

FIRST BAPTIST CHURCH OF FRANKLIN TEXAS BYLAWS

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BYLAWS

FIRST BAPTIST CHURCH FRANKLIN TEXAS

This document, the Bylaws of First Baptist Church Franklin Texas (hereafter referred to as “bylaws”), is subject to the higher authority of the Word of God. Because the local church is a living, growing, and flexible body subject ultimately to the authority of Jesus Christ alone, this document is subject to amendment, pursuant to the provisions herein, as the Church grows spiritually and numerically. Thus, absent such amendment and for the protection of all, this document shall govern the operation of First Baptist Church Franklin Texas.

The bylaws serve as an operational and practical framework for governing the work of the Church. All entities of First Baptist Church Franklin Texas (hereafter sometimes referred to as “FBCFT” or “the Church”) are subject to these bylaws, unless the entity is incorporated into a separate legal entity.

ARTICLE I - BIBLICAL FOUNDATION

1.1 Church Mission

The mission of First Baptist Church Franklin Texas is to bring glory to God through Jesus Christ, by the power of the Holy Spirit, in fulfilling the Great Commission and the Great Commandment. First Baptist Church Franklin Texas seeks to make disciples who Preach the word, Live the word, and Love the people.

1.2 Church Statement of Faith

I. The Scriptures

The Holy Bible was written by men divinely inspired and is God’s revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all scripture is totally true and trustworthy. It reveals the principles by which God judges us and therefore is and will remain to the end of the world the true center of Christian union and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All scripture is a testimony to Christ, who is Himself, the focus of divine revelation.

Exodus 24:4; Deuteronomy 4:1-2; 17:19; Joshua 8:34; Psalms 19:7-10; 119:11,89,105,140; Isaiah 34:16; 40:28; Jeremiah 15:16; 36:1-32; Matthew 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16ff; 17:11; Romans 15:4; 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21

II. God

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, the Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all-powerful and all knowing; and His perfect

knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

A. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

Genesis 1:1; 2:7; Exodus 3:14; 6:2-3; 15:11ff; 20:1ff; Leviticus 22:2; Deuteronomy 6:4;32:6; 1 Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3,15; 64:8; Jeremiah 10:10; 17:13; Matthew 6:9ff; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Romans 8:14-15; 1 Corinthians 8:6; Galatians 4:6; Ephesians 4:6; Colossians 1:15; 1 Timothy 1:17; Hebrews 11:6; 12:9; 1 Peter 1:17; 1 John 5:7

B. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ, he was conceived of the Holy Spirit and born of the Virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind, yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever-present Lord.

Genesis 18:1ff; Psalms 2:7ff; 110:1ff; Isaiah 7:14; 53:1-12; Matthew 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16,27; 17:5; 27; 28:1-6,19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18,29; 10:30,38; 11:25-27; 12:44-50; 14:7-11; 16:15-16,28; 17:1-5, 21:22; 20:1-20,28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5,20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3,34; 10:4; 1 Corinthians 1:30; 2:2; 8:6; 15:1-8,24-28; 2 Corinthians 5:19-21; 8:9; Galatians 4:4-5; Ephesians 1:20; 3:11; 4:7-10; Philippians 2:5-11; Colossians 1:13-22; 2:9; 1 Thessalonians 4:14-18; 1 Timothy 2:5-6; 3:16; Titus 2:13-14; Hebrews 1:1-3; 4:14-15; 7:14-28; 9:12-15, 24-28; 12:2;13:8; 1 Peter 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Revelation 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16

C. God the Holy Spirit

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination, He enables men to understand the truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Savior, and effects regeneration. At the moment of regeneration, He baptizes every

believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

Genesis 1:2; Judges 14:6; Job 26:13; Psalms 51:11; 139:7ff; Isaiah 61:1-3; Joel 2:28-32; Matthew 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10,12; Luke 1:35; 4:1,18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17,26; 16:7-14; Acts 1:8; 2:1-4,38; 4:31; 5:3; 6:3;7:55; 8:17,39; 10:44; 13:2; 15:28; 16:6; 19:1-6; Romans 8:9-11,14-16,26-27; 1 Corinthians 2:10-14; 3:16; 12:3-11,13; Galatians 4:6; Ephesians 1:13-14; 4:30; 5:18;1Thessalonians 5:19; 1 Timothy 3:16; 4:1; 2 Timothy 1:14; 3:16; Hebrews 9:8,14; 2 Peter 1:21; 1 John 4:13; 5:6-7; Revelation 1:10; 22:17

III. Man

Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God and fell from his original innocence, whereby his posterity inherit a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors and are under condemnation. Only the grace of God can bring man into his holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

Genesis 1:26-30; 2:5,7,18-22; 3; 9:6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18,23; 5:6,12,19; 6:6; 7:14-25; 8:14-18,29; 1 Corinthians 1:21-31; 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11

IV. Salvation

Salvation involves redemption of the whole man and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. In its broadest sense, salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

A. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace.

Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Savior.

B. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer unto a relationship of peace and favor with God.

C. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

D. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

Genesis 3:15; Exodus 3:14-17; 6:2-8; Matthew 1:21; 4:17; 16:21-26; 27:22-28:6; Luke 1:68-69; 2:28-32; John 1:11-14,29; 3:3-21,36; 5:24; 10:9,28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Romans 1:16-18; 2:4; 3:23-25; 4:3ff; 5:8-10; 6:1-23; 8:1-18,29-39; 10:9-10,13; 13:11-14; 1 Corinthians 1:18,30; 6:19-20; 15:10; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; 5:22-25; 6:15; Ephesians 1:7; 2:8-22; 4:11-16; Philippians 2:12-13; Colossians 1:9-22; 3:1ff; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1-12:8,14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20; 21:1-22:5

V. God's Purpose of Grace

Election is the gracious purpose of God, according to which he regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves; yet, they shall be kept by the power of God through faith unto salvation.

Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7, 19-22; Isaiah 5:1-7; Jeremiah 31:31ff; Matthew 16:18-19; 21:28-45; 24:22,31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45,65; 10:27-29; 15:16; 17:6,12,17-18; Acts 20:32; Romans 5:9-10; 8:28-39; 10:12-15; 11:5-7,26-36; 1 Corinthians 1:1-2; 15:24-28; Ephesians 1:4-23; 2:1-10; 3:1-11; Colossians 1:12-14; 2 Thessalonians 2:13-14; 2 Timothy 1:12; 2:10,19; Hebrews 11:39-12:2; James 1:12; 1 Peter 1:2-5,13; 2:4-10; 1 John 1:7-9; 2:19; 3:2

VI. The Church

A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers associated by covenant in the faith and the fellowship of the gospel observing the two ordinances of Christ, governed by His laws, and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation, each member is responsible and accountable to Christ as Lord. Its scriptural officers are pastors and deacons. While both men and women are gifted for service in the church, the offices of pastor and deacon are limited to men as qualified by Scripture.

The New Testament speaks also of the church as the Body of Christ, which includes all of the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation.

Matthew 16:15-19; 18:15-20; Acts 2:41-42,47; 5:11-14; 6:3-6; 13:1-3; 14:23,27; 15:1-30; 16:5; 20:28; Romans 1:7; 1 Corinthians 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Ephesians 1:22-23; 2:19-22; 3:8-11,21; 5:22-32; Philippians 1:1; Colossians 1:18; 1 Timothy 2:9-14; 3:1-15; 4:14; Hebrews 11:39-40; 1 Peter 5:1-4; Revelation 2-3; 21:2-3

VII. Baptism and The Lord's Supper

Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Savior, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony of the believers faith in the final resurrection of the dead.

The Lord's Supper is a symbolic act of obedience whereby members of the church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming. All professing believers are invited to partake of The Lord's Supper.

Matthew 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; 20:7; Romans 6:3-5; 1 Corinthians 10:16,21; 11:23-29; Colossians 2:12

VIII. The Lord's Day

The first day of the week is the Lord's Day. It is a Christian Institution for regular observance. It commemorates the resurrection of Christ from the dead and should include exercises of worship and spiritual devotion, both public and private. Activities on the Lord's Day should be commensurate with a Christian's conscience under the Lordship of Jesus Christ.

Exodus 20:8-11; Matthew 12:1-12; 28:1ff, Mark 2:27-28; 16:1-7; Luke 24:1-3,33-36; John 4:21-24; 20:1,19-28; Acts 20:7; Romans 14:5-10; 1 Corinthians 16:1-2; Colossians 2:16; 3:16; Revelation 1:10

IX. The Kingdom

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly, the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

Genesis 1:1; Isaiah 9:6-7; Jeremiah 23:5-6; Matthew 3:2; 4:8-10,23; 12:25-28; 13:1-52;25:31-46; 26:29; Mark 1:14-15; 9:1; Luke 4:43; 8:1; 9:2; 12:31-32; 17:20-21; 23:42; John 3:3; 18:36; Acts 1:6-7; 17:22-31; Romans 5:17; 8:19; 1 Corinthians 15:24-28; Colossians 1:13; Hebrews 11:10,16; 12:28; 1 Peter 2:4-10; 4:13; Revelation 1:6,9; 5:10; 11:15; 21-22

X. Last Things

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous, in their resurrected and glorified bodies, will receive their reward and will dwell forever in Heaven with the Lord.

Isaiah 2:4; 11:1-9; Matthew 16:27; 18:8-9; 19:28; 24:27,30,36,44; 25:31-46; 26:64; Mark 8:38; 9:43-48; Luke 12:40,48; 16:19-26; 17:22-37; 21:27-28; John 14:1-3; Acts 1:11; 17:31; Romans 14:10; 1 Corinthians 4:5; 15:24-28,35-58; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-18; 5:1ff; 2 Thessalonians 1:7ff; 2; 1 Timothy 6:14; 2 Timothy 4:1,8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7ff; 1 John 2:28; 3:2; Jude 14-15; Revelation 1:18; 3:11; 20:1-22:13

XI. Evangelism and Missions

It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life, and is expressly and repeatedly commanded in the teachings of Christ. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ.

Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38; 10:5-15; 13:18-30,37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-18; 24:46-53; John 14:11-12; 15:7-8,16;

17:15; 20:21; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Romans 10:13-15; Ephesians 3:1-11; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17

XII. Education

Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the church. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people.

Deuteronomy 4:1,5,9,14; 6:1-10; 31:12-13; Nehemiah 8:1-8; Job 28:28; Psalms 19:7ff; 119:11; Proverbs 3:13ff; 4:1-10; 8:1-7,11; 15:14; Ecclesiastes 7:19; Matthew 5:2; 7:24ff; 28:19-20; Luke 2:40; 1 Corinthians 1:18-31; Ephesians 4:11-16; Philippians 4:8; Colossians 2:3,8-9; 1 Timothy 1:3-7; 2 Timothy 2:15; 3:14-17; Hebrews 5:12-6:3; James 1:5; 3:17

XIII. Stewardship

God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are, therefore, under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4,19-21; 19:21; 23:23; 25:14-29; Luke 12:16-21,42; 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Romans 6:6-22; 12:1-2; 1 Corinthians 4:1-2; 6:19-20; 12; 16:1-4; 2 Corinthians 8-9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19

XIV. Cooperation

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the kingdom of God. Such organizations have no authority over one another or over the church. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of the New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christian people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation

involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

Exodus 17:12; 18:17ff; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1ff; Acts 1:13-14; 2:1ff; 4:31-37; 13:2-3; 15:1-35; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18

XV. The Christian and the Social Order

All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Jesus Christ. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice and all forms of sexual immorality, including adultery, homosexuality and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

Exodus 20:3-17; Leviticus 6:2-5 Deuteronomy 10:12; 27:17; Psalm 101:5; Micah 6:8; Zechariah 8:16; Matthew 5:13-16, 43-48; 22:36-40; 25:35; Mark 1:29-34; 2:3ff; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Romans 12-14; 1 Corinthians 5:9-11; 6:1-7; 7:20-24; 10:23-11:1; Galatians 3:26-28; Ephesians 6:5-9; Colossians 3:12-17; 1 Thessalonians 3:12; Philemon; James 1:27; 2:8.

XVI. Religious-Liberty

God alone is the Lord of the conscience, and He has left it free from the doctrines and commandments of men, which are contrary to His Word or not contained in it. Church and state should separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom, no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

Genesis 1:27; 2:7; Matthew 6:6-7,24; 16:26; 22:21; John 8:36; Acts 4:18-20; Romans 6:1-2; 13:1-7; Galatians 5:1,13; Philippians 3:20; 1 Timothy 2:1-2; James 4:12; 1 Peter 2:12-17; 3:11-17; 4:12-19.

XVII. The Family

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption. Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race.

The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loves the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents

Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15,17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.

XVIII. Final Authority for Matters of Belief and Conduct

The statement of faith and church covenant do not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For the purposes of the Church's faith, doctrine, practice, policy (including the bylaws), and discipline, our Senior Pastor and Deacon Council are the Church's final interpretive authority on the Bible's meaning and application.

XIX. Statement on Marriage, Gender, Sexuality, and Life

We believe that God wonderfully and immutably creates each person male and female.

These two distinct, complementary genders together reflect the image and nature of God. (Gen. 1:26-27) Rejection of one's biological sex is a rejection of the image of God within that person.

We believe that the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. (Gen. 2:18-25) We believe God intends sexual intimacy to occur only between a man and a woman who are married to each other. (1 Cor. 6:18; 7:2-5; Heb. 13:4) We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

Because God has ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself, First Baptist Church Franklin Texas, will only recognize marriages between a biological man and a biological woman. Further, the ministers of the Church shall only participate in weddings and solemnize marriages between one man and one woman. Finally, the facilities and the property of First Baptist Church shall only host weddings between one man and one woman.

We believe that any form of immorality (including, but not limited to, adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God. (Matt. 15:18-20; 1 Cor. 6:9-10)

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all innocent human life. (Psalm 139)

We believe that in order to preserve the function and integrity of the Church as the local Body of Christ, and to provide a biblical role model to the Church members and the community, it is imperative that all members, guests, and all persons employed by the church in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, Sexuality, and Life. (Matt. 5:16; Phil. 2:14-16; 1 Thess. 5:22)

1.3 Church Covenant

Having been led by divine grace to repent from sin and to believe in the Lord Jesus Christ as our Lord and Savior, and on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, we, as members of First Baptist Church Franklin Texas, joyfully and solemnly renew our covenant, in the presence of God with this body of believers.

We engage, therefore, by the aid of the Holy Spirit and the Word of God to walk together in Christian love. Not forsaking the assembling of ourselves, we will work together as one body to sustain the worship, ordinances, doctrines, and discipline of the Church, giving it sacred preeminence over all institutions of human origin.

Likewise, we commit 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 throughout all nations.

We also covenant to watch over one another in brotherly love; to remember one another in prayer; to aid one another in sickness and distress; to be slow to take offense and always ready for reconciliation, mindful of the instructions of our Savior to live in unity and peace.

We further engage to maintain personal and family devotions; to educate biblically our children; to seek the salvation of our family and friends; to walk carefully in the world by denying ungodliness and worldly lust, remembering that we are called to live a new and holy life; to use our influence to combat immorality, the deeds of the flesh and the effects of spiritual decay on our culture and society; and to be zealous in our efforts to advance the kingdom of our Savior by working together for the continuance of a faithful, evangelical ministry of this Church.

We furthermore engage that if we leave this Church body, we will, as soon as possible, unite with another Church where we can carry out the spirit of this covenant and the principles of God's Word.

May the grace of the Lord Jesus Christ, and the love of God, and the fellowship of the Holy Spirit be with us. Amen.

1.4 Church Ordinances

The ordinances of the Church are believers' baptism by immersion and the Lord's Supper.

(a) Believers' Baptism. A person who accepts Jesus Christ as Savior by personal faith, who confesses Him publicly at any Church gathering, and who indicates a commitment to follow Christ as Lord, shall be received for baptism. Baptism shall be by immersion in water. Baptism shall be administered by ordained pastors on staff. Baptism shall be administered as an act of worship in any of the worship services of the Church. At the Senior Pastor's discretion, with the endorsement of the Deacon Council, some theological training classes may be encouraged as a prerequisite for baptism.

(b) The Lord's Supper. The Lord's Supper is an act of obedience whereby members of the Church, through partaking of the bread and the cup, symbolically commemorate the death of Jesus Christ and anticipate His second coming. The Lord's Supper shall be observed at least quarterly. The Senior Pastor, other pastoral staff, deacons, and other lay leadership as may be called upon by the Senior Pastor shall be responsible for the administration of the Lord's Supper. All professing believers are invited to partake of the supper.

ARTICLE II - NAME

The name of this corporation is First Baptist Church located at Franklin, Texas. It is intended that the Church have the status of a corporation which is exempt from federal

income tax under Section 501(a) of the Internal Revenue Code of 1986, as amended from time to time, or any corresponding provisions of any future tax laws (hereinafter referred to as the "Code"), as an organization described in Section 501(c)(3) of the Code.

ARTICLE III- GOVERNANCE

The governance of First Baptist Church, Franklin, Texas is ultimately vested in the body of believers who compose the membership of First Baptist Church of Franklin, Texas. First Baptist Church of Franklin, Texas is not subject to the control of any other ecclesiastical body or organization.

We do value voluntary and mutual cooperation with other churches of similar faith and order. Because of this value First Baptist Church of Franklin, Texas has chosen to cooperate with the Southern Baptist Convention, the Baptist General Convention of Texas (Texas Baptists), the Southern Baptists of Texas Conventions and the F.I.R.M. Baptist Area for the purpose of extending the Biblical doctrine and mission of First Baptist Church of Franklin, Texas. In this cooperation, only First Baptist Church of Franklin, Texas determines the financial amount and designation we shall contribute to the mission of the Kingdom of God through our mission partners.

ARTICLE IV - REGISTERED OFFICE

4.1 Church Office

The principal place of operation of the Church is located at 205 Morgan Street, Franklin, Texas Robertson County, Texas 77856. The principal office of the Church may not be moved to a different location unless approved by the affirmative vote of the majority of the members present and voting at any regular or called meeting of the membership.

ARTICLE V - PURPOSE AND USE OF FUNDS

5.1 Purpose

The purpose of the Church is to be a dynamic spiritual organism empowered by the Holy Spirit to share the good news of Jesus Christ with as many people as possible in Franklin, Texas, and throughout the world. In pursuit of this purpose, the Church shall be a worshiping fellowship, experiencing an awareness of God, recognizing His person, and responding in obedience to His leadership. The Church will use its gifts, talents, and resources to help people experience a growing knowledge of God and to minister unselfishly to persons in the community and in the world in the name of Jesus Christ. Notwithstanding any other provision of the bylaws, the Church shall refrain from any other activities not permitted by a corporation organized as a nonprofit corporation under the laws of the State of Texas, pursuant to the Code which is exempt from federal income tax under Section 501(a) of the Code, contributions to which are deductible under Sections 170(c) (2), 2055(a) and 2522(a) of the Code, unless the Code is ever amended to conflict with the Word of God.

5.2 No Private Inurement

Since FBCFT was not established for and does not exist for the purpose of financial or pecuniary gain, no part of the assets, income, or profits of the Church shall be distributable to, or inure to the benefit of its trustees or officers or any other private person, except as provided in Section 7.2 and Article XV as reimbursement for expenses or reasonable compensation for services rendered to the Church and except to make payments and distributions in furtherance of the purposes of the Church as set forth in Section 5.1.

Apart from faith-related moral and ethical issues, no substantial part of the activities of the Church shall be for the purpose of influencing legislation, and no part of the activities of the Church shall be the participation in or intervention in (including the publishing or distributing of statements) any political campaign on behalf of (or in opposition to) any candidate for public office.

5.3 Dissolution of the Church

At any time that it deems dissolution appropriate or advisable, the members shall have the authority to dissolve the Church by an eighty percent (80%) majority vote of members present and voting at a regular or called meeting of the membership at a Sunday morning service. The meeting in which the vote is conducted shall conform to the requirements of Section 6.7. In such event, after paying or making provision for the payment of all liabilities of the Church then outstanding and unpaid, the trustees shall distribute the assets of the Church exclusively for religious purposes.

ARTICLE VI - MEMBERSHIP

6.1 Member Authority

First Baptist Church Franklin Texas is an autonomous and congregational Baptist church under the Lordship of Jesus Christ. The membership retains unto itself the exclusive right of self-governance in all phases of the spiritual and temporal life of the Church, except to the extent the membership shall delegate responsibilities and authorities under the terms of these bylaws, or by action taken by the members.

- a) The members have retained the authority to act on the following items, which are to be voted on during Sunday morning services. The vote shall be conducted by a written ballot and require a vote of eighty percent (80%) of the members present for passage. The meeting in which the vote is conducted shall conform to the requirements of Section 6.7.
 - 1) Calling and dismissing the Senior Pastor
 - 2) Adopting and amending the Church Bylaws
 - 3) Establishing a mission church or other church campuses
 - 4) Dissolution of the Church
 - 5) Amending the Church Mission (Section 1.1), Statement of Faith (Section 1.2), Church Covenant (Section 1.3) and Church Ordinances (Section 1.4)

- 6) Borrowing money other than that which is consistent with the approved annual church budget
- b) The members have retained authority to act on the following matters, which can be acted upon at any meeting held in accordance with Section 6.7. These matters require a majority vote of members present for approval.
 - 1) Electing deacons
 - 2) Electing trustees
 - 3) Electing members of standing committees and or ad hoc committees
 - 4) Approving persons for membership (Section 6.3)
 - 5) Approving the Church's annual budget
 - 6) Purchasing, selling, or encumbering real property
 - 7) Relocating the principal office of the church
 - 8) Approving affiliations of the church with other conventions, associations, or groups
 - 9) Dismissing members for church discipline, pursuant to Section 6.5

The members have entrusted all other authority to the Senior Pastor, Deacon Council, Standing Committees, and The Board of Trustees. (The Church may, by amendment to the Bylaws, rescind such delegation of authority and responsibility, in whole or in part, at any time.)

6.2 Membership Candidacy

Any person who reflects Christ-like character and a desire to live in accordance with biblical teachings and aligns with the Church's Statement of Faith and Church Covenant may present himself or herself as a candidate for membership to the Church for approval in the following ways:

- (a) Profession of faith and for baptism by immersion;
- (b) Promise of a letter of recommendation from another church of like faith and order; (c) Statement of a prior conversion experience with prior baptism by immersion in a church of like faith and order when no letter is obtainable; or
- (d) Statement of a prior conversion experience for baptism by immersion by First Baptist Church Franklin Texas.

6.3 Membership Candidacy Process and Approval

Membership shall become effective upon the completion of all of the following:

- (a) Presentation, pursuant to Section 6.2.
- (b) Baptism by immersion if presentation is pursuant to subparagraphs (a) or (d) of Section 6.2.
- (c) A meeting with the Senior Pastor
- (d) A meeting and/or class or course on membership clarification and expectations pursuant to Church policy
- (e) Alignment with the FBCFT Statement of Faith and Church Covenant

- (f) After a candidate for membership completes all steps in (a) through (e) above which are applicable to him or her, the candidate will be presented for approval to the Church at its next Regular Membership Meeting or corporate worship gathering.

6.4 Termination of Membership

Membership records are maintained by the Church Clerk.

Membership may be terminated in the following ways:

- (a) Notification by any staff members deemed reliable by the Church Clerk of a person having joined another Southern Baptist Church, a church of another denomination, or a church unaffiliated with a denomination
- (b) Written request of the member
- (c) Exclusion by action, pursuant to Section 6.5
- (d) Death

6.5 Discipline of Members

Membership at First Baptist Church Franklin Texas carries with it certain responsibilities that are rooted in the covenant relationship that binds us together as a fellowship of believers. In particular, we desire to be committed and mature followers of Jesus Christ who participate in worship, service, fellowship, and outreach; who minister to all segments of society through various spiritual gifts in the Church; who regularly practice the ordinances; and who follow the spiritual leadership and discipline of the Church. Members of this Church are expected to participate actively in its ministries and programs with the understanding that they are accountable to each other under the Lordship of Christ (Gal. 6:2; Eph. 5:21).

In the New Testament, the Church is charged with both formative and corrective discipline. The Church exercises formative discipline when through its ministries it teaches, encourages, and demonstrates the importance of Christian growth and discipleship; indeed, the Church acknowledges that God Himself constructively disciplines believers because He loves them and desires that they be equipped to finish the race that is set before them (Heb. 12:1-14).

Moreover, to preserve the purity, orthodoxy, or unity of the membership, the local church is called to exercise corrective or restorative discipline towards those who have sinned against God, the church, or another believer (Matt. 18:15-18; 1 Cor. 5:1-11; Gal. 6:1; Titus 3:9-11). The goal of corrective discipline will always be the repentance and full restoration of a brother or sister entangled in sin.

The Church may restore to membership any member previously excluded, upon the request of the excluded member, and after giving satisfactory evidence of renewed Christian character. The evidence shall include a confession of the error committed by the excluded member and shall require an appropriate inquiry by the Senior Pastor.

It shall be the practice of the Church to emphasize to its Deacon Council that every reasonable measure will be taken to assist any troubled member. The attitude of

members toward one another shall be guided by concern for redemption rather than punishment

Membership and involvement in the activities at First Baptist Church Franklin Texas are a privilege and not a right. The Church reserves the authority to limit or restrict the participation or involvement of any individual (either member or guest) to participate in any Church activity or function when, in the discretion of the Senior Pastor, such limitations or restrictions are necessary based on the specific circumstances involved.

6.6 Corporate Worship

(a) **Corporate Worship Services.** The Church shall meet regularly for worship, preaching, instruction, evangelism, and fellowship. These meetings are for all people, unless a restriction is in place pursuant to Section 6.5, and shall be conducted at the direction of the Senior Pastor or his designee.

(b) **Special Corporate Services.** The Senior Pastor shall also facilitate the scheduling of such special services as he shall deem appropriate for worship, praise, instruction, celebration, baptism, remembrance, parent-child dedication or any other purpose he deems appropriate.

6.7 Meetings of Members to Act on Resolutions

a) **Regular Membership Meetings.** A regular membership meeting of the Church to conduct business shall be held at least annually from the beginning of the Church fiscal year on a date designated by the Senior Pastor or his designee (or the Chairman of Deacons in the absence of the Church having a Senior Pastor but subject to or subordinate to Section 9.4), provided the meeting agenda, date, time and location have been published at least fourteen (14) days prior to the date of the meeting in any of those forums and publications regularly utilized by the Church. Regular membership meetings shall be moderated by a church officer (section 7.1). At such meetings, the Senior Pastor and/or his designees shall report on the activities of the Church.

b) **Called Meetings.** The Senior Pastor (or the Deacon Chair in the absence of the Church having a Senior Pastor but subject to or subordinate to Section 9.4) the Deacon Council, or any standing committee may call a meeting of the membership at any time, provided the meeting agenda, date, time, and location have been published at least fourteen (14) days prior to the date of the called meeting in any of those forums and publications regularly utilized by the Church and stating the nature of the matters to be considered.

c) **Emergency Situations.** In emergency situations, the Senior Pastor or, in the alternative, Chairman of the Deacons may take appropriate action to respond to the emergency situation and must report any action taken at the next regularly scheduled gathering of the membership. It is anticipated that situations that are considered "emergency" will be extreme and rare and that every reasonable effort will be made for there to be communication and coordination among the Senior Pastor, Chairman of the

Deacons, and any appropriate Committee Chair in order to jointly respond to the emergency situation.

d) Quorum. Unless otherwise stated in these bylaws, a quorum is defined as those members of the Church in attendance at any appropriately called meeting. These meetings will be scheduled to optimize and encourage attendances of the members.

e) Voting. Every member of the Church is entitled to vote at all elections and on all resolutions and matters submitted to the Church. Voting on any item requiring the affirmative vote of the Church members pursuant to the terms of these bylaws shall be conducted in the manner directed by the Senior Pastor or, in the absence of the Church having a Senior Pastor, the Chairman of the Deacons. Unless otherwise stated in these bylaws or as dictated by the requirements of the motion, with advance detailed notice of said motion as set forth in 6.7(b), Roberts Rules of Order, as may be amended from time to time, will govern the voting processes, procedures, and requirements.

f) Records. The Secretary of the Church shall maintain a record of all actions taken by the Church, including a copy of the resolution and a record of the vote thereon. Any voting ballots shall be considered confidential and shall be retained for at least 90 days following the vote.

ARTICLE VII – OFFICERS OF THE CHURCH

7.1 Officers

The Senior Pastor shall serve as president of the corporation and shall act at the direction of the members in such matters that require action in the capacity of this office.

The Church Treasurer shall serve as vice-president of the corporation and be selected by the Committee on Committees to a five (5) year term and must meet the same qualifications as all standing committee members. The Church Treasurer shall also function as president in the event the president is unable to do so, or is otherwise disqualified from serving in said capacity.

The Church Clerk shall serve as the secretary of the corporation at the direction of the president. The church clerk shall be nominated by the Committee on Committees and approved by the church. The Church Clerk shall serve a term of three (3) years.

7.2 Salaries and Expenses

No officer of the corporation shall receive a salary or other compensation for services rendered to the Church in their capacity as such officer. Reasonable expenses incurred by any officer of the Church in the course of coordinating the affairs of the Church shall be reimbursed by the Church upon proper substantiation.

ARTICLE VIII - DEACONS

8.1 Role of the Deacons

In accordance with the meaning of the work and practice reflected in the New Testament, deacons are to be servants and servant-leaders of the Church. The task of the deacon is to serve and lead through service with the Senior Pastor and ministerial staff in performing pastoral ministries; proclaiming the gospel to believers and unbelievers; caring for Church members and other persons in the community; and leading the Church by example in fellowship, worship, witness, education, ministry, and lifestyle. For purposes of these bylaws, "Deacon Body" shall refer to all ordained deacons and "Deacon Council" shall refer to all deacons with a current signed deacon covenant on file with the Church. The Deacon Council may delegate any of its responsibilities under these bylaws to any smaller group of Deacon Council members as it sees fit.

8.2 Deacon Qualifications

The qualifications for deacon shall be those New Testament standards outlined in Acts 6:1-8 and 1 Timothy 3:1-13 and compliance with the First Baptist Church Franklin Texas Deacon Covenant. Deacons are expected to be models of a Christian lifestyle and commitment worthy of emulation by other members of the Church. Deacons are expected to participate in the life of the Church with a goal of ministry and service to the Church body. Deacons must be of good reputation, full of the Holy Spirit and wisdom, and willing to serve, lead, and minister to others.

8.3 Deacon Ordination

Deacons are ordained by the Church to fulfill their roles as servants of the Church, pursuant to Ordination Guidelines included as Appendix A, which may from time to time be amended and presented to the members for approval, pursuant to Section 6.7.

8.4 Deacon Nominations and Election

Deacons shall be nominated in the following manner:

- (a) The members shall submit nominations upon request to the Deacon Selection Committee.
- (b) The Deacon Selection Committee, in addition to nominations from the Church membership, shall solicit nominations from the Lead Ministers and other sources as the Committee deems appropriate such as the Deacon Council.
- (c) The Deacon Selection Committee, in conjunction with the Senior Pastor, shall review the list to determine that nominees meet the eligibility requirements. The Senior Pastor, in consultation with the Chairman of the Deacons, may delete any name from the recommendations and return the amended list to the Deacon Selection Committee.
- (d) The Deacon Selection Committee will personally contact qualified candidates for the position of Deacon. The list of recommended candidates will then be submitted by the Deacon Selection Committee to the Deacon Council for endorsement. Once endorsed by the Deacon Council, the list of qualified candidates will be presented to the Church for election.

ARTICLE IX - PASTORS AND CHURCH STAFF

9.1 Role of the Senior Pastor

The Senior Pastor is the leader chosen by the members and is accountable to the members to lead and be responsible for, either directly or through delegation to other pastors, staff and volunteers, all Church ministries and operations. If the Senior Pastor delegates any of his responsibilities to other pastors or staff, he is still ultimately responsible for the fulfillment of those responsibilities.

The Church assigns and provides opportunity for the Senior Pastor to focus on his primary roles:

- a) spiritual teaching for the Church under the authority and direction of God as revealed through His Holy Spirit and the Scripture;
- b) Bible study and preparation for evangelical preaching and teaching;
- c) commitment to prayer and growth in personal discipleship;
- d) worship – part of planning all worship;
- e) vision casting – responsible for the overall ministry vision of the Church as led by the Holy Spirit and the Scripture;
- f) leadership for the implementation of the ministry vision through collaboration and persuasion with the staff, committees, deacons, and the members;
- g) leadership, development, and mentoring of his ministry team;
- h) evangelism/missions – evangelize, disciple, and strengthen local, national, and international churches, including the leadership of his ministry team to accomplish this role; and
- i) administration – work to ensure the proper administration of the Church.

With the endorsement of the Deacon Council and approval of the members by an affirmative vote at any regular or called meeting of the membership, the Senior Pastor may appoint Associate Pastors to carry out various functions of his chosen leadership model. The Senior Pastor shall designate his Lead Ministry Staff and shall call and preside over all meetings of the Lead Ministry Staff.

9.2 Succession of the Senior Pastor

Interim – If the Senior Pastor resigns, dies, or cannot fulfill his responsibilities because of illness or other circumstances, the Deacon Council, with the endorsement of the Personnel Committee, shall appoint a committee to coordinate filling the pulpit in the absence of the Senior Pastor or recommend an Interim Senior Pastor, subject to Church approval pursuant to Section 6.7.

Permanent – The Senior Pastor shall be called by the Church based upon a vote in accordance with Sections 6.1(a) and 6.7(e). In the event of a vacancy in the Senior Pastor position, the Personnel Committee, after consultation with the Deacon Council, the Lead Ministry Staff, and other appropriate Church leadership shall submit a list of candidates to the Church membership to serve as a Pastor Search Committee to seek a suitable

Senior Pastor. Once elected by the membership, the Pastor Search Committee shall follow the scope and timeline established by the Personnel Committee until its work is complete. The Pastor Search Committee with the endorsement of the Personnel Committee and the Deacon Council shall bring for consideration of the Church only one nominee at a time.

9.3 Accountability of the Senior Pastor

The Senior Pastor is accountable to the Church membership. The Personnel Committee shall conduct an annual evaluation of the Senior Pastor and may at its discretion, request comments from staff members, Church members, and friends of the Church as part of the evaluation. The Personnel Committee has the authority to discipline the Senior Pastor as needed. The Senior Pastor may be terminated in accordance with Section 6.7(e).

9.4 Absence of the Senior Pastor

In the absence of the Senior Pastor, the chair of The Deacon Council will coordinate the initial meeting of the Deacon Council, Personnel Committee, Finance Committee, and the Lead Ministry Staff to determine how the responsibilities of the Senior Pastor, as outlined in these bylaws and in any written job description, shall be performed until a new Senior Pastor is installed.

9.5 Role of the Lead Worship Pastor

The Church assigns to the Worship Pastor the following duties with the understanding and expectation that the Senior Pastor has the authority to adjust the Worship Pastor's duties with the approval of the Personnel Committee:

- a) collaborate with the Senior Pastor to plan and oversee all musical and technical aspects of worship services and special events of a worship nature;
- b) preside over any Church choir and praise band;
- c) leadership and oversight of all Church worship and music ministries; and
- d) other assignments from the Senior Pastor as he may deem appropriate.

The Worship Pastor is accountable to the Senior Pastor. The Senior Pastor shall conduct an annual evaluation of the Worship Pastor and will request comments from staff members and Church members as part of the evaluation.

9.6 Role of Associate Pastors and Lead Ministers

Associate Pastors work in various senior ministry roles as defined by the Senior Pastor and the Personnel Committee and report to and are evaluated in writing annually by the Senior pastor. Lead Ministers and Lead Worship Pastor, include but are not limited to those ministers who are overseers of each ministry department in the Church structure and report to and are evaluated in writing annually by the Senior Pastor.

9.7 Hiring Other Church Staff Positions

The Personnel Committee will provide support to the Senior Pastor and Lead Ministers in the recruitment and employment of pastoral and ministry positions by ensuring that there is a process in place to guide the hiring of such personnel and development of appropriate job descriptions. The Personnel Committee must approve the hiring of all pastoral and ministry positions. Support staff and other non-ministry positions can be approved by the Senior Pastor in coordination with the Lead Minister of the area where the position is open. When a new position is being created or current positions are modified, such will be approved by the Personnel Committee and Finance Committee prior to filling the position and revising the budget.

9.8 Termination of Church Staff

The Senior Pastor may terminate any staff member with the approval of the Personnel Committee.

ARTICLE X COMMITTEES

10.1 Standing Committees

Defined – Standing committees are established to assist with oversight of key ongoing operations of the Church. The standing committees of the Church are the Committee on Committees, the Board of Trustees, the Deacon Selection Committee, the Finance Committee and the Personnel Committee. The standing committee's membership numbers shall be set by the Committee on Committees.

Committee Leadership – Standing committees are led by the chair of the committee who is responsible for calling committee meetings and setting the agenda for each meeting. The Senior Pastor or his designee or a majority of the committee members may also call standing committee meetings. The Senior Pastor and members of that specific committee may add items to a specific standing committee's agenda. Each standing committee will select its chair and vice-chair who will both serve one (1) year terms in those roles. The vice-chair will then become the chair, and a new vice-chair will be selected by the standing committee. A member of a standing committee may be selected as vice-chair for one term no matter how many years the member may have left on his/her general term on that standing committee, even though the selection as vice-chair may result in the member serving on the standing committee beyond the general term. However, no committee member may serve continuously for longer than one (1) year beyond the standard term for any standing committee. A committee member must have been off of a specific committee for at least one full Church fiscal year before being reelected to that same specific committee.

Staff Representation – the Senior Pastor shall be non-voting member of all standing committees. The majority of a standing committee may call for an executive session of the committee whereby no staff representation is present.

10.2 Qualifications of Standing Committee Members

To serve on or chair a standing or *ad hoc* committee, candidates must be born-again believers who are members in good standing of FBCFT for at least one year prior to committee service. Candidates should be active in a FBCFT recognized small group (also referred to as Sunday School) meeting on Sunday or another regularly established meeting time, consistently attend regular worship services and events of the Church and tithe a minimum of ten percent (10%) of gross income to FBCFT.

The Committee on Committees is responsible for developing a written form and procedure to vet all nominations for standing committees. All standing committee members are required to sign a covenant similar to the covenant signed by members of the Deacon Council and to be developed at the direction of the Committee on Committees.

10.3 Responsibilities of Standing Committees

The Committee on Committees – This committee is responsible for nominating members for all standing committees and will also nominate members for any other added or *ad hoc* committee. Members of this committee serve a term of three (3) years. The Church Clerk serves as the secretary to the Committee on Committees. Members of the Committee on Committees will be selected by a committee which includes the current members of the Committee on Committees, two (2) deacons selected by the Deacon Council and approved by the Church membership to serve for three (3) years in this role, two (2) members of the Lead Ministry Staff selected by the Lead Ministry Staff and approved by the Church membership to serve for three (3) years in this role, and the Senior Pastor.

The Board of Trustees – Five trustees elected by the church will hold in trust the church property. They shall have no power to buy, sell, mortgage. Lease or transfer any property without a specific vote of the church authorizing each action. It shall be the function of the trustees to affix their signatures to legal documents involving the sale, mortgaging, purchase or rental of property or other legal documents where the signatures of trustees is required. If a vacancy should occur, then a replacement shall be elected by the church in a membership meeting in accordance to Section 6.7. Members of this committee serve a term of five (5) years.

The Finance Committee – This committee will oversee the total financial policy and programming of the Church. The committee will plan, prepare, and present an annual detailed and itemized budget proposal to the members. Members of this committee serve a term of three (3) years. The Chair of the Deacon Council is a voting member of the Finance Committee.

The Personnel Committee – This committee is responsible for:

- a) in conjunction with the Senior Pastor, approving the hiring of all lead pastoral and ministry positions as defined by the Senior Pastor and the Personnel Committee;
- b) in conjunction with the Senior Pastor approving the hiring of all pastoral and ministry positions, as defined by the Senior Pastor and the Personnel Committee;
- c) approving compensation principles and recommending to the Finance Committee appropriate compensation and benefits for all staff members;
- d) working with the Senior Pastor or his designee in maintaining a compliant Employee Handbook and human resources policies and procedures; as well as HR records.
- e) working with the Senior Pastor in developing written job descriptions and actual job duties and responsibilities or any changes to same for all pastoral and ministry positions; and reviewing any proposed changes to written job descriptions and actual job duties and responsibilities made by the Senior Pastor which require approval by the Personnel Committee;
- f) evaluating the Senior Pastor in writing on an annual basis;
- g) disciplining the Senior Pastor as needed, including coaching, counseling, and developing a corrective action plan;
- h) upon request by the Senior Pastor or the Personnel Committee Chair, providing a written evaluation on an annual basis to the Senior Pastor of any pastoral or ministry staff position who will report to the Senior Pastor;
- i) approving a written process for handling the discipline and termination of all pastoral and ministry positions; as well as maintaining such records;
- j) recommending and approving all pastoral and ministry staff disciplinary action as may be warranted, up to and including termination;
- k) approving the termination of all staff; and
- l) ensuring that all policies and procedures are followed with regard to hiring, complaints, investigations, discipline, termination, and any other personnel matters.

This committee also coordinates with the Deacon Council to establish specific search committees for an Interim and Permanent Senior Pastor or other pastoral positions as may arise. Members of this committee serve a term of three (3) years. The Chair of the Deacon Council is a voting member of the Personnel Committee.

All staff exit interviews will be available for review by the Personnel Committee at its discretion. These reviews are confidential, private and will not be available for church membership or public review.

10.4 Ad Hoc Committees

Ad hoc committees are established to assist with short-term projects of the Church. The Senior Pastor or his designee, the Deacon Council, or any standing committee may from time to time, create such *ad hoc* committees as believed necessary or desirable. *Ad hoc* committees shall limit their activities to the accomplishment of the tasks for which they were created. Such committees shall operate until their tasks have been accomplished or until earlier discharged.

Upon the creation of an *ad hoc* committee as outlined herein, the Committee on Committees shall select the members of any *ad hoc* committee with such *ad hoc* committee members being approved by the Church membership. The *ad hoc* committee shall select its chair and, if it so desires, its vice-chair. The number of members needed shall be determined by the pastor, Deacon Council, or standing committee that formed the *ad hoc* committee according to the assigned task. At the conclusion of the assigned task, the *ad hoc* committee will dissolve without further action.

Unless otherwise expressly provided for in these bylaws, no standing committee may cede its authority and responsibilities outlined in these bylaws to an *ad hoc* committee, although standing committees, as well as Church staff, may seek guidance from and present questions to *ad hoc* committees.

Prior to submission of a proposal to the Church membership, any *ad hoc* committee may submit any recommendation to the Deacon Council for review or endorsement as long as the recommendation and any supporting documentation is submitted to the Deacon Council at least seven (7) days in advance of the meeting of the Deacon Council at which the recommendation is to be considered.

ARTICLE XI - FINANCIAL MANAGEMENT OF CHURCH OPERATIONS

11.1 Role of the Senior Pastor

The Senior Pastor, as part of his administrative role as described in Section 9.1(i), is ultimately responsible for the development of adequate and effective financial policies and procedures to assure a high level of internal control and compliance with the budget. The Senior Pastor may enlist the services of qualified professionals to complete and maintain policies and procedures.

11.2 Role of Treasurer of the Church

The Church Treasurer serves as a non-voting member of the Finance Committee. The Church Treasurer shall serve a term of five years. If a vacancy should occur, a new treasurer will be elected in a membership meeting subject to the guidelines in Section 6.7

11.3 Accounting Practices

The Finance Committee, with the assistance of the Senior Pastor, will ensure the establishment and maintenance of systems of accounting consistent with sound business practices and faithful stewardship.

11.4 Financial Records and Reports

All financial records are the property of the Church and shall be kept as permanent records of the Church for a period of not less than ten (10) years or in accordance with generally accepted accounting principles or federal regulations, whichever is less. The

Senior Pastor will prepare and present consistent financial reports for review by the Finance Committee at its regularly scheduled meetings. Summaries of these records will be presented to the membership annually at its regular business meetings.

Any Church member may submit a written request to the Chair of the Personnel Committee to see the compensation of any Church staff member, which shall contain the specific reasons and purpose for wanting to view the compensation of the specific staff member(s). The Personnel Committee will decide by a majority vote whether to allow the Church member to review the requested compensation information. Any Church member allowed to review the compensation of any Church staff member pursuant to this Section must sign a non-disclosure agreement prepared at the direction of the Personnel Committee prior to reviewing the requested compensation information.

11.5 Church Budget

The Chair of the Finance Committee shall submit, in accordance with Section 6.7, the church budget to the members for approval.

11.6 Church Staff Compensation and Benefits

The Personnel Committee, with the assistance of the Senior Pastor or his designee, will develop and propose annually to the Finance Committee a personnel budget, including staff compensation and benefits for all employees. Compensation and benefits are considered confidential and are not itemized in the annual budget or in the financial reporting.

11.7 Guidelines for Unbudgeted Expenditures

Unbudgeted expenditures are those expenditures for which no budget has been approved by the members and/or those expenditures that could impact future budgets. Unbudgeted emergency expenditures of up to 0.75% of the annual budget may be approved by the Finance Committee Chairman when recommended by the Senior Pastor and reported to the Finance Committee at its next regularly scheduled or called meeting.

11.8 Guidelines for Budget Deficit

In the event of an actual or anticipated cash flow deficit, the Senior Pastor may recommend to the Finance Committee the reallocation of the remaining budget accounts of any and all ministries. The Finance Committee is responsible to review and approve any reallocation and recommend to the membership these reallocations at its next regular or called meeting.

11.9 Guidelines for Budget Overage

In the event there is a surplus of cash from normal operations of the Church after all receipts have been accounted for and all expenses paid, the Finance Committee shall declare that a budget surplus exists. The Senior Pastor may submit proposals for the use of any surplus; however, the Finance Committee has final authority over the use of any surplus funds. The use of any surplus funds will be reported to the membership at its next regular or called meeting prior to those being spent.

11.10 Church Financial Review

At least once every three (3) years, the Finance Committee will, on behalf of the Church, engage the services of a qualified Certified Public Accountant or other financial professional to examine and/or audit the Church's financial records, policies, and procedures. The report of any such review or audit shall be delivered to the Finance Committee for acceptance and action as deemed necessary by the committee. All recommendations from this review will be shared with the Deacon Council, and the follow-up of any identified issues is the responsibility of the Finance Committee with the assistance of the Senior Pastor.

11.11 Contracts and Employment of Agents

Except as limited by the bylaws, the Senior Pastor may be granted authority by the Finance Committee to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Church, provided such contracts and instruments are in the normal course of Church business and related to a ministry account approved and as part of the Church's annual budget. All other contracts and instruments will be submitted to the Finance Committee for approval prior to execution. The Senior Pastor, with the approval of the appropriate standing committee (Personnel, Finance or Trustees) may in his discretion, employee and pay compensation to such agents, accountants, custodians, experts, consultants and other counsel, legal, investment or otherwise, as the Senior Pastor shall deem advisable, and may delegate discretionary powers to, and rely upon information furnished by such individuals or entities. Such authority may be general or confined to specific instances.

11.12 Loans

No loans or lines of credit, nor any amendments thereto, shall be contracted on behalf of the Church, and no evidences of such indebtedness shall be issued in its name, unless authorized by the members and properly executed by a majority of the Board of Trustees.

11.13 Checks, Drafts, Notes, and Credit Cards

All checks, drafts, or other orders for the payment of money, notes, or other evidences of indebtedness issued in the name of the Church shall be signed by one staff member and Trustee authorized by the Finance Committee and independent of the creation of such checks, drafts, or other payment orders. Notes and or other evidences of indebtedness issued in the name of the Church shall be signed by a majority of the Board of Trustees. Any credit card(s) in the name of the Church shall be maintained and controlled by the Senior Pastor and the charges on such cards shall be made pursuant to the financial controls outlined in these bylaws and in any other governing Church policies and procedures and shall be subject to the applicable Church budget.

11.14 Deposits

All Church funds, not otherwise employed, shall be deposited in a timely manner, to the credit of the Church, with such banks, trust companies, brokerage firms, investment

managers, or other depositories as the Finance Committee may approve. The Finance Committee may consider any recommendations from the Senior Pastor in this regard.

11.15 Investment Authority

For the exclusive benefit of the Church, the Chair of the Finance Committee, in concert with the Senior Pastor shall be authorized to retain assets contributed to the Church, even though such assets may constitute an over-concentration in one or more similar investments, and he or she shall also have the authority to make investments in unproductive property, or to hold unproductive property to the extent necessary, until it can be converted into productive property at an appropriate time, provided the retention of such property is in the best interest of the Church and does not in any way jeopardize the tax-exempt status of the Church. The Finance Committee shall establish guidelines for the investment of Church reserves, either restricted or unrestricted.

11.16 Church Property

Title to all Church real property shall be held by the Board of Trustees on behalf of, and in the name of, the Church.

11.17 Debt Management

The Finance Committee, with the assistance of the Senior Pastor shall monitor and manage and control the Church's long-term debt.

ARTICLE XII - MANAGEMENT OF CHURCH PERSONNEL

12.1 Pastoral and Ministry Positions (a)

Lead Ministers:

- 1) Hiring – The Senior Pastor will be responsible for the recruitment of all lead pastoral and ministry positions as defined by the Senior Pastor and the Personnel Committee. The Personnel Committee must approve all such hires consistent with the Church Hiring Policy.
- 2) Termination – The Senior Pastor may terminate any lead pastoral or ministry position with the approval of the Personnel Committee.

(b) Other Ministry Positions:

- 1) Hiring – The Senior Pastor will be responsible for the recruitment of all other pastoral and ministry positions as defined by the Senior Pastor and the Personnel Committee. The Personnel Committee must approve all such hires consistent with the Church Hiring Policy.
- 2) Termination – The Senior Pastor may terminate any other pastoral or ministry position with the approval of the Personnel Committee.

(c) Lead Ministry Staff: The Senior Pastor shall designate his Lead Ministry Staff and shall call and preside over all meetings of the Lead Ministry Staff.

(d) Staff Discipline: The Senior Pastor shall be responsible for the discipline of all pastoral and ministry staff. All discipline, up to and including termination, must be consistent with Church policies and procedures. The Personnel Committee may

recommend and must approve pastoral and ministry staff disciplinary action as may be warranted, up to and including termination.

- (e) Job Duties and Descriptions: The Personnel Committee will work with the Senior Pastor in developing written job descriptions, actual job duties and responsibilities or any changes to same for all pastoral and ministry positions. Changes to written job descriptions and actual job duties and responsibilities may be made by the Senior Pastor with approval by the Personnel Committee.

12.2 Other Church Staff

- a) The Senior Pastor is responsible for the recruitment and hiring of non-ministry staff in coordination with the Lead Minister of the area where the position is open and pursuant to Church policy and procedure.
- b) The Senior Pastor in coordination with the personnel committee is responsible for developing appropriate written job descriptions for all non-ministry staff.
- c) The Senior Pastor may discipline and terminate non-ministry staff so long as such discipline or termination is consistent with the Church Employee Handbook and Church human resources policies and procedures. The Personnel Committee must approve all staff terminations.
- d) The Senior Pastor shall report all changes in Church staff to the Personnel Committee no later than at the Committee's next meeting following the staff changes.

ARTICLE XIII - STANDARDS OF CONDUCT

13.1 Standards of Conduct

A trustee, deacon, minister, staff member or an officer of the Church shall discharge his or her duties, including duties as a member of a committee, according to the following expectations: (a) In good faith;

(b) With the care an ordinarily prudent person in a like position would exercise under similar circumstances;

(c) And in a manner he or she reasonably believes to be in the best interest of the Church.

13.2 Reliance on Third Parties

In discharging his or her duties, a trustee, deacon, minister, staff member or officer is entitled to rely on information, opinions, reports, or statements, including financial statements and other financial data, if prepared or presented by the following:

(a) One or more officers or employees of the Church whom the trustee, deacon, minister, staff member or officer reasonably believes to be reliable and competent in the matters presented; or

(b) Legal counsel, public accountants, or other persons as to matters the trustee, deacon, minister, staff member or officer reasonably believes are within the person's professional or expert competence.

13.3 Bad Faith

A trustee, deacon, minister, staff member or officer is not acting in good faith if he or she has knowledge concerning the matter in question that makes reliance otherwise permitted by Section 13.2 unwarranted.

13.4 No Liability

A trustee, deacon, minister, staff member or officer is not liable for any action taken, or any failure to take action, if he or she performs the duties of his or her office in compliance with the provisions of this article. No repeal or modification of the provisions of this Section, either directly or by the adoption of a provision inconsistent with the provisions of this section, shall adversely affect any right or protection, as set forth herein, existing in favor of a particular individual at the time of such repeal or modification.

13.5 Prohibition on Loans

The Church shall make no loans to, or guarantees on behalf of, its trustees, deacons, ministers, staff members or officers.

ARTICLE XIV - CONFLICTS OF INTEREST

14.1 General

A conflict of interest transaction, matter, or issue is a transaction, matter, or issue with the Church in which a trustee, deacon, minister, staff member, committee member, or officer of the Church has a direct or indirect interest. A trustee, deacon, minister, staff member, committee member, or officer of the Church has an indirect interest in a transaction, matter, or issue if, but not only if, a party to the transaction, matter, or issue is another entity in which the trustee, deacon, minister, staff member or officer has a material interest, or of which the trustee, deacon, minister, staff member, committee member, or officer is a general partner, director, officer, or trustee. A conflict of interest transaction or committee vote is not voidable, or the basis for imposing liability on the trustee, deacon, minister, staff member, committee member, or officer, if the transaction was fair at the time it was entered into or the vote was made after full disclosure of the conflict as outlined below, or if the transaction is approved as provided in Section 14.2. A trustee, deacon, minister, staff member, committee member or officer shall promptly report in writing to the Senior Pastor and the Chair of the Deacon Council (or if the Chair of the Deacon Council is making the report, to the Vice-Chair) any transaction, matter, or issue that may constitute a conflict of interest.

14.2 Manner of Approval

A transaction in which a trustee, deacon, minister, staff member, committee member, or officer of the Church has a conflict of interest may be approved if the following qualifications are met:

- (a) The material facts of the transaction and the interest of the trustee, deacon, minister, staff member, committee member, or officer were disclosed or known to the Senior Pastor and the Deacon Council or such committee authorized, approved, or ratified the transaction;

(b) Or the material facts of the transaction and the interest of the trustee, deacon, minister, staff member, committee member, or officer were disclosed to the members and the members authorized, approved or ratified the transaction by a vote, pursuant to Section 6.1(b) and Section 6.7.

ARTICLE XV - INDEMNIFICATION AND ADVANCEMENT OF EXPENSES

15.1 Mandatory Indemnification of Trustees, Deacons, Ministers, Staff Members and Officers

To the full extent permitted by the Code, as amended from time to time the Church shall indemnify any Pastor, officer, committee member, employee, member who is acting in a governance or official capacity, or agent of the Church who was, is, or may be named as a defendant or respondent in any proceeding as a result of his or her action or omissions within the scope of his or her official capacity in the Church. Reasonable expenses may be advanced by the Church in defending such actions.

(b)Determination of Right- A determination of the right to indemnification shall be made by legal counsel selected by the majority vote of the membership.

15.2 Permissive Indemnification of Employees and Agents

The Church may, to the maximum extent permitted by law as of the date hereof, and shall apply only to the extent mandated by law and only to activities of persons subject to indemnification under this section which occur, indemnify and advance expenses in a proceeding on behalf of any person who is or was an employee or agent of the church, or to such person's heirs, executors, administrators and legal representatives, to the same extent as set forth in Section 15.1 above, provided that the proceeding was instituted by reason of the fact that such person is or was an employee or agent of the Church and met the standards of conduct set forth in subsection 15.1(b) above. The Church may also indemnify and advance expenses in a Proceeding on behalf of any person who is or was an employee or agent of the Church to the extent, consistent with public policy, by these Bylaws, by contract, or by general or specific action of The Board of Trustees.

15.3 Non-Exclusive Application

The rights to indemnification and advancement of expenses set forth in Sections 15.1 and 15.2 above are contractual between the church and the person being indemnified, and his or her heirs, executors, administrators and legal representatives, and are not exclusive of other similar rights of indemnification or advancement of expenses to which such person may be entitled, whether by contract, by law, by a resolution of the members, by these bylaws, by the purchase and maintenance by the church of insurance on behalf of a trustee, deacon, officer, employee, or agent of the church, or by an agreement with the church providing for such indemnification, all of which means of indemnification and advancement of expenses are hereby specifically authorized.

15.4 Non-Limiting Application

The provisions of this Article XV shall not limit the power of the church to pay or reimburse expenses incurred by a trustee, deacon, officer, employee, or agent of the church in connection with such person's appearing as a witness in a Proceeding at a time when he or she has not been made a named defendant or respondent to the Proceeding.

15.5 Prohibited Indemnification

Notwithstanding any other provision of this Article XV, the church shall not indemnify or advance expenses to or on behalf of any trustee, deacon, officer, employee, or agent of the church, or such person's heirs, executors, administrators or legal representatives: (a) If a judgment or other final adjudication adverse to such person establishes his or her liability for any breach of the duty of loyalty to the church, for acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of law.

(b) Or in connection with a Proceeding by or in the right of the church in which such person was adjudged liable to the Church;

(c) Or in connection with any other Proceeding charging improper personal benefit to such person, whether or not involving action in his or her official capacity, in which he or she was adjudged liable on the basis that personal benefit was improperly received by him or her.

15.6 Repeal or Modification Not Retroactive

No repeal or modification of the provisions of this Article XV, either directly or by the adoption of a provision inconsistent with the provisions of this article, shall adversely affect any right or protection, as set forth herein, existing in favor of a particular individual at the time of such repeal or modification.

ARTICLE XVI - NOTICES AND WAIVER OF NOTICE

Unless otherwise provided herein, the notices provided for in these Bylaws shall be communicated to the members through normal church communication methods, electronic mail, posting on the church website, or announcing during regular worship services. Whenever any notice is required to be given to any trustee, deacon, officer, or committee member of the Church under the provisions of these bylaws, a waiver thereof in writing signed by the person or persons entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice.

ARTICLE XVII - FISCAL YEAR

The fiscal year of the Church shall end on the last day of August or on such other date as may be fixed from time to time by the trustees.

ARTICLE XVIII - AMENDMENTS

These bylaws may be reviewed at any time under the provision of this Article, however unless otherwise already in process, at five-year intervals following the date of adoption

of these bylaws by the membership, these bylaws may be altered, amended or repealed, and new bylaws adopted by the membership. To that end, and at any time deemed appropriate, the Senior Pastor will alert the Committee on Committees to nominate an Ad hoc committee of not less than seven and not more than thirteen members in good standing and in accordance with Section 10.4 of these bylaws to be elected by the membership in accordance with Sections 6.1(b) and 6.7(e) for the purpose of reviewing these bylaws. This Ad Hoc Committee shall include either the Senior Pastor or at least one Lead Minister, the Chair of the Deacon Council, the Chair of the Personnel Committee, the Chair of the Finance Committee, and the Chair of the Trustees. Once elected, the committee will review the bylaws and upon review by the Deacon Council may recommend alterations, amendments, repeal, or new bylaws at which time subject to an affirmative vote of the membership pursuant to Section 6.1(a)(4), the bylaws will be changed except to the extent that such alteration, amendment, or repeal is inconsistent with Article XIX hereof.

ARTICLE XIX - EXEMPT STATUS

The Church has been organized and will be operated exclusively for exempt purposes within the meaning of Section 501(c)(3) of the Federal Code and, as such, will be exempt from taxation under Section 501(a) of the Code.

Adoption date ***

APPENDIX A
ORDINATION GUIDELINES
FIRST BAPTIST CHURCH FRANKLIN

Southern Baptist churches historically have ordained men to the office of deacon and to the pastoral ministry. Ordination represents a public affirmation by the local church of gifts and callings that relate to service in the church. The church commissions or sets apart individuals who have been called by God to special offices and duties. New Testament support for this practice can be found in Acts 6:1-6; Acts 13:1-3; I Timothy 4:14 and 2 Timothy 1:6. The following are guidelines for ordinations at First Baptist Church Franklin:

1. **Candidates:** a) Those previously un-ordained men who have been elected by the church to serve on the Deacon Council. A man elected as a deacon who has previously been ordained as a minister, but not as a deacon, will be ordained as a deacon (since it is a distinct office). b) Those previously un-ordained men who have been called and appointed to a specific ministry such as pastor, associate pastor, or assistant pastor. In other words, this type of ordination is most legitimate and appropriate where duties involve ministering the Word and/or officiating at the Lord's Supper, baptism, and weddings. For those who do not have a specific appointment, the church may consider licensing. Ordination of minister to students, ministers to children, ministers of education, ministers of recreation, music ministers, church administrators, chaplains, evangelists, missionaries, seminary professors, professors of Christian studies or religion in Baptist colleges or universities, will be on a case-by-case basis as circumstances warrant.
2. **Ordination Council:** All candidates for ordination to the office of deacon or to the gospel ministry will appear before an ordination council at which all ordained men of the church will be invited to participate. In the case of candidates for gospel ministry, ordained men from sister churches of like faith and order may be invited.

Candidates will answer questions about Christian experience, call, and doctrine. At the end of the council, a vote will be taken whether or not to recommend that an ordination service be held.

3. **Ordination Service:** These will be held as needed and will include testimonies by the candidates, appropriate charges, reading of the ordination council's recommendation, the laying on of hands by ordained men who are present, and presentation of certificates to those being ordained.
4. **Recognition:** Ordinations of deacons and ministers by other churches of like faith and order will be recognized. Questions about ordinations done outside of First Baptist Church Franklin will be referred to the Senior Pastor, who will bring recommendations to the Deacon Council.