, on a rotating basis, to insure that there are persons to monitor this equipment in the church during all the regularly scheduled worship services and any special services which the church might have. The committee shall consist of up to six (6) members who are nominated by the Committee on Committees and elected by the church annually.

Music Committee

The Music Committee is charged with the responsibility of studying the music program of the church, making recommendations to the Minister of Music and to the church regarding the music program and scheduling accompanists. This committee shall have members who are involved in

the music ministry of the church or are knowledgeable in the music area and shall include all accompanists and the Minister of Music. This committee shall consist of at least six (6) members and shall be nominated by the Committee on Committees and elected by the church annually.

Nursery and Pre-School Committee

The Nursery and Pre-school Committee's responsibility is to study the needs for the church's nursery, helping develop and organize the church's nursery activities and the weekday early education program. All recommendations regarding the nursery and employment of nursery workers shall be directed through this committee. The committee advises the director of the weekday early education program, who reports to this committee with recommendations for the general operation and overall program of the weekday early education program. The committee shall serve also as a liaison between the church and the weekday early education program. The committee along with the pre-school teacher shall determine the curriculum of the weekday early education program and shall make recommendations regarding employment of teachers to the Personnel committee and Deacon Council for approval. Two members of the committee are appointed each year by the Committee on Committees. The committee is composed of six (6) members who serve three-year terms and the Pre-school Sunday School Director. The Minister of Youth and Education and the pre-school teacher shall serve as ex-officio members of this committee.

For the first year six (6) members shall be appointed: two to serve one-year terms, two to serve two-year terms and three to serve three-year terms.

Ordinance Committee

This committee is in charge of the ordinances of baptism and the Lord's Supper and shall assist the pastor, deacons, and staff in the preparation and administration of both ordinances. This committee shall consist of up to four (4) members who shall be appointed by the Deacon Council.

Property Committee

This committee shall be in charge of maintaining the church and grounds and seeing that all repairs and/or maintenance is conducted as expeditiously as possible and when needed. This committee shall also make recommendations to the church for improvements in the property and for any major repairs that need to be made. The committee shall be granted the authority to make expenditures for emergency repairs up to \$2,500 without seeking church approval. It shall also be responsible for maintaining adequate insurance for all properties of the church. This committee shall consist of up to six (6) members who shall be appointed by the Deacon Council.

Benevolence Committee

This committee is in charge of administering the local benevolence of the church in conjunction with various church organizations and based upon requests received by the committee. This

committee shall consist of up to four (4) members who shall be appointed by the Deacon Council.

Counting Committee

The Counting Committee is responsible for counting all collections from any worship service or special service. This committee should coordinate with the financial secretary to ensure the funds are safeguarded and deposited to established bank accounts in a timely manner. This committee shall consist of four (4) member who shall serve four year terms with the term of one member expiring each year. The Committee on Committees shall nominate and the church will elect a member to fill the expiring term each year.

Decorating Committee

The Decorating committee is responsible for decorating the church and Trinity Hall on special occasions, such as Easter, Holy Week, Thanksgiving, Christmas and other special occasions. It is not necessary that this committee do all of the decorating, but rather solicit additional help to assist in the actual decorating. This committee may occasionally work with the Hospitality Committee in coordinating duties. This committee shall consist of eight (8) to fourteen (14) members who are nominated by the Committee on Committees and elected by the church annually. (Amended on July 14, 2010 & July 11, 2012.)

Evangelism Committee

The responsibility of this committee shall be to evaluate and assist in church-wide evangelistic endeavors within our community, including revival emphasis. This may include administrative details such as publicity, prayer emphasis, and housing and meals for guests. This may also include soliciting the assistance of other committees of the church when necessary for effectively administering the evangelical effort. This committee shall consist of six (6) members who are nominated by the Committee on Committees and elected by the church annually. The pastor shall be an ex-officio member of this committee.

Vacation Bible School Committee

This committee is responsible for selecting a Vacation Bible School director who shall be a member of the committee. The committee shall work with the Director in scheduling, budgeting, staffing, equipping, and providing supplies and materials for the school. This committee shall consist of five (5) members, with four (4) nominated by the Committee on Committees and elected by the church annually.

Wedding Committee

This committee shall be responsible for assisting the church secretary and the pastor in ensuring that all church policies regarding weddings and the facilities are followed and maintained. This

committee shall consist of three (3) members who are nominated by the Committee on Committees and elected by the church annually. The church secretary shall be an ex-officio member of this committee.

Insurance Committee

The primary function of the Insurance Committee shall be to annually review and evaluate all insurance products used by the church and submit recommendations to the Deacon Council and other pertinent committees during the budget process. This should encompass: a) property and casualty insurance for buildings, contents and vehicles; b) general liability insurance; c) staff benefit plans including health insurance and voluntary insurance products; d) any other insurance products as needed.

The committee shall consist of three (3) members who will serve three year terms. The member terms shall be staggered so that one (1) new member shall be elected annually. The elected member who is serving the last year of his/her term shall serve as chairman. Prospective members shall be nominated annually by the Deacon Council and elected by the church at the annual election of officers and church workers.

Missions Committee

The Mission Committee is responsible for scheduling, coordinating, fundraising, and executing local, national, and international mission projects adopted by the church. The committee shall have from five (5) to seven (7) members who are nominated by the Committee on Committees and elected by the church annually.

Security Committee

The Security Committee is responsible for training and scheduling church members who will ensure a safe and secure environment during worship service and/or special services. This committee shall consist of four (4) members who shall serve four year terms with the term of one member expiring each year. The Committee on Committees shall nominate and the church will elect a member to fill the expiring term each year..

Section 9 - Church Finances.

Budget

The Finance Committee, in consultation with the church staff, organizational heads, committees and deacons, shall prepare and submit to the church for approval an inclusive budget indicating by items the amount needed for all expenses of the church and its programs. It is understood that membership in the church involves a financial obligation to support the church and its causes by regular and proportionate gifts. The budget shall be presented to the Deacon Council who will in turn recommend it to the church prior to January 1 of each year. The proposed budget shall be

included in the church newsletter for two consecutive weeks prior to the Wednesday night business meeting held for budget discussion. On the following Sunday morning, the church will vote to approve or disapprove the proposed budget without discussion.

Accountings and Procedures

All funds for any and all purposes shall pass through the hands of the church treasurer or financial secretary and be properly recorded on the books of the church. A system of accounting that will adequately provide for the handling of all funds shall be the responsibility of the Finance Committee. The church will require two signatures for any check or expenditure. Those authorized shall be any two of the treasurer, assistant treasurer, finance committee chairman, or financial secretary. The church may also rent a safe deposit box to safeguard any valuable papers.

Fiscal Year

The fiscal year of the church shall begin on January 1 and end on December 31.

Designated Gifts

The Finance Committee shall have the responsibility for administering money and gifts that are given to the church for specified persons or purchases according to the following guidelines. The Finance Committee shall not have the authority to accept monies or gifts but will forward the receipts to the Deacon Council for its consideration. If the deacons so recommend, the matter could be brought to the church for their consideration at a regular or specially called business meeting. If the deacons do not recommend that the matter be brought before the church, then the Finance Committee shall return the money or gift to the donor. When designated gifts are accepted by the Finance Committee and properly approved by the church, then the individual making the contribution shall receive credit on his record of giving.

The church adopts certain guidelines and criteria for designated gifts which are as follows:

- a. Designated gifts may be accepted by the committee in the name of the church and disbursed through the church to fund specific recognized, budgeted and previously approved activities of the church or its related organizations.
- b. The committee shall not reveal the name of the donor or the recipient of any gift unless the donor and recipient so agree.
- c. Each special designated fund shall be reviewed annually by the Finance Committee to determine that the need for the fund still exists. The Finance Committee shall recommend to the church prior to December 31 of each year whether the fund shall be continued or discontinued. If the fund is discontinued, the Finance Committee shall recommend the disposition and use of the fund balance.

Section 10 - Church Operations Manual.

Organizational Chart

An organizational chart shall be prepared by the church staff which would depict lines of responsibility in the administration of the church. This chart shall be reviewed periodically by the church staff, the Long-range Planning Committee and Personnel Committee, and shall be revised as needed. A copy of this organizational chart shall be included in the Church Operations manual.

Policies and Procedures

Church policies and procedures shall be described in the church operations manual. This manual shall be kept in the church office and made available to any church member. This manual shall be maintained by the Financial Secretary under the direction of the Church Clerk. Changes in such policies or procedures require the recommendation of a church officer or organization including committees whose areas of assignment of responsibility relate to such policy.

Discussion by the Deacons and Approval by the Church

A policy or procedure may be added, revised, or deleted by recommendation from the appropriate officer or group, approval by the deacons and approval by the church.

Section 11 – Use of Buildings, Equipment and Grounds

A. General

Forest Baptist Church is a non-profit corporation under the non-profit laws for the State of Mississippi under the corporate name: Forest Baptist Church. Use of Forest Baptist Church owned buildings, equipment, and grounds is restricted to activities consistent with the objectives of the Church as outlined in the Church's Constitution, Article II: MISSION and OBJECTIVES.

“The objectives of the church body are:

- To be a dynamic spiritual organism empowered by the Holy Spirit to share Christ with as many people as possible in our church, our community and throughout the world.
- To be a worshipping fellowship experiencing an awareness of God, recognizing His person and responding in obedience to His leadership.
- To experience an increasingly meaningful fellowship with God and fellow believers.

- To help people grow in knowledge of God and man through teaching, witnessing, preaching and exemplary living.
- To be a church that ministers unselfishly to persons in the community and world in Jesus' name.
- To be a church whose purpose is to be Christ-like in our daily living by emphasizing total commitment of life, personality and possessions to the Lordship of Christ.

B. Worship Services, Meetings, and Weddings

In addition to the daily ministries of the Forest Baptist Church, use of Forest Baptist Church owned buildings, equipment, and grounds for worship services, weddings and ministry related meetings shall be approved and coordinated locally by Forest Baptist Church assigned personnel in accordance with the objectives outlined above. Use of Church owned facilities for wedding ceremonies shall also adhere to the biblical standards for marriage as stated in the Baptist Faith and Message, Section XVIII: "Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race." (Amended on September 16, 2015)

Section 12 - Amendment

Changes in the Bylaws may be made at any regular or called business meeting of the church provided that such amendment shall have been presented in writing at a previous business meeting or worship service of the church and copies of the proposed amendments are furnished to each member present. Amendments of the Bylaws shall be made by two-thirds vote of all the members of the church present and entitled to vote. A quorum for such amendment shall be as required for a normal business meeting of the church.

Section 13 - Adoption

This Constitution and these Bylaws are hereby adopted in regular business meeting on this 12th Day of July, 2009.

DARRELL BROWN
CHAIRMAN OF THE CONSTITUTION AND BYLAWS COMMITTEE

GENE WALKER
CHAIRMAN OF THE COUNCIL OF DEACONS

HAYWOOD REEVES
CHURCH CLERK

**AMENDMENTS TO THE CONSTITUTION & BY-LAWS
of
FOREST BAPTIST CHURCH**

**AMENDMENT TO BYLAWS
ON JULY 14, 2010
SECTION 8
HOSPITALITY COMMITTEE**

The committee shall have from eight (8) to fourteen (14) members who are recommended by the Committee on Committees and elected by the church annually. Business meeting minutes are attached.

DECORATING COMMITTEE

This committee shall consist of six (6) to eight (8) members who are nominated by the Committee on Committees and elected by the church annually. Business meeting minutes are attached.

**AMENDMENT TO BYLAWS
ON JULY 11, 2012
SECTION 8
DECORATING COMMITTEE**

This committee shall consist of eight (8) to fourteen (14) members who are nominated by the Committee on Committees and elected by the church annually. Business meeting minutes are attached.

**AMENDMENT TO BYLAWS
ON MARCH 17, 2013
SECTION 2
SELECTION OF OTHER MINISTERS**

The other ministers of the church shall include those whose duties are appropriately allocated among them to include, but not limited to, music, youth, senior adults, children and education.

**AMENDMENT TO BYLAWS
ON AUGUST 21, 2013
SECTION 2
SELECTION OF OTHER MINISTERS**

(Replace the final sentence of the first paragraph under this heading with the following):

When these other ministerial positions are vacated, the Personnel Committee, in conjunction with the chairman and vice-chairman of deacons and the pastor shall immediately search for an interim, or like position, replacement. This group shall make a recommendation and the church shall vote in the next regular church business meeting. An affirmative vote of 75% of those present is required to call the interim minister. Additionally, the church shall form a search committee as follows:

**AMENDMENT TO BYLAWS
ON SEPTEMBER 16, 2015
SECTION 2
CHURCH ADMINISTRATION AND PERSONNEL**

(Add sentence to the end of the second paragraph)

Furthermore, in conjunction with the Deacon Council, the Committee shall insure that all staff members adhere to the Constitution and Bylaws, church policies and church procedures while serving on the church campus or off the church campus. Any staff member who willfully contradicts these Bylaws or church policies and procedures shall be subject to disciplinary action, up to and including termination.

**AMENDMENT TO BYLAWS
ON SEPTEMBER 16, 2015
SECTION 11
USE OF BUILDINGS, EQUIPMENT AND GROUNDS**

(New section added)

Section 11 – Use of Buildings, Equipment and Grounds

A. General

Forest Baptist Church is a non-profit corporation under the non-profit laws for the State of Mississippi under the corporate name: Forest Baptist Church. Use of Forest Baptist Church

owned buildings, equipment, and grounds is restricted to activities consistent with the objectives of the Church as outlined in the Church's Constitution, Article II: MISSION and OBJECTIVES.

“The objectives of the church body are:

- To be a dynamic spiritual organism empowered by the Holy Spirit to share Christ with as many people as possible in our church, our community and throughout the world.
- To be a worshipping fellowship experiencing an awareness of God, recognizing His person and responding in obedience to His leadership.
- To experience an increasingly meaningful fellowship with God and fellow believers.
- To help people grow in knowledge of God and man through teaching, witnessing, preaching and exemplary living.
- To be a church that ministers unselfishly to persons in the community and world in Jesus' name.
- To be a church whose purpose is to be Christ-like in our daily living by emphasizing total commitment of life, personality and possessions to the Lordship of Christ.

B. Worship Services, Meetings, and Weddings

In addition to the daily ministries of the Forest Baptist Church, use of Forest Baptist Church owned buildings, equipment, and grounds for worship services, weddings and ministry related meetings shall be approved and coordinated locally by Forest Baptist Church assigned personnel in accordance with the objectives outlined above. Use of Church owned facilities for wedding ceremonies shall also adhere to the biblical standards for marriage as stated in the Baptist Faith and Message, Section XVIII: “Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race.”

**AMENDMENT TO BYLAWS
ON JUNE 15, 2016
SECTION 8
INSURANCE COMMITTEE**

Insurance Committee

The primary function of the Insurance Committee shall be to annually review and evaluate all insurance products used by the church and submit recommendations to the Deacon Council and other pertinent committees during the budget process. This should encompass: a) property and casualty insurance for buildings, contents and vehicles; b) general liability insurance; c) staff benefit plans including health insurance and voluntary insurance products; d) any other insurance products as needed.

The committee shall consist of three (3) members who will serve three year terms. The member terms shall be staggered so that one (1) new member shall be elected annually. The elected member who is serving the last year of his/her term shall serve as chairman. Prospective members shall be nominated annually by the Deacon Council and elected by the church at the annual election of officers and church workers.

**AMENDMENT TO BYLAWS
ON OCTOBER 17, 2018
SECTION 3
C. DEACON SELECTION**

(Replace the first sentence of the first paragraph)

The church shall hold a nomination election to select the top fifteen (15) candidates to be confirmed for placement on a deacon election ballot.

(Replace the last sentence of the second paragraph)

These same men along with the pastor shall also have the responsibility of contacting the top fifteen (15) vote recipients in descending order to confirm their willingness to serve as deacons if they are elected in the deacon election in August. In the event that fewer than eight (8) candidates are confirmed for placement on the ballot vote recipients will be contacted in descending order until at least eight (8) men have confirmed their willingness to serve as deacon if they are elected in the deacon election in August.

(Replace the third sentence of the third paragraph)

After the Sunday morning church service each church member present shall vote for four men from a ballot listing the confirmed nominated candidates by the nominating process. In the event of a tie in the deacon election, the tied nominees will be elected to serve full term.

**AMENDMENT TO THE BYLAWS
ON OCTOBER 17, 2018
SECTION 8**

MISSIONS COMMITTEE

The Mission Committee is responsible for scheduling, coordinating, fundraising, and executing local, national, and international mission projects adopted by the church. The committee shall have from five (5) to seven (7) members who are nominated by the Committee on Committees and elected by the church annually.

SECURITY COMMITTEE

The Security Committee is responsible for training and scheduling church members who will ensure a safe and secure environment during worship service and/or special services. This committee shall consist of four (4) members who shall serve four year terms with the term of one member expiring each year. The Committee on Committees shall nominate and the church will elect a member to fill the expiring term each year.

2018-2019 Security Committee

Johnny Emmons 2019 (Chair)

Allan Atkison 2020

Jason Weatherford 2021

Drew Evans 2022

**Forest Baptist Church
Constitution and Bylaws Index**

<u>Subject</u>	<u>Page Number</u>
Mission.....	1
Statement of faith.....	2
Relationships.....	2
Church covenant.....	2
Baptism.....	3, 20
The Lord's Supper.....	3, 20
Membership.....	3-5
Discipline.....	5
Officers of the Church.....	5-7
Pastor and selection.....	5, 14-16
Deacons and selection.....	6, 16-18
Church Clerk.....	6, 18
Treasurer and assistant treasurer.....	6, 19
Corporate president and secretary.....	6
Trustees.....	7
Committees.....	7, 8, 19-24
Church Council.....	8
Business meeting and quorum.....	9
Church programs and ministries.....	10-12
Amending the constitution and bylaws.....	12, 27
Bylaws.....	13-28
Selection of other ministers.....	15
Hiring non ministerial staff.....	16
Budget.....	24
Accounting procedures.....	25
Designated gifts.....	25
Church operations manual.....	26
Policies and procedures.....	26
Use of buildings, equipment and grounds.....	26
Amendments to Constitution and Bylaws.....	29-34