

**BYLAWS
SOUTHLAND BAPTIST CHURCH**

San Angelo, Texas

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incorporate the former Constitution,
which was simultaneously repealed.**

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2013**

ARTICLE I: GENERAL

Section 1. Preamble

Many different expressions of ministry are needed to serve the rule of God in our world. All Christians are called to minister. With these truths in mind, several of God's people were called specifically to assist in the organization, construction and establishment of a new local expression of the body of Christ. This church was originally organized to minister to the expanding south and southwest section of our city but has now been blessed with a regional and global outreach as well.

Thus, we declare and establish these Bylaws to preserve and secure the principles of our faith and to govern the body in an orderly manner.

Section 2. Name and Identity

This body shall be known as SOUTHLAND BAPTIST CHURCH OF SAN ANGELO. Southland Baptist Church is a Christian congregation cooperatively and voluntarily associated with the Concho Valley Baptist Association, Baptist General Convention of Texas, Southern Baptist Convention and the Cooperative Baptist Fellowship. Association and cooperation in mission and ministry is not limited to these relationships.

Section 3. Basic Mission Statement

Southland Baptist Church has as its basic purpose the continuation of the mission and ministry of Jesus Christ.

We are a faith family that strives to be transformed by God's grace, nurtured in Christ's love and sent in the Spirit's power to join in God's redeeming work around the world.

Section 4. Core Values

Christ-Like	We strive to exemplify Christ's life by being loving, caring, compassionate and nurturing.
Biblical	We preach, teach and encourage individual interpretation of the Bible under the guidance of the Holy Spirit.
Spiritual	We worship God and promote individual prayer and spiritual growth.

Missional	We strive to help people find their greater purpose in God's kingdom through evangelism, ministry and discipleship within and beyond the walls of Southland Baptist Church.
Relational	We value strong personal relationships.
Diverse	We welcome members and guests from diverse personal and spiritual backgrounds.
Creative	We are willing to be progressive and to try something new under the guidance of the Holy Spirit.

Section 5. Objectives

In the interest of achieving the stated mission, we set forth the following objectives which are not in prioritized order:

A. The deepening of personal commitment.

We believe this objective is to seek to lead every member of the church to deepen his or her commitment to Christ and to his or her church. Christ's church is not just another organization and activity alongside others but the central relationship and the basic community in his likeness.

B. The experiencing of *koinonia* (fellowship of the Spirit).

We believe that for Southland Baptist Church to fulfill its ministry, it must provide for experiences of shared life. Members must know each other, care deeply for one another and share one another's lives in significant ways (Acts 2:42, Galatians 6:2, 1 John 3:18).

C. Involvement in personal and corporate evangelism.

We believe that every Christian is a witness and that the church is to motivate every member to be a positive, deliberate witness to the activity of Christ in his or her life. One major task of the church is to enable each member to take responsibility for communicating the gospel, as led by the Holy Spirit, utilizing his or her spiritual gifts (Acts 1:8, 1 Peter 3:15).

D. Participation in meaningful worship.

We believe that individual, family and corporate worship are not optional, but essential for the pilgrimage of the Christian. It is, therefore, one of the basic objectives of the church to lead every member to participate regularly in private, family and corporate worship as the people of God.

The corporate worship of the church is an encounter with God, not merely as spectator, but through the activity of the Holy Spirit. It involves every worshiper in participation by giving one's self to God in deliberate acts of the praise and adoration of God, the confession of sin, the stewardship of possessions, the active hearing of the Holy Scriptures and the preached word and the response of life to the claims of Christ (Ephesians 1:13-14).

The forms of corporate worship should be changed often enough to keep them from becoming mechanical but should be designed so the congregation may come to feel "at home" with them.

E. Spiritual growth through Christian education.

We believe that growth and development are vital to the Christian life. The educational ministry is designed "...to bring each one into God's presence as a mature individual in union with Christ" (Colossians 1:28 TEV). The educational task is at the heart of the church's ministry.

The educational work of the church is to provide the context and means through which persons can have an experience with God and come to know themselves to be the people of God (Mark 3:34).

The primary document of Christian education is the Bible. We believe that the Bible is inspired by God and is the record of God's revelation of himself to humanity for the purpose of bringing people into an unhindered relationship with God. It is authoritative and is "profitable for teaching, rebuking, correcting and training in righteousness, so that the people of God may be thoroughly equipped for every good work." The Bible is the final authority in matters of conduct, doctrinal opinions, church policy and religious experiences (2 Timothy 3:16).

F. Participation in Christian missions.

We believe that ministry to the needs of the total person is essential to the communication of the Gospel of Jesus Christ. To follow Christ is to take the stance of a servant toward persons both in the church fellowship and outside it. Thus, members of Southland Baptist Church minister to each other, to our community and to our world by providing the means, motivation, education and personal involvement in mission endeavors.

It is the objective of this church to involve all members in the corporate mission and ministry of the church according to the "gifts" given to them by the Holy Spirit. All gifts are given for the purpose of edification of the body of Christ and for missions. Thus, the church shall corporately take the servant stance of its Lord.

It is also the objective of this church to speak God's word to our contemporaries in seeking justice and correcting oppression within the context of our own community, state,

nation and world. This objective shall be accomplished by proclaiming the truth of biblical principles on world issues and social concerns (Isaiah 1:16-17).

Section 6. Declaration of Faith

Southland Baptist Church is a people who profess a living faith. This faith is rooted and grounded in Jesus Christ, God's Son, who is "the same yesterday and today and forever" (Hebrews 13:8). Therefore, the sole authority for faith and practice is Jesus Christ whose will is revealed to every believer by the Holy Spirit and through the Holy Scriptures of the Old and New Testaments. The Holy Scripture shall be the objective basis of any statements of faith; however, Southland is a non-creedal body.

Southland Baptist Church subscribes to the doctrinal statement of faith adopted by the Southern Baptist Convention, May 9, 1963, and known as "The Baptist Faith and Message."

Section 7. Authority

Southland Baptist Church affirms the Baptist principle of the autonomy of the local church. This principle recognizes the church membership as the final authority under the lordship of Jesus Christ and the guidance of the Holy Spirit in all matters. The right to make final decisions rests with the church membership and that power shall not be vested in any other individual, organization or group.

Section 8. Action of the Membership

While the church membership has the final authority under the lordship of Christ in all church matters, the membership recognizes the freedom of the elected committees, divisions, officers, trustees and staff to work within the boundaries assigned to them by church action. The church membership shall receive, upon request, a report from any committee, division, staff member, the Active Deacons, the trustees or the Coordinating Council with no more delay than one month.

The church membership shall meet in conference quarterly as needed. Special church conferences may be called by the pastor or by the majority of the members of the Coordinating Council. At least one week's notice shall be given for all specially called church conferences.

ARTICLE II: MEMBERSHIP

Section 1. General

This fellowship is composed of persons who have been restored to a right fellowship with God through the acceptance of Jesus Christ as personal Savior and Lord, who have witnessed to this relationship through believers' baptism by immersion according to the New Testament pattern and who have been received into this fellowship by vote of the members present at any regular or special meeting of the church conference.

Membership means a vital relationship with God and our fellow members. Thus, members are in sympathy with and subscribe to the mission statement and core values of Southland Baptist Church. Members of this fellowship are expected to commit themselves to God revealed in Jesus the Christ through meaningful involvement in churchmanship by contributing a responsible portion of time, ability and money to the support and ministries of the church.

Section 2. Receiving Members

A candidate may request membership in one of the following ways:

A. By profession of faith

A public declaration is made of willingness for Jesus the Christ to be Lord and Savior of one's life. The candidate shall be counseled by a member of the ministerial staff and immersed according to the New Testament pattern.

B. By letter of recommendation

A letter of recommendation shall be requested from the church of like faith and order of which the candidate has been a member.

C. By reaffirmation of Christian faith and statement

When letters of recommendation are not available, persons may be received upon the statement of their Christian profession of faith to which they have witnessed by believers' baptism according to the New Testament pattern of immersion.

Full church membership shall be granted by majority vote of the members present at the next quarterly church conference following the request for membership.

Section 3. Termination of Membership

Membership shall be terminated in the following ways: (1) death, (2) transfer of letter to another Baptist church, (3) transfer of membership to a church of another faith or denomination, (4) erasure when requested by the member or (5) exclusion by act of this church. The church clerk shall write a letter of recommendation, after an affirmative vote of the membership, upon the request of any member who moves to another Christian church.

Section 4. Discipline

It shall be the basic purpose of Southland Baptist Church to assist any troubled member by every reasonable measure. Redemption, rather than punishment, shall be the guideline which governs the attitude of one member toward another.

Should some serious conditions exist which would cause a member to become a liability to the body of Christ, every reasonable measure shall be taken by the pastor and/or Active Deacons to resolve the problem. But, finding that the welfare of the church will be best served by the exclusion of the member, the church may take such action by three-fourths (3/4) vote of the

members present at a meeting called for this purpose. Any person whose membership has been terminated may be restored to membership by regular means.

Section 5. Voting Rights of Members

Each member of the church is entitled to one vote in all matters submitted to the membership, provided the member is present. In the event a member has to be absent, and a motion has previously been made to the floor of the church or a vote for a church-elected position is being called, the member may vote absentee by submitting a signed ballot to the church office prior to the vote of the church. Absentee votes shall be thrown out in case of an amendment to the proposed motion. Secret ballots may be used upon request on any issue that is brought to the membership.

Section 6. Watchcare

Persons who have a special need for the ministry of this church, but who do not desire membership, may submit themselves to the watchcare of this congregation. Watchcare members are invited to participate in some of the ministries of the church; however, approval must be obtained from the Christian Education Division prior to being considered for service in the religious education program. They may vote on all issues except the calling of staff, Bylaws revisions or property transactions. They may not chair administrative committees or ministry divisions, may not serve on administrative committees or the Deacon Fellowship but may serve on other divisions and lead teams. Watchcare members may not serve as officers, trustees or agents of the church.

ARTICLE III: MINISTRY PERSONNEL

Section 1. Definition of Ministry

As God's people, we believe we share a common ministry based on the incarnation of God in Jesus Christ, expressed through our daily life. Each member accepts the call to belong to the team of ministers. Each member has the responsibility to engage in a serious search to discover his or her particular ministry in light of that individual's own gifts.

Within this team of ministry, particular ministers are set apart by the membership for the accomplishment of specific functions within the church.

Section 2. Ministerial Staff

In these Bylaws, ministerial staff shall include ministers, coordinators and directors who are called by church vote.

A. Responsibilities

The ministerial staff is responsible for equipping the church to function as a New Testament Church according to Ephesians 4:12. Each minister, coordinator and director

is called by the church to (1) lead the church in carrying out the objectives of the church as stated in these Bylaws, (2) care for the church's members and other persons in the community through performing the pastoral responsibilities and (3) share in the total ministry of God through the church. The pastor shall be the coordinating member of the ministerial staff.

B. Selection

When a vacancy occurs on the ministerial staff, the Personnel Committee shall begin the process of selecting a ministerial search committee of not fewer than six (6) persons. The method for receiving nominations shall be determined by the Personnel Committee. That method shall involve the opportunity for the membership to have a voice. Following nominations, the Personnel Committee shall be responsible for screening the nominees and preparing a ballot of at least twice the number of the total persons to be elected. The church membership shall elect the search committee by secret ballot. The election shall take place at a meeting called for that purpose, of which at least one week's notice shall be given to the resident church membership.

The chairperson of the Personnel Committee, or a designated member of the Personnel Committee selected by the Personnel Committee, shall serve as a member of the search committee. No member of the Personnel Committee may serve on more than one search committee at any given time.

The search committee shall be responsible for selecting its own chairperson. The search committee shall bring for the consideration of the church only one name at a time. Election shall be by ballot, with an affirmative vote of three-fourths (3/4) of those members voting being necessary to select the minister. The minister, coordinator or director thus selected shall serve until the relationship is terminated by his or her request or the church's request.

C. Supervision

The terms of employment for the ministerial staff shall be guided by the policies set forth in the Personnel Policies and Benefits of Southland Baptist Church.

D. Termination

A request to terminate a member of the ministerial staff must be made in writing to the Personnel Committee and to the Active Deacon officers and must contain the alleged conduct upon which the request is made. The Personnel Committee and Active Deacon officers shall investigate the allegations and determine what, if any, action will be taken. The original persons in the investigating body shall follow the process to resolution despite expiration of terms.

If it is determined that termination should be recommended to the church membership, the Personnel Committee and Active Deacon officers shall bring their findings and recommendation to the Active Deacons for discussion, prayer and vote by anonymous written ballot. In the event a majority of the Active Deacons vote to present a motion to

the church membership to terminate, that motion shall be made by the Active Deacons to the church membership at a specially called meeting of the church membership. At least one (1) week's notice shall be given to the membership before a motion to terminate may be voted upon. Vote shall be by anonymous written ballot. A majority vote of the members present at such specially called meeting shall determine the motion for termination of any ministerial staff member.

Section 3. Deacons

Deacons shall be subject to the will of the church and shall be servants of the church. The task of the deacons is to serve with the pastor and other ministers in performing the pastoral ministries by:

Proclaiming the gospel to believers and unbelievers.

Caring for church members in crises, assisting in spiritual growth and offering guidance for life.

Leading the church in the achievement of its mission.

Carrying out the administrative duties assigned to the deacons by the church.

A. Membership: Terminology

Deacons shall be made up of those called out by the congregation to the office of deacon and charged with serving the interests of the church. The number of active deacons to be elected in any given year shall be determined by the Deacon Screening Committee in consultation with the ministerial staff and the Active Deacons.

In these Bylaws, "Active Deacons" denotes the body of deacons currently serving elected terms and "active deacons" refers to the individual deacons who currently are serving elected terms. The "Deacon Fellowship" includes all ordained deacons as described in Section 3.F of this Article III.

B. Selection

At a properly called church conference in August, a Deacon Screening Committee of seven (7) persons shall be nominated by the Organization Division and approved by the church membership. The Organization Division shall recommend to the church membership a chairperson from the seven nominees. The Deacon Screening Committee shall receive nominations from the church membership for active deacons and shall provide nomination forms to the membership for that purpose in the month of August. There shall be no nominations from the floor.

The Deacon Screening Committee shall review the nominations submitted as to their qualifications based on Acts 6, 1 Timothy 3 and Titus 1 and their willingness to serve as an active deacon. Neither marital status nor gender shall be considered as a barrier to deacon service since "There is neither Jew nor Greek, slave nor free, male nor female, for

you are all one in Christ Jesus” (Galatians 3:28). The final responsibility of interpreting scripture related to the qualifications of deacons shall be a function of the church membership.

The Deacon Screening Committee shall submit to the church membership, by the first Sunday in November, a ballot or slate to fill the vacancies on the Active Deacons. In preparing the ballot or slate, the Deacon Screening Committee is not bound to consider the number of nominations received by each nominee. If a ballot is used, the names on the ballot shall be no more than twice the number of vacancies in the Active Deacons. Members of the Deacon Screening Committee shall not be eligible to be placed on the ballot or slate for that year. Those receiving the most votes shall be deemed elected by the church. Tie votes shall be broken by a majority vote of the Deacon Screening Committee.

C. Rotation

Active deacons shall be duly selected by the church membership for a term of three years. Upon expiration of the term of office, a deacon shall not be eligible to serve as an active deacon until one year has elapsed.

D. Officers

The Active Deacons shall elect annually from their members a chairperson, chairperson-elect, secretary and secretary-elect. The Active Deacon officers shall consist of the current chairperson and secretary. Each officer-elect should have two (2) remaining years as an active deacon.

E. Training, Examination and Ordination

The pastor with the chairperson of the Active Deacons shall coordinate the training, examination process and ordination service for any newly elected deacons not previously ordained.

F. Deacon Fellowship

All ordained deacons who are members of Southland Baptist Church shall be included in the Deacon Fellowship as well as deacons from other churches of like faith and order who join Southland Baptist Church. No deacon of another church, joining this church, shall serve as an active deacon unless duly elected by the church, but shall be recognized as an ordained deacon and included in the Deacon Fellowship.

G. Meetings

A majority of the Active Deacons shall constitute a quorum to transact business. Special meetings may be called by the pastor, by the chairperson or by any five (5) active deacons with a minimum of three (3) days’ notice. A regular meeting date may be established at the discretion of the Active Deacons.

Section 4. Support Staff

In these Bylaws, support staff refers to employees of the church who are not called by vote of the church. The ministerial staff shall have authority to employ support staff as required by the church with the oversight of the Personnel Committee. The Personnel Policies and Benefits of Southland Baptist Church shall guide all support staff's terms of employment and termination.

Section 5. Officers

The annual election of church officers consisting of a clerk, treasurer, moderator and moderator-elect shall be on the first Sunday of December. The nomination procedure shall be determined each year by the Organization Division.

A. Clerk

The church shall elect annually a clerk whose responsibility it is to keep all records of church conferences and church affairs in an orderly fashion. The clerk may serve consecutive one-year terms.

B. Treasurer

The chairperson of the Finance Committee shall serve as treasurer and shall be responsible for presenting financial reports to the church body. In accordance with Article IV, Section 2, no administrative committee chairperson may serve more than a two-year term without at least one year between terms.

C. Moderator and Moderator-elect

The church shall elect annually a moderator and moderator-elect. The moderator shall conduct the church conferences in the year after the election. The moderator-elect shall serve in the following year. If the moderator cannot be at a church conference, the moderator-elect shall conduct the meeting. In the absence of both the moderator and the moderator-elect, the pastor shall conduct the conference. The term of office shall be one year and re-election is not possible until at least one year has elapsed.

Section 6. Trustees, Agents, and Church Property

A. Trustees

Three trustees shall be elected by the church to serve a three-year term. Terms will begin on January 1 and shall be staggered so that one new trustee is elected each year. The Organization Division shall determine the nomination procedure for trustees. The election of trustees shall be at the same time as the election of church officers.

Authority: Church must specifically vote to authorize each action; trustees may not act without such action.

Power: When properly authorized, a majority (two) may bind the church on legal documents including deeds, conveyance of real and personal property, notes, loans, deeds of trust, leases, checks, account agreements and any other contracts of any type.

B. Agents

Agents who have been elected by resolution and vote recorded in the minutes of the Finance Committee may be appointed by the Finance Committee to act on behalf of the church. Agents may be removed in a like manner.

Authority: Limited to a specific task for which appointed (exception: authorized check signers).

Power: Two of the agents may bind the church only for the specifically appointed task. This “binding” shall not require authorization of the church. Agents may be appointed and authorized to take action that the trustees could take if they were properly authorized by the church with the following exceptions:

- (1) Agents may not sign checks of \$50,000, or more.
- (2) Agents may not bind the church to any contract obligating the church for \$50,000, or more.
- (3) Agents may not sign promissory notes or borrow money.
- (4) Agents may not act with respect to the real property of the church including, but not limited to, signing of deeds, mortgages, leases and other documents pertaining to real property.

C. Property Title

All property of the church shall be held in the name of “Southland Baptist Church of San Angelo” which is the name of the church non-profit corporation as registered with the Texas Secretary of State. Any titled property not so registered shall be transferred into that name as soon as it can be done without violating the terms of any mortgage or other third-party agreement.

Section 7. Representatives to Concho Valley Baptist Association

The Organization Division shall recommend annually to the membership for approval two persons to serve as representatives of Southland Baptist Church to the Concho Valley Baptist Association. The election of the representatives shall be at the same time as the election of church officers.

ARTICLE IV: ORGANIZATION

Section 1. Establishment of Administrative Committees and Ministry Divisions

In keeping with the New Testament pattern of “gifts in the body of Christ,” the work of our church shall be organized, supervised and performed by ministry divisions and administrative committees as described in this article. These divisions and committees shall have the freedom and responsibility to work within the boundaries of the duties assigned them by the membership. The Organization Division and the Coordinating Council shall provide the staffing and coordination of the divisions and committees.

Two duties that the membership of this church has recognized as a universal responsibility of all believers are evangelism and outreach. Accordingly, to the maximum extent possible, every division and committee should strive to lead the church in both traditional and innovative ways to meet people and communicate to them the vital witness of the gospel of Jesus Christ.

Section 2. Chairpersons

No person may serve as chairperson of more than one ministry division or administrative committee concurrently. No ministry division or administrative committee chairperson may serve more than a two-year term without at least one year between terms.

Each ministry division and administrative committee shall elect its own chairperson. This election shall occur no later than November prior to the year the chairperson is to begin serving as chair.

Section 3. Staff

Ministerial staff may serve on all divisions and committees as ex-officio members.

Section 4. Addition or Deletion of Administrative Committees and Ministry Divisions

Administrative committees and ministry divisions may be added or deleted by vote of the church membership upon recommendation by any committee or division to the Coordinating Council in accordance with Article VIII, Section 1 of these Bylaws.

Section 5. Administrative Committees

A. The administrative committees are as follow:

1. Finance Committee

The Finance Committee shall propose annual budgets for the church in consultation with the committees, divisions and ministerial staff. It shall provide regular oversight of the church’s financial affairs.

2. Properties Committee

The Properties Committee shall direct the maintenance, replacement and insurance of the church properties, grounds, equipment and furnishings.

3. Personnel Committee

The Personnel Committee shall formulate policies, recommend compensation and review and propose solutions for problems concerning church employees. The Personnel Committee shall maintain the handbook for Personnel Policies and Benefits of Southland Baptist Church. Changes to these policies shall be approved by a majority vote of the Coordinating Council. For this purpose, the ministerial staff shall not be counted in determining a quorum and shall not vote. Members of the Personnel Committee shall not be related to members of the church staff.

4. Vision Committee

The Vision Committee shall recommend future directions for the mission, programming and capital funding of the church. In addition, the Vision Committee shall recommend the implementation of those objectives. As part of this task, the committee should continually evaluate the spirit of the church and the degree to which its programs and ministries are succeeding.

5. Denomination Relations Committee

The Denomination Relations Committee shall monitor actions of the Baptist General Convention of Texas, the Southern Baptist Convention, the Cooperative Baptist Fellowship and other Baptist entities and report their findings to the church as needed. This committee also is charged with recommending how Southland Baptist Church will respond to changes in Baptist life and relate to Baptist institutions and associations.

B. Membership, Election and Terms of Office

For all administrative committees, the Organization Division shall nominate for church approval persons to serve three-year terms. Terms of office will run from January 1 to December 31 and should be staggered so that approximately one third of the committee rotates each year. The Organization Division, in conjunction with committee chairpersons, shall determine the number of people needed to staff each committee.

Each committee shall meet regularly at the discretion of the chairperson.

No member of any administrative committee may serve on more than one administrative committee at a time. No member of any administrative committee may serve more than a three-year term without at least one year between terms. All members shall be subject to yearly evaluation by the Organization Division.

It shall be the responsibility of the chairperson to notify the Organization Division immediately when vacancies occur on that administrative committee.

Section 6. Ministry Divisions

A. The ministry divisions are as follow:

1. Christian Education Division

a. The purpose of the Christian Education Division is to lead the church in providing the context through Christian education for a person to be introduced to Jesus Christ and to challenge that person to grow in his or her faith.

b. The responsibilities of the Christian Education Division are:

- (1) To initiate traditional and creative ways of communicating and applying biblical truths to the life of the members.
- (2) To monitor all curricula used in the education program of the church.
- (3) To exercise careful discernment, examine and approve necessary appointments to the Bible teaching faculty.
- (4) To coordinate all programs and organizations that support the Christian education objective.
- (5) To evaluate the educational needs of the church and suggest needed changes in structure and/or programs.

2. Mission/Ministries Division

a. The purpose of the Missions/Ministries Division is to lead the church in ministry to total needs by taking a servant stance and by encouraging members to be on mission according to their ministry gifts.

b. The responsibilities of the Missions/Ministries Division are:

- (1) To provide mission education and ministry opportunities for all generational levels of the church body.
- (2) To lead our church to support world missions through prayer and stewardship by special mission emphases.
- (3) To teach missions through helping the church to discover a growing understanding of the nature and implications of God's missionary purpose.

3. Worship Division

- a. The purpose of the Worship Division is to lead the church body to participate regularly in private, family and corporate worship as the people of God.
- b. The responsibilities of the Worship Division are:
 - (1) To lead the church body to understand the church as a worshipping body.
 - (2) To give direction to the worship leaders and staff as to the worship needs of the church.
 - (3) To coordinate plans for special occasions of worship such as Easter, Advent, ordinations and church celebrations.
 - (4) To provide and plan creative worship experiences for the people of our church.

4. Fellowship Division

- a. The purpose of the Fellowship Division is to provide for the experiencing of the “shared life” in our church body in order that we may learn to share one another’s lives in a significant manner.
- b. The responsibilities of the Fellowship Division are:
 - (1) To promote relationships within the congregation.
 - (2) To evaluate the fellowship needs of the church and suggest needed opportunities for sharing our lives together.
 - (3) To provide for fellowship in the body on special occasions, working closely with the other divisions.
 - (4) To coordinate and supervise services rendered to the church through the kitchen, including Wednesday night suppers.

5. Christian Life Division

- a. The purpose of the Christian Life Division is to lead the church in speaking God’s word to our contemporaries in seeking justice and correcting oppression within the context of our own community, state, nation and world.

- b. The responsibilities of the Christian Life Division are:
- (1) To educate the church body as a whole on social, political and moral issues of the day so that informed decisions can be made related to such issues.
 - (2) To lead the church body in preparation for special emphases related to the Christian life.
 - (3) To seek to involve the church in any endeavor which would help to alleviate oppression for any person (i.e., World Hunger).
 - (4) To initiate programs that encourage continual family and marriage growth with emphases placed upon preventive rather than therapeutic programs.

B. Membership, Election and Terms of Office of Ministry Divisions

The Organization Division shall nominate for church approval persons to serve three-year terms for each ministry division. Terms of office shall run from January 1 to December 31 and should be staggered so that approximately one third of the division rotates each year. The Organization Division, in conjunction with division chairpersons, shall determine the number of people needed to staff each division. Each ministry division shall consist of no fewer than six (6) members.

Members may be elected for consecutive terms and shall be subject to annual review of the Organization Division.

Each Ministry Division is responsible for the structure of the division necessary to accomplish its assigned tasks. In addition to elected division members, each Ministry Division may determine appropriate ex-officio members.

Each division shall meet regularly at the discretion of the division chairperson.

Section 7. Lead Teams

Lead teams may be formed by any division, committee or ministerial staff to facilitate a specific project. The number of members on a lead team and the length of duration for the lead team shall be determined by the division, committee or ministerial staff creating the team.

Section 8. Organization Division

- A. The purpose of the Organization Division is to nominate for church approval persons to serve on the Deacon Screening Committee and persons to serve as administrative committee and ministry division personnel, church officers, trustees and representatives to the Concho Valley Baptist Association, taking particular care to involve as many persons as possible in accomplishing the work of the body. The Organization Division also has oversight of these Bylaws in accordance with Article VIII.

B. Responsibilities

1. To submit for church approval at a called business meeting in August the names of seven (7) persons to serve on the Deacon Screening Committee, one of whom has been designated as chairperson.
2. To nominate for church approval at a called business meeting the first Sunday in December administrative committee and ministry division personnel, church officers, trustees and representatives to the Concho Valley Baptist Association.
3. To receive and approve resignations from any position described in Article IV, Section 8. A and to determine the need and procedure for filling vacancies.
4. To evaluate and make timely recommendations to the church on motions to amend, modify or repeal these Bylaws in accordance with Article VIII, Section 1.
5. To appoint a Bylaws Review Committee at least once every five years in accordance with Article VIII, Section 2.

C. Membership, Election and Terms of Office

1. The Organization Division shall be elected directly by the church and be composed of nine (9) members with each member serving a term of three years. Such election shall take place in April of each year. An Organization Division member may not serve successive terms until one year has elapsed.
2. The Active Deacons shall be responsible for receiving nominations from the church body, preparing ballots and communicating to the church those who are elected.
3. Terms of office will be from July 1 to June 30 each year.
4. The Organization Division shall elect its own chairperson annually. The chairperson may be re-elected, not to exceed two years.

Section 9. Coordinating Council

- A. The purpose of the Coordinating Council is to schedule and integrate the ministry goals and programs of the church through the appropriate ministry divisions, administrative committees and lead teams so that they complement each other.

B. Responsibilities

1. To formulate action plans, hear and review reports from the divisions, committees and lead teams or suggestions from any other source.
2. To recommend to the church membership the establishment of new or special divisions, committees or lead teams not provided for within these guidelines or the dissolution of existing divisions or committees.

3. To review budget recommendations from the divisions, committees or lead teams, set up budget requests by priority, present requests to the Finance Committee and review final budget proposals.
4. To report regularly to the church in conference.
5. To coordinate church activities and programs to reduce conflicts of scheduling.
6. To determine under which division, committee or lead team responsibilities lie which are not detailed in this document.

C. Membership and Election

1. The Coordinating Council shall be composed of the ministerial staff, the chairpersons of the Organization Division, the Active Deacons, each ministry division, each administrative committee and, if desired by the Coordinating Council, the chairperson of any lead team which has been formed. In the event the chairperson cannot attend a council meeting, the co-chairperson or another member of that committee may be designated for that particular meeting.
2. The Coordinating Council shall be chaired by the pastor or by another member of the ministerial staff so designated by the pastor.

D. Meetings

The Coordinating Council shall meet bi-monthly and at such other times as deemed necessary for the carrying out of its responsibilities.

E. Quorum

A majority of the Coordinating Council shall constitute a quorum to transact business.

ARTICLE V: MEETINGS

Section 1. Worship and Work

The church shall meet regularly for preaching, instruction, evangelism and spiritual growth. These meetings shall be open for all people, and ordinarily, will be under the direction of the pastor.

Special services for revival, spiritual renewal, evangelism and/or retreats, essential in the promotion of the objectives of the church, shall be placed on the church calendar.

The proclaiming of the “Good News” of the gospel is the responsibility of every believer. Every Sunday, as we worship corporately, the gospel is proclaimed from the pulpit and an invitation is extended by the church for any who desire to respond to Christ’s call. Additionally, the people of this church are committed to the New Testament model of personal lifestyle evangelism. We

recognize the responsibility of each member, division and committee of this church to communicate to others, both inside and outside our membership, the love and freedom that God has for us in Jesus Christ.

Section 2. Church Conferences

A. Regular Church Conferences

Regular church conferences shall be held quarterly as determined by the Coordinating Council.

B. Special Church Conferences

In order to consider special matters of a significant nature, the pastor or a majority of the Coordinating Council may call special church conferences. One week's notice (7 days) of the subject, date, time and location shall be given for all specially called church conferences.

C. Quorums

For the sale or disposal of real property and the incurring of mortgage indebtedness, the quorum shall be 25% of the active resident membership. For the call of a pastor, a quorum shall consist of 25% of the active resident membership.

D. Procedure

The most recent version of Robert's Rules of Order, Revised is the authority for all church conferences.

E. Moderator

The elected moderator shall preside at the church conferences. If he or she is unable to attend, the moderator-elect shall preside. If neither can attend, the pastor or another member of the ministerial staff shall preside.

ARTICLE VI: ORDINANCES

Section 1. Baptism

A person who receives Jesus Christ as Lord by personal faith, who professes him publicly and who indicates a commitment to continue discipleship for life shall be received for baptism.

Baptism shall be administered by the pastor or by whomever the pastor shall authorize after consultation with the Active Deacons. Baptism shall be by immersion and shall be administered as an act of worship during any service.

Section 2. Lord's Supper

The Lord's Supper is a symbolic act of obedience whereby persons who have professed Christ as Lord, through partaking of the bread and juice, commemorate the death of Jesus Christ and anticipate his second coming.

The Lord's Supper shall be observed at least quarterly. The ministerial staff, Deacon Fellowship and/or Worship Division shall be responsible for the administration of the Lord's Supper.

ARTICLE VII: ELECTION OF CONVENTION MESSENGERS

Section 1. Application

This article shall apply to the election of messengers to represent the church at conventions which shall include meetings of the Southern Baptist Convention, the Baptist General Convention of Texas and any other groups at which more than one messenger may represent and vote for the church. In cases where only one such messenger is permitted, the pastor or any member of the church designated by the pastor may represent and vote for the church without formal action of the church under this article.

Section 2. Nomination and Election of Messengers

The nomination and election of such messengers shall take place at a church conference prior to the convention. Nominations shall be received from church members prior to or at the meeting. Only church members who have committed to attend the convention, if elected, shall be eligible for nomination.

If the number of nominees is fewer than, or equal to, the number of messengers to be elected, all nominees shall be deemed elected without a vote. Any slots remaining unfilled, or opening thereafter, shall be filled on a first-come, first-served basis by church members who volunteer to attend. They shall be deemed duly elected as messengers by the church when they commit to attend.

If the number of nominees is greater than the number of messengers to be elected, a vote shall be taken and the positions shall be filled in order of the number of votes for each nominee. Nominees not elected as messengers shall be designated as alternates in the order of preference of the number of votes they receive.

Section 3. Informing the Church

Whenever issues at an upcoming convention or meeting are expected to be unusually critical or controversial, an educational process shall be conducted for the purpose of adequately informing the church and its messengers on the anticipated issues.

ARTICLE VIII: AMENDMENTS AND EVALUATION

Section 1. Amendments

These Bylaws may be amended, revised or repealed by two-thirds (2/3) vote of the members voting at any duly convened church conference or at a special meeting called for that purpose, subject to the other requirements of this section. Notice of the proposed amendment, revision or repeal shall be given at least ten (10) days prior to the meeting date. If a motion for amendment, revision or repeal of the Bylaws is made without prior review and approval by the Organization Division, the motion shall be tabled at the meeting when it is made and referred to the Organization Division. The Organization Division, in consultation with the ministerial staff, shall then review the motion and formulate a recommendation to the church. Within sixty (60) days after the motion was first introduced, a special church conference called by the pastor or the chairperson of the Coordinating Council shall be held for the purpose of hearing the recommendation of the Organization Division and acting on the motion. At least ten (10) days notice of the proposed amendment, revision or repeal and the recommendation of the Organization Division shall be given before the latter meeting.

Copies of any proposed amendment or revision of the Bylaws shall be made available to any church member in the church office for at least ten (10) days before any vote thereon.

Section 2. Evaluation

At least once every five years, these Bylaws shall be reviewed by a committee composed of (1) a representative of each division, administrative committee, the Active Deacons and the ministerial staff and (2) a chairperson who may, but need not, be one of those representatives. Each group may select its own representative with the concurrence of the Organization Division which shall appoint the chairperson.

ARTICLE IX: PREVIOUS CHURCH BYLAWS

All Bylaws adopted by Southland Baptist Church prior to April 28, 2013 are hereby rescinded and are superseded by these Bylaws.