

TEMPLE BAPTIST CHURCH Of Hobbs, New Mexico

CHURCH CONSTITUTION PREAMBLE

So that things may be done appropriately, decently, and in order in accordance with the accepted tenets of other churches of like precious faith, and that we may more readily help each other in our Christian service, we declare and establish this constitution to which we voluntarily submit ourselves.

ARTICLE I NAME AND PURPOSE

SECTION 1 - NAME:

This congregation of believers shall be known as the **TEMPLE BAPTIST CHURCH of HOBBS, NEW MEXICO.**

SECTION 2 - PURPOSE:

(A) This congregation is organized as a church exclusively for charitable, religious, and educational purposes within the meaning of Section 501 (c) (3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Revenue Law), including, but not limited to, for such purposes, the establishing and maintaining of religious worship, the buildings, maintaining and operating of churches, parsonages, schools, chapels, radio stations, television stations, rescue missions, print shops, day care centers, camps, nursing homes, and cemeteries, and any other ministries that the church may be led of God to establish.

(B) The church shall also ordain and license men to the Gospel ministry; evangelize the unsaved by the proclaiming of the Gospel of the Lord Jesus Christ; educate believers in a manner consistent with the requirements of Holy Scripture, both in Sunday and weekday schools of Christian education; maintain missionary activities in the United States and any foreign country; and engage in any other ministry that the church may decide, from time to time, to pursue in obedience to the will of God.

ARTICLE II STATEMENT OF FAITH AND COVENANT

SECTION 1 - STATEMENT OF FAITH:

(A) The Holy Scriptures

We believe the Holy Scriptures of the Old and New Testament to be the verbally and plenary inspired Word of God. The Scriptures are inerrant, infallible and God-breathed, and therefore are the final authority for faith and life. The sixty-six books of the Old and New Testaments are the complete and divine revelation of God to Man. The Scriptures shall be interpreted according to their normal grammatical-historical meaning. The King James Version of the Bible shall be the official and only translation used by the Church (2 Tim. 3; 16-17; 2 Pet. 1:20-21).

(B) Dispensationalism

We believe that the Scriptures interpreted in their natural, literal sense reveal divinely determined dispensations or rules of life which define man's responsibilities in successive ages. These dispensations are not ways of salvation, but rather are divinely ordered stewardships by which God directs man according to His purpose, Three of these dispensations—the age of law, the age of the Church, and the age of the kingdom—are the subjects of detailed revelation in Scripture (Gen. 1:28; 1 Cor. 9:17; 2 Cor. 3:9-18; Gal. 3:13-25; Eph. 1:10; 3:2-10; Col. 1:24-25, 27; Rev. 20:2-6).

(C) The Godhead

We believe in one Triune God, eternally existing in three persons—Father, Son, and Holy Ghost, each co-eternal in being, co-identical in nature, co-equal in power, and glory, and having the same attributes and perfections (Deut. 6:4, Matt. 28:19; 2 Cor. 13:14; John 14:10,26).

(D) The Person and Work of Christ

(1) We believe that the Lord Jesus Christ, the eternal Son of God, became man, without ceasing to be God, having been conceived by the Holy Ghost and born of the virgin Mary, in order that He might reveal God and redeem sinful men (Isa. 7:14; 9:6; Luke 1:35; John 1:1-2,14; 2 Cor. 5:19-21, Gal. 4:4-5; Phil. 2:5-8).

(2) We believe that the Lord Jesus Christ accomplished our redemption through His death on the cross as a representative vicarious, substitutionary sacrifice; and, that our justification is made sure by His literal, physical resurrection from the dead (Acts 2:18-36; Rom. 3: 24-25; 1 Pet. 2:24; Eph. 1-7; 1 Pet. 1:3-5).

(3) We believe that the Lord Jesus Christ ascended to Heaven, and is now exalted at the right hand of God, where, as our High Priest, He fulfills the ministry of Representative, Intercessor, and Advocate (Acts 1:9-10; Heb. 9:24; 7:25; Rom. 8:34; John 2:1-2).

(E) The Person and Work of the Holy Ghost

(1) We believe that the Holy Ghost is a person who convicts the world of sin, of righteousness, and of judgment; and, that He is the Supernatural Agent in regeneration, baptizing all believers into the body of Christ, indwelling and sealing them unto the day of redemption (John 16:8-11; Rom. 8:9; 1 Cor. 12:12-14; 2 Cor. 3:6; Eph. 1:13-14).

(2) We believe that He is the Divine Teacher who assists believers to understand and appropriate the Scriptures and that it is the privilege and duty of all the saved to be filled with the Spirit (Eph. 1:17-18; 5:28; 1 John 2:20,27).

(3) We believe that God is sovereign in the bestowal of spiritual gifts to every believer. God uniquely uses evangelists, pastors, and teachers to equip believers in the assembly in order that they can do the work of the ministry (Rom. 12:3-8; 1 Cor. 12:4-11, 28; Eph. 4:7-12).

(4) We believe that the sign gifts of the Holy Spirit, such as speaking in tongues and the gift of healing, were temporary. We believe that speaking in tongues was never the common or necessary sign of the baptism or filling of the Holy Spirit and the ultimate deliverance of the body from sickness or death awaits the consummation of our salvation in the resurrection, though God frequently chooses to answer the prayers of believers for physical healing (1 Cor. 1:22; 13:8; 14:21-22).

(F) The Total Depravity of Man

We believe that man was created in the image and likeness of God, but that in Adam's sin the human race fell, inherited a sinful nature, and became alienated from God; and that man is totally depraved, and, of himself, utterly unable to remedy his lost condition (Gen. 1:26-27; Rom. 3:22-23; 5:12; 6:23; Eph. 2:1-3; 4:17-19).

(G) Salvation

We believe that salvation is the gift of God brought to man by grace and received by personal faith in the Lord Jesus Christ, Whose precious blood was shed on Calvary for the forgiveness of our sins (John 1:12; Eph.1:7; 2:8-10; 1 Pet.1:18-19).

(H) The Eternal Security and Assurance of Believers

(1) We believe that all the redeemed, once saved, are kept by God's power and are thus secure in Christ forever (John 6:37-40; 10:27-30; Rom. 8:1; 38-39; 1 Cor. 1:4-8; Pet.1:4-5).

(2) We believe that it is the privilege of believers to rejoice in the assurance of their salvation through the testimony of God's Word, which, however, clearly forbids the use of Christian liberty as an occasion to the flesh (Rom. 13:13-14; Gal. 5:13; Titus 2:11-15).

(I) The Church

(1) We believe that the local church, which is the body and the espoused bride of Christ, is solely made up of horn-again persons (1 Cor. 12:12-14; 2 Cor. 11:2; Eph. 1:22-23; 5:25-27).

(2) We believe that the establishment and continuance of local churches is clearly taught and defined in the New Testament Scriptures (Acts 14:27; 20:17, 28-32; 1 Tim.3:1-13; Titus 1:5-11).

(3) We believe in the autonomy of the local church free of any external authority or control (Acts 13:1-4; 15:19-31; 20:28; Rom. 16:1,4; 1 Cor. 3:9, 16; 5:4-7,13; 1 Pet.5:1-4).

(4) We recognize baptism by immersion and the Lord's Supper (closed communion) as the Scriptural ordinances of obedience for the Church his age (Matt. 28:19-20; Acts 2:41-42; 18:18; 1 Cor. 11:23-26).

(J) Separation

We believe that all the saved should live in such a manner as not to bring reproach upon their Savior and Lord; and, that separation from all religious apostasy, all worldly and sinful pleasures, practices and associations is commanded of God (Rom. 12:1-2, 14:13; 2 Cor. 6:14-7:1; 2 Tim. 3:1-5; 1 John 2:15-17; 2 John 9-11).

(K) The Second Advent of Christ

We believe in that "blessed hope," the personal, imminent return of Christ who will rapture His Church prior to the seven-year tribulation period. At the end of the Tribulation Christ will personally and visibly return, with His saints, to establish His earthly Messianic Kingdom which was promised to the Nation of Israel (Ps. 89:3-4; Dan. 2:31-45; Zech. 14:4-11; 1 Thess. 1:10; 1 Thess. 4:13-18; Titus 2:13; Rev. 3:10; 19:11-16; 20:1-6).

(L) The Eternal State

(1) We believe in the bodily resurrection of all men, the saved to eternal life, and the unsaved to judgment and everlasting punishment (Matt. 25:46; John 5:28-29; 11:25-26; Rev. 20:5-6,12-13).

(2) We believe that the souls of the redeemed are, at death, absent from the body and present with the Lord, where in conscious bliss they await the first resurrection, when spirit, soul, and body are reunited to be glorified forever with the Lord (Luke 23:43; 2 Cor. 5:8; Phil. 1:23; 3:21; 1 Thess.4:16-17; Rev.20:4-6).

(3) We believe that the souls of unbelievers remain, after death, in conscious punishment and torment until the second resurrection, when with soul and body reunited they shall appear at the Great White Throne of Judgment, and shall be cast into the Lake of Fire, not

to be annihilated, but to suffer everlasting conscious punishment and torment (Matt. 25:41-46; Mark 9:43-48; Luke 16:19-26; 2 Thess. 1:7-9; Jude 6-7; Rev. 20:11-15).

(M) The Personality of Satan

We believe that Satan is a person, the author of sin and the cause of the Fall of Man; that he is the open and declared enemy of God and man; and that he shall be eternally punished in the Lake of Fire (Job 1:6-7; Isa. 14:12-17; Matt. 4:2-11; 25:41; Rev. 20:10).

(N) Creation

We believe that God created the universe in six literal, 24 hour periods. We reject evolution, the Gap Theory, the Day Age Theory, and Theistic Evolution as unscriptural theories of origin (Genesis 1-2; Exo. 20:11).

(O) Civil Government

We believe that God has ordained and created all authority consisting of three basic institutions: 1) the home; 2) the Church; and 3) the state. Every person is subject to these authorities, but all (including the authorities themselves) are answerable to God and governed by His Word. God has given each institution specific Biblical responsibilities and balanced those responsibilities with the understanding that no institution has the right to infringe upon the other. The home, the Church, and the state are equal and sovereign in their respective Biblically assigned spheres of responsibility under God (Rom. 13:1-7; Eph. 5:22-24; Heb. 13:17; 1 Pet. 2:13-14).

(P) Human Sexuality

We believe that the term “marriage” has only one, legitimate meaning, and that is marriage sanctioned by God, which joins one man and one woman in a single, covenantal union, as delineated by Scripture. Marriage ceremonies performed in any facility owned, leased or rented by this church will be only those ceremonies sanctioned by God, joining one man and one woman as their genders were determined at birth. Whenever there is a conflict between the church’s position and any new legal standard of marriage, the church’s statement of faith, doctrines and biblical positions will govern. (Gen. 2:24; Ephesians 5:22-23; Mark 10:6-9; 1 Cor 7:1-9)

We believe God has commanded that no intimate sexual activity be engaged in outside of marriage as defined above. We believe that any other type of sexual identity; expression, or activity such as homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery and pornography; that lies outside of this definition of marriage, including those that are becoming more accepted in the culture and the courts, are sinful perversions of and contradictory to God’s natural design and purpose for sexual activity. (Gen. 2:24; 19:5; Lev. 18:1-30; Romans 1:26-29; 1 Cor 5:1; 6:9-10; 1 Thess 4:1-8; Hebrews 13:4)

(Q) Divorce and Remarriage

We believe that God hates divorce and intends marriage to last until one of the spouses dies. Divorce and remarriage is regarded as adultery except on the grounds of fornication, Although divorced and remarried persons or divorced persons may hold positions of service in the Church and be greatly used of God for Christian service, they may not be considered for the offices of pastor or deacon (Mal. 2:14-17; Matt. 19:3-12; Rom. 7:1-3; 1 Tim. 3:2,12; Titus 1:6).

(R) Abortion

We believe that human life begins at conception and that the unborn child is a living human being. Abortion constitutes the unjustified, unexcused taking of unborn human life. Abortion is murder. We reject any teaching that abortions of pregnancies due to rape, incest, birth defects, gender selection, birth or population control, or the mental well-being of the mother are acceptable (Job 3:16; Psalms 51:5; 139; 14-16; Isa. 44:24; 49:1, 5; Jer. 1:5; 20:15-18; Luke 1:44).

(S) Missions

We believe that God has given the Church a Great Commission to proclaim the Gospel to all nations so that there might be a great multitude from every nation, tribe, ethnic group, and language group who believe on the Lord Jesus Christ. As ambassadors of Christ we must use all available means to go to the foreign nations and not wait for them to come to us (Matt. 28; 19-20; Mark 16:15; Luke 24:46-48; John 20:21; Acts 1:8; 2 Cor. 5:20).

(T) Lawsuits Between Believers

We believe that Christians are prohibited from bringing civil lawsuits against other Christians or the Church to resolve personal disputes. We believe the Church possesses all the resources necessary to resolve personal disputes between members. We do believe, however, that a Christian may seek compensation for injuries from another Christian's insurance company as long as the claim is pursued without malice or slander (1 Cor.6:1.8; Eph.4:31-32).

(U) Giving

We believe that every Christian, as a steward of that portion of God's wealth entrusted to him, is obligated to support his local Church financially. We believe that God has established the tithe as a basis for giving but that every Christian should also give other offerings sacrificially and cheerfully to the support of the Church, the relief of those in need, and the spread of the Gospel. We believe that a Christian relinquishes all rights to direct the use of the tithe or offering once the gift has been made (Gen. 14:20; Prov. 3:9-10; Acts 4:34-37; 1 Cor. 16:2; 2 Cor. 9:6-7; Gal. 6:6; Eph. 4:28; 1 Tim. 5:17-18; 1 John 3:17; Mal. 3:8-11; Lev. 27:30-32).

SECTION 2 - AUTHORITY OF STATEMENT OF FAITH

The statement of Faith does not exhaust the extent of our faith. The Bible itself is the sole and final source of all that we believe. We do believe, however, that the foregoing Statement of Faith accurately represents the teaching of the Bible, and therefore, is binding upon all members.

SECTION 3 – COVENANT

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Saviour, and on profession of our faith, having been baptized in the name of our Father, and of the Son, and of the Holy Ghost, we do now, in the presence of God, angels, 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 Ghost, to walk together in Christian love; to strive for the advancement of this Church in knowledge, holiness and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline and doctrines; to give it a sacred preeminence over all institutions of human origin; to contribute cheerfully and regularly to the support of the ministry, the expenses of the Church, the relief of the poor, and the spread of the Gospel through all nations. We also engage to maintain family and private devotions; to religiously educate our children; to seek the salvation of our kindred, acquaintances, and others; to walk circumspectly in the world; to be just in our dealings, faithful to our engagements, and exemplary in our deportment; to avoid all tattling, backbiting, and excessive anger; to abstain from amusements such as gambling, worldly music, and dancing; to be free from all partnerships with unbelievers; to abstain from the sale or use of tobacco in any form, narcotic drugs, or intoxicating drink as a beverage; and to be zealous in our efforts to advance the kingdom of our Saviour.

We further engage to watch over one another in brotherly love, to remember each other in prayer; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and courtesy of speech; to be slow to take offense, but always ready for reconciliation, and mindful of the rules of our Saviour, to secure reconciliation 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 III MEMBERSHIP

SECTION 1 - QUALIFICATIONS FOR MEMBERSHIP

Upon a majority vote of the members present at any Church service or meeting, membership shall be extended to all who have had and whose lives evidence a genuine experience of regeneration through faith in and acceptance of the Lord Jesus Christ as personal Saviour; who renounce sin; who endeavor to live a consecrated life wholly unto the Lord; who folly subscribe to the Statement of Faith contained herein; and who enter into the Church covenant contained herein; and upon compliance with any one of the following conditions:

(A) By baptism (immersion) as a true believer in Christ Jesus as personal Saviour;

(B) By letter of transfer or written statement of good standing from another Bible believing Church of like faith and practice having been baptized by immersion subsequent to a profession of faith;

(C) By statement of faith, having been baptized by immersion in a Church of like faith and practice which is no longer in existence;

(D) Be restoration, if having been removed from membership, upon majority vote of the congregation after confession is made publicly before the Church membership of the sin or sins involved, and satisfactorily evidencing repentance to the Pastor (or the Board of Deacons if the office of Pastor is vacant).

SECTION 2 - DUTIES OF A MEMBER

On becoming a member of this Church, in addition to the covenant contained in Article II, Section 3, each one further covenants to love, honor, and esteem the Pastor; to pray for him; and to recognize his authority in spiritual affairs of the Church; to cherish a brotherly love for all members of the Church; to support the Church in prayer, tithes, offerings and with other financial support as the Lord enables; and in accordance with Biblical commands to support through a lifestyle walk affirmation of the beliefs and practices of the Church.

SECTION 3 - PRIVILEGES OF MEMBERSHIP

This congregation functions, not as a pure democracy, but as a body under the Headship of the Lord Jesus Christ and the direction of the Pastor as the undershepherd with the counsel of the Board of Deacons. Membership in this Church does not afford those individuals with any property, contract, or civil rights based on principles of democratic government. Determination of the internal affairs of this Church are ecclesiastical matters and shall be determined exclusively by the Church's own rules and procedures. The Pastor shall oversee and/or conduct all aspects of this Church. The Board of Deacons shall give counsel and assistance to the Pastor as requested by him. The membership of the Church has certain limited areas of exercising a vote. Members may not vote to initiate any Church action, but rather the vote of a member is to confirm and ratify the direction of the Church as determined by the Pastor and or the board of deacons.

SECTION 4 - DISCIPLINE OF A MEMBER

(A) There shall be a Discipline Committee consisting of the Pastor and the Board of Deacons. These men shall have sole authority in determining heretical deviations from the Statement of Faith and violations of the Church Covenant. If the Pastor or a deacon is the subject of a disciplinary matter, he shall not sit as a member of the Discipline Committee. He shall be entitled to the same steps as other Church members and be subject to the same discipline.

(B) Members are expected to demonstrate special loyalty and concern for one another. When a member becomes aware of an offense of such magnitude that it hinders spiritual growth and testimony, he is to go alone to the offending party and seek to restore his brother. Before he goes he should first examine himself. When he goes, he should go with a spirit of humility and have the goal of restoration.

(C) If reconciliation is not reached, a second member, either a deacon or the Pastor is to accompany the one seeking to resolve the matter. This second step should also be preceded by self-examination, and exercised in a spirit of humility with the goal of restoration.

(D) If the matter is still unresolved after the steps outlined in subsections (B) and (C) have been taken, the Discipline Committee, as the Church representatives biblically responsible for putting down murmuring, shall hear the matter. If the matter is not resolved during the hearing before the Discipline Committee, the Committee shall recommend to the member of the Church that they, after self-examination, make an effort personally to go to the offending member and seek that member's restoration.

(E) If the matter is still unresolved after the steps outlined in subsections (B), (C), and (D) have been taken, such members who refuse to repent and be restored are to be removed from the membership of the Church upon a majority vote of the membership present at meeting called for the purpose of considering disciplinary action.

(F) No matter may be heard by the Discipline Committee or the Church unless the steps outlined in subsections (B) and (C).

(G) If an unrepentant offending party is removed from the Church membership, all contact with him from that point forward must be for the sake of restoration (except family members).

SECTION 5 - TRANSFER OF MEMBERSHIP

Members, not under the disciplining process of Section 4, may request that letters of transfer be sent to another Church of like faith and practice.

SECTION 6 - TERMINATION OF MEMBERSHIP

(A) The membership of any individual member may be automatically transferred to the inactive roll without notice if the member in question has not attended a regular worship service of the Church in the preceding six months. An inactive member shall not have the right to vote or to hold office. Any member who has been placed on the Inactive Roll may be restored to regular membership in good standing and with full privileges upon making a satisfactory explanation to the Church regarding his inactivity. A Letter of Dismissal for such a member on the Inactive Roll will be granted to another Baptist Church, but there will be a notation in the letter that such member has been inactive and not in full fellowship with this Church.

(B) No member of this Church may hold membership in another Church, If any member unites in membership with another Church, that person is automatically terminated without notice from membership in this Church.

(C) A member may resign at any time, but no letter of transfer or written statement of good standing will be issued upon such resignation, except at the discretion of the Pastor.

(D) Should a member of the Church become an offense to the Church and to its' good name by reason of immoral or unchristian conduct, the Church membership may terminate his membership, but only after due notice and hearing, and after faithful efforts have been made to bring such member to repentance and amendment. Any member whose membership has been terminated for any offense may be restored to membership by vote of the Church upon evidence of his repentance and reformation.

ARTICLE IV OFFICERS

SECTION 1 - CHURCH OFFICERS:

The Church officers are Pastor (see Article V, Section 1), deacon (see Article V, Section 2), minister of records (see Article V, Section 3) minister of finance (see Article V, Section 4), minister of Sunday school (see Article V, Section 5), and minister of hospitality (see Article V, Section 6). One person may hold two or more offices, except that of Pastor. The Pastor, from time to time as he deems appropriate, may appoint other Church officers, subject to a confirmation vote of the Church membership.

SECTION 2 - DESIGNATION OF CORPORATE OFFICERS:

As an accommodation to legal relationships outside the Church the Pastor shall serve as president of the corporation; the secretary of board of deacons shall serve as secretary of the corporation; the minister of finances shall serve as treasurer of the corporation; and the chairman of the board of deacons shall serve as vice president of the corporation.

SECTION 3 - ELIGIBILITY FOR CONTINUANCE IN OFFICE

(A) All Church officers shall affirm their agreement with the Statement of Faith (as set forth in Article El) annually in the presence of each other.

(B) All Church officers must be approved initially and thereafter annually by the Pastor in order for them to commence or continue in their offices.

(C) Only Church members are eligible for election or appointment to any Church office or position.

SECTION 4 - TERMS OF OFFICE

The length of terms of office shall be as follows:

(A) The relationship between the Pastor and the Church shall be permanent unless dissolved at the option of either party by giving of a month's notice, or less by mutual consent. The severance of the relationship between the Pastor and the Church may be considered at any regular Church administration meeting, provided notice to that effect shall have been given from the pulpit to the Church two Sundays prior to said regular Church administration meeting. A three-fourths majority of the members present and voting shall be required to decide the matter. Disciplinary removal of the Pastor from office automatically terminates his membership. A restoration to membership after disciplinary removal will be subject to the requirements of Article III, Section 1(D).

(B) The term of service for offices and positions in the Church, except the Pastor, the Deacons and the Minister of Records, shall be one year, at the expiration of which they may be re-elected or re-appointed. The deacons shall serve a two year term with the men being elected on alternating years leaving experienced men on the board at all times. They must remain out of this office for one year before being eligible to serve another term. The Ministers of Records will serve a two year term after which they may be reappointed or renominated, being elected on alternate years leaving an experienced person on at all times.

(C) A vacancy occurring in any office or board, except in the case of the Pastor, may be filled at any regular board of trustees meeting.

(D) All elected and appointed officers shall serve in their respective offices until their successors are duly elected or appointed.

SECTION 5 - ELECTION OF OFFICERS

The annual election of officers by the Church membership shall occur during the month of January at the annual Church administration meeting.

SECTION 6 - PASTORAL OVERSIGHT OF OFFICERS AND STAFF

(A) Subject to the approval of the Church membership and on the condition that they shall become a member of the Church upon assuming their duties, the Pastor may hire associates and assistants, to assist the Pastor in carrying out his God-given responsibilities.

(B) All Church staff, whether paid or volunteer, shall be under the supervision of the Pastor who has the sole authority to hire, appoint, or dismiss the same.

ARTICLE V DUTIES OF OFFICERS

SECTION 1 - THE PASTOR (I Tim. 3:1-7; Titus 1:6-9)

(A) The Pastor shall preach the Gospel regularly and shall be at liberty to preach the whole council of the Word of God as the Lord leads him. He shall administer the ordinances of the Church, act as moderator at all Church meeting for the transaction of Church matters, supervise the teaching ministries of the Church, and tenderly watch over the spiritual interests of the membership.

(B) The Pastor shall serve as the president of the corporation. He shall publicly inform all newly-elected officers of the particular function and the responsibilities of their respective offices. He shall extend the right hand of fellowship to all new members on behalf of the Church and perform such other duties as generally appertain to such a position. The Pastor shall be free to choose the means and methods by which he exercises the ministry that God has given him. The office of Pastor will be held only by a man.

SECTION 2 - THE BOARD OF DEACONS: (1 Tim. 3:8-13)

(A) The board of deacons shall assist the Pastor, in such manner as he shall request, in promoting the spiritual welfare of the Church, in conducting the religious services and in performing all other work of the Church. They shall make provision for the observance of the ordinances of the Church. They shall, if requested by the Pastor, consider applications for Church membership. They shall, in cooperation with the Pastor, disburse the benevolence fund. They shall assist the Pastor in visitation and all other evangelistic efforts of the Church. The board of deacons shall assist the Pastor in caring for the administrative needs of the Church's various ministries as requested by the Pastor. If the office of Pastor is vacated, they would provide the pulpit supply, set up a pulpit committee, and lead the Church in Pastor's absence. The office of deacon will only be held by a man.

(B) Immediately following the annual Church administration meeting, the board of deacons shall assemble and elect, from their own number, a chairman, who shall be vice president of the corporation, a vice chairman, and a secretary.

(C) The board of deacons shall constitute the board of trustees of the corporation. The board of trustees shall exercise only the following specific powers:

(1) to purchase, hold, lease, or otherwise acquire real and personal property on behalf of the Church, and to take real and personal property by will, gift, or bequest on behalf of the Church;

(2) to sell, convey, alienate, transfer, lease, assign, exchange, or otherwise dispose of, land to mortgage, pledge, or otherwise encumber the real and personal property of the Church, to borrow money and incur indebtedness for the purpose and the use of the Church; to cause to be executed, issued, and delivered for the indebtedness, in the name of the Church, promissory notes, bond, debentures, or other evidence of indebtedness; and to secure repayment by deeds of trust, mortgages, or pledges.

(3) to exercise all powers necessary for the dissolution of the Church corporation, if such action is mandated by a vote of the Church membership.

SECTION 3 - THE MINISTER OF RECORDS

The minister of records shall keep a record of Church proceedings, of the membership roll, of all baptisms, of certificates of ordination, licenses and commissions as directed by the Church, and preserve all documents, papers, and letters coming into his/her hands during his/her term of office. All records are to be kept in the Church office, and delivered to any successor upon leaving office. He/she shall keep an account of any special events in the life of the Church which are of historical interest and shall give a report at the annual church administration meeting of the status of the Church membership roll in the past year.

SECTION 4 - THE MINISTER OF FINANCE:

The minister of finances shall account for all funds contributed to the Church and shall disburse the same as ordered by the Church. All expenditures of the church except miscellaneous petty cash disbursements shall be paid by check. The minister of finances shall also serve as treasurer of the corporation

SECTION 5 - THE MINISTER OF SUNDAY SCHOOL

The minister of Sunday school shall supervise the Sunday school. In consultation with the Pastor he shall recommend the appointment of the teachers of the Sunday school. He shall preside at the

teachers' meetings, and report on the condition of the Sunday school at the annual Church administration meeting.

SECTION 6 - THE MINISTER OF HOSPITALITY

The minister of hospitality, in cooperation with the Pastor, shall appoint a sufficient number of assistants to care for the work of ushering and extending the official hospitality of the Church to its members and visitors.

SECTION 7 - ASSOCIATE PASTORS

Under the direction and guidance of the Pastor, the associate pastors of the Church shall assist the Pastor in carrying out the ministries of the Church.

SECTION 8 - DUTIES OF ALL OFFICERS

(A) All officers shall prepare a written report of their work for the annual Church administration meeting and shall surrender any records in their possession to the minister of records at the close of their term of office to be filed as a permanent record of the work of the Church. All records are the property of the Church and must be kept in the Church office.

(B) Any officer who neglects his duties as outlined in the constitution for a period of three months may be removed from his\her office at the discretion of the Pastor and another may be appointed by the Pastor to serve the unexpired term.

SECTION 9 - INSTALLATION OF OFFICERS

A public installation service in which all newly-elected officers of the Church are to be dedicated to their respective offices and the presentation of newly-elected deacons shall be held at a public Church service following their election at the annual Church administration meeting.

ARTICLE VI MEETINGS

SECTION 1 - MEETINGS FOR WORSHIP

Unless otherwise determined by the Pastor, the Church shall meet each Sunday for public worship both morning and evening and at least once during the week for Bible study and prayer. The ordinance of the Lord's Supper shall be observed at the discretion of the Pastor and the board of deacons.

SECTION 2 - MEETINGS FOR CHURCH ADMINISTRATION

An annual Church administration meeting of the Church shall be held on a Sunday evening of late January, at which time the regular Church administration shall be considered. A quorum shall consist of the members present. In December, the Church shall set a date for the annual election of Church officers and church administration meeting in January.

SECTION 3 - SPECIAL MEETINGS

(A) The Pastor (or deacons) if the office of Pastor is vacant or the Pastor is the subject of possible disciplinary action may call a special meeting by giving notice of such a meeting and the purpose for which it is called to the Church from the pulpit at least one Sunday and not less than one week prior to said meeting. A meeting for election of a pastor may be called by the pulpit committee at any regular Church meeting of the Church at least two weeks in advance.

(B) Bible conferences, missionary conferences, and revivals may be held as the Pastor deems beneficial.

SECTION 4 - FISCAL YEAR

The fiscal year of the Church shall begin January 1st and end December 31st.

ARTICLE VII MINISTRY OF EDUCATION

SECTION 1 – PURPOSE

The Church believes that it is to provide the members' children with an education which is based upon and consistent with Biblical teachings. The Church believes that the home and Church are responsible before God for providing a Christian education. To this end, the Church shall engage in ministries in education in keeping with the following dictates.

SECTION 2 - CHURCH PARTICIPATION:

All educational programs or courses of instruction formulated and offered by the Church shall be primarily for the benefit of the members of the Church; however, the Pastor may permit non-Church members to participate in Church educational programs or courses of instruction if he deems it in the best interest of the Church.

SECTION 3 - STAFF MEMBERSHIP

All instructors, teachers, administrators shall be members of this Church. This provision shall not apply to visiting missionaries, evangelists, or preachers, engaged for the purpose of delivering sermons, conducting revivals, or other special meetings on a temporary basis.

SECTION 4 - STATEMENT OF FAITH ACCORD

All educational programs or courses of instruction shall be taught and presented in full accord with the Statement of Faith of the Church.

SECTION 5 - UNITY

All educational programs or courses of instruction shall be conducted as an integral and inseparable ministry of the Church.

SECTION 6 – TEACHING

All educational programs or courses of instruction shall be conducted consistent with the teaching of the inerrant Word of God. Any assertion or belief which conflicts with or questions a Bible truth is a pagan deception and distortion of the truth which will be named as false. It is the responsibility of every instructor or teacher to present the inerrant Word of God as the sole infallible source of knowledge and wisdom.

SECTION 7 - CHRISTIAN WALK

All administrators, instructors, and teachers shall continue or adopt a lifestyle consistent with the precepts which they teach, whether in or out of the classroom.

ARTICLE VIII FINANCE COMMITTEE

The finance committee made up of the board of deacons, the minister of finance, and the Pastor shall be authorized to over see the funds that have been given to the Church and to make sure they are used appropriately.

The Finance Committee shall grant bonuses, raises or reimbursements as deemed needful and within the financial capabilities of the Church. The yearly budget shall be proposed and presented to the Church by the finance committee. The Pastor shall have authority to spend up to

\$500.00 without the board of deacons or Church approval for what he deems necessary to help the Church function with greater efficiency. Any expenditure greater than \$500.00 must be presented to the board of deacons for their approval. The board of deacons shall have the authority to spend up to \$1,000.00 without Church approval for what they deem necessary to help the Church function with greater efficiency. Any expenditure greater than \$1,000.00 must be presented to the Church body for their approval. The Pastor and the minister of finance shall oversee the payment of all expenditures for the regular operating expenses of the facilities; i.e. utilities, insurance, building payments, regular monthly payments, etc. These expenditures shall be paid in a timely fashion and do not have to be approved by the board of deacons or the Church body.

ARTICLE IX ORDINATION

SECTION 1 - ORDINATION QUALIFICATIONS

Any member of this Church or its mission Churches, who gives evidence of a genuine call of God into the work of the ministry and possesses the qualifications stated in 1 Timothy 3:1-7 and Titus 1:6-9, may be ordained as a minister of the Gospel.

SECTION 2 - ORDINATION PROCEDURE

(A) Upon a conference with the Pastor and after the Pastor has approved the candidate for ordination, the Pastor shall call a council to examine and pass on the qualification of the candidate. The ordination council shall consist of ordained ministers of like faith invited to participate in the examination of the candidate.

(B) If the candidate is found worthy of the ordination by the council, the ordination council may ordain the candidate on behalf of the Church.

(C) The Pastor and the chairman of the deacons shall arrange for the ordination service.

ARTICLE X TAX EXEMPT PROVISIONS

SECTION 1 - PRIVATE INUREMENT

No part of the net earning of the Church shall inure to the benefit of or be distributable to its members, trustees, officers, or other private persons, except that the Church shall be authorized and empowered to pay reasonable compensation for the services rendered and to make payments and distributions in furtherance of the purposes set forth in Article I, Section 2 hereof.

SECTION 2 - POLITICAL INVOLVEMENT

No substantial part of the activities of the Church shall be the carrying on of propaganda or otherwise attempting to influence legislation. The Church shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

SECTION 3 – DISSOLUTION

Upon the dissolution of the Church, the Trustees shall, after paying or making provision for payment of all the liabilities of the Church, dispose of all of the assets of the Church to such organization or organizations organized and operated exclusively for religious purposes as shall at the time qualify as an exempt organization or organizations under Section 501 (c)(3) or the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law), as the Trustees shall determine. Assets may be distributed only to organizations which agree with the Church's Statement of Faith.

SECTION 4 - RACIAL NONDISCRIMINATION

The Church shall have a racially nondiscriminatory policy and therefore shall not discriminate against members, applicants, students, and others on the basis of race, color, or national or ethnic origin.

ARTICLE XI DESIGNATED CONTRIBUTIONS

From time to time the Church, in the exercise of its religious, educational, and charitable purposes, may establish various funds to accomplish specific goals. Contributors may suggest uses for their contributions but all suggestions shall be deemed advisory rather than mandatory in nature. All contributions made to specific funds or otherwise designated shall remain subject to the exclusive control and discretion of the Pastor and the board of deacons. No fiduciary obligation shall be created by any designated contribution made to the Church other than to use the contribution for the general furtherance of any of the purposes stated in Article I, Section 2.

**ARTICLE XII
PULPIT COMMITTEE**

In the event of the vacancy in the office of Pastor, a pulpit committee, consisting of the board of deacons and any members in good standing that the Church appoints, shall seek to find men who are in agreement with our Church and By-Laws. They will establish the criteria for calling a Pastor to fill this vacancy. They will receive resumes, interview prospective candidates, and present these men to the Church for their consideration with a two week notice of them coming. The candidates shall preach in view of a call and then upon the boards recommendation and the Church's approval by vote of a three-fourths majority of those present extend a call to the prospective Pastor.

**ARTICLE XIII
AMENDMENTS**

These bylaws may be revised or amended by a majority vote of the members present and voting, at any regular Church business meeting, provided that said revision or amendment has been submitted in writing and announced from the pulpit fourteen (14) days before the vote is taken.

ADOPTION

These bylaws were adopted by a two-thirds majority vote of the members present and voting at a duly-called meeting of the Church in which a quorum was present. These By-Laws supersede any other bylaws and/or constitutions of THE TEMPLE BAPTIST CHURCH, Hobbs, NM.

Date

Minister of Records

Corporation President

Corporation Secretary

THE TEMPLE BAPTIST CHURCH BY-LAWS

NUMBER 1:

Each active member of the Church in good standing of the age of 15 or older shall be entitled to vote on all matters brought before the Church.

NUMBER 2:

All Church administration meetings shall be opened and closed with prayer for divine guidance and blessing.

NUMBER 3:

All appointments for public worship and Bible study and the arrangements thereof including time and place and the use of the property belonging to the Church for purposes other than the stated appointments shall be under the control of the Pastor.

NUMBER 4:

The date of the annual Church administration meeting shall be determined at the regular Church ministry affairs meeting in December of each year.

NUMBER 5:

All literature used in the Church shall be in complete agreement with the Statement of Faith,

NUMBER 6:

The following items shall be covered at the regular Church administration meetings;

- (a) Opening Prayer
- (b) Call to Order - motion to begin meeting
- (c) Church Averages; attendance, departmental, and bus
- (d) Altar Results
- (e) Reading of Financial Reports:
 - General Fund
 - Mission Fund
 - MIA Fund (if applicable)
 - Any other financial statements or expenditures that may apply
- (f) Biblical Requirements for Office of the Deacon
- (g) Presenting of Ballot - Election of Officers
- (h) Goals
- (i) New Matters of business
- (j) Presentation of New Officers
- (k) Adjournment
- (l) Benediction

NUMBER 7:

These by-laws may be altered, suspended, or amended at a regular Church administration meeting by a majority vote of the members present and voting.

NUMBERS 8: (Amended 1-21-96)

A new church office will be established called the Advisor to the Board. These men may or may not meet all the qualifications of the deacon. They must be in good standing with the Church and proven in their behavior and Christian life. The Advisor will meet with the Board for most meetings and help with duties and responsibilities laid out by the Pastor. In the event of action to be taken by the Board, the Advisor will not have a vote but will have a voice in the matters. His voice allows him the opportunity to express his opinion pro or con and give insight as to how he perceives the action. He will assist the Pastor and Board in visitation and all other evangelistic efforts of the Church.

NUMBER 9: (Amended 8-25-96)

The Pastor's Salary package will be reviewed each January, prior to the Annual Church Business Meeting. Evaluation will be made and consideration given to his family and their needs.