

*Baptist Union  
Missionary  
Baptist Church*



*1483 Sand Hill Road  
Hope Mills, NC 28348*

*Member's Handbook*

*Prepared January 2009*

*By Pastor Michael C. McDougald*

*Contributions: Deacons of Baptist Union*



*This Member's Handbook belongs to:*

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Baptism Date: \_\_\_\_\_

Date Joined Church: \_\_\_\_\_

Deacon Assigned: \_\_\_\_\_

Other: \_\_\_\_\_

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## ***Greetings to New Members From the Pastor***

*Greetings in the name of Jesus Christ our confessed Savior, as pastor I would like to take this time to welcome you to the Baptist Union Missionary Baptist Church family. We are a historical part of the Grays Creek Community as well as Cumberland county, with rich century plus old spiritual roots. These roots attest to the fact that God has been our rock and our foundation through many challenges, trials, and good times.*

*This church is founded with a proven motto of our love as instructed by Christ that “everybody is somebody”. As a church family we welcome everyone to become a part of this family regardless of race, creed, color, or social and economic state of a person. So again on behalf of the entire church staff and membership welcome home.*

## ***Purpose of New Member’s Class***

*The purpose of this class is to introduce the new member to the working structure of this church and to present all pertinent information necessary to acclimate and assist the new member with their transition into the Baptist church. This class will introduce the member to the principles and biblical beliefs at which this church was founded, organized, and established.*

*Furthermore, it will also give the new member a prospective on the Baptist Union Church and their ties with the General Baptist State Convention, Lott-Carey, and the National Baptist USA Convention as well as other ministries foreign and domestic*

## ***Works Cited:***

*Boyd, T. H. et al. The New National Baptist Hymnal. Nashville, TN.: National Baptist Publishing Board. 1977*

*Thompson, Frank Charles and Owen, G. Frederick. King James Version Chain Reference Bible. Indianapolis, In. B. B. Kirkbride Bible Company. 1982*

*Bylaw Committee. Baptist Union Missionary Baptist Church, Hope Mills, NC. Carolina Commercial Printers. 2009*



## BAPTIST UNION MISSIONARY BAPTIST CHURCH HISTORY OF THE CHURCH

*In the mid 1800's a group consisting of several area families met at Lonely Hill School for Sunday School each Sunday morning. The log cabin school was designated as a meeting place as the group sought to avoid walking the long distance to Gray's Creek Missionary Baptist Church every Sunday. As members of Gray's Creek Church, the group attended services there on the Sunday identified as Worship Services Sunday. Lonely Hill School was situated on what is now known as Cypress Lake Road located off Chicken Foot Road.*

*In approximately 1858, a White McLean family provided an acre of land in their will and specified that it be used to establish a Black Church. When the McLean will was probated, a deed for this land was issued. The Lonely Hill Sunday School group then purchased a larger old house near Rock Fish Creek Bridge on Highway 301 located south of Fayetteville. The group used the timber to build a Church on the acre of land which it had been granted. Established in 1901, the church was given the name Baptist Union Missionary Baptist Church. With the establishment of Baptist Union, the group received letters of dismissal for Gray's Creek Church.*

*Later, the roof of the Church was raised, new additions to the building were made and a steeple was added. Under the leadership of Pastor A.G. Thompson, office space, classrooms, a fellowship hall, baptismal pool and pews were added to the sanctuary. Approved under the leadership of Pastor O.L. Bennett, brick veneering of the Church was completed during the tenure of Rev. J.D. Fuller. Also under Pastor Fuller's leadership, central heating and air conditioning were installed. Under the direction of Rev. (Dr.) M.B. Hayes, an*

## Church / Pastor Contact Information

Church Telephone:	(910) 484-7620
Church Email (pastor access only):	baptistunionchurch@nc.rr.com
Church Website:	www.baptistunionchurch.org
Pastor's Cellular:	(910) 978-9991
Pastor's Home:	(919) 212-9884
Pastor's Email:	mmcdougald@nc.rr.com
Church Clerk:	(910) 424-2299
Mailing Address:	P.O. Box 250, Hope Mills, NC 28348
Pastor's Address:	2504 Little John Rd., Raleigh, NC 27610
Newsletter:	(910) 424-5188 Sis. Betty Moore

## **Ministerial Staff Of Baptist Union**

*Pastor - Rev. Michael C. McDougald*

### **Associates:**

- *Rev. James T. Moore Retired, Eureka Chapel*
- *Rev. Paul Baker, Past Interim*
- *Rev. Denise Baker*
- *Rev. Pamela Morrison*
- *Rev. Charles Moore*
- *Minister Ella Lipscomb*
- *Rev. Russell Robinson*
- *Minister Carol McDougald, Youth Minister*

### **Minister in Training**

- *Bro. Kelly Brown*

### **Covenant Ministers**

- *Elder William McLaurin*
- *Rev. Gerald Moore*

*education wing was erected, additional office space, bathrooms and classrooms were added, the choir stand was extended, the baptismal pool was relocated and a porch was added to the front of the church.*

*Pastor Hayes was instrumental in bringing a Health Center to the community. Under his leadership, the Missionary Ministry became involved in the Community Food Bank Program as well as with the Community Feeding Program.*

*Rev. Perry Irby instituted the Noon Day Bible Study, central accounting and the Church purchased 10 acres of land. A new church steeple replaced the old steeple in 2006. Rev. McDougald since he has been here has increased the Church membership and we are now making plans for a new sanctuary.*

*Rev. Roam was the first Pastor of Baptist Union Church; he served in its inaugural year - 1901. The following Ministers also served as Pastors of Baptist Union (the list may not be in the proper sequence): Rev. Peter McMillan, Rev. Oliver Watkins, Rev. T.J. Pearson, Rev. Morrison, Rev. W.J. Currie, Rev. Dunham, Rev. F.D. Bandy, Rev. J.M. Smith and Rev. Malcolm Wright. The list continues with Rev. L.M. Miles whose first term was in 1930, Rev. J.L. Simpson (1931 - 1935), Rev. W.T. Currie (2nd term: 1936 - 1937), Rev. L.M. Miles (2nd term: 1938 - 1939), Rev. A.G. Thompson (1940 - 1963), Rev. O.L. Bennett (1964 - 1969), Rev. J.D. Fuller (1970 - 1973), and Rev. (Dr.) M.B. Hayes (1974 - 2003), Rev. Paul A. Baker - Interim (2003), Rev. Perry B. Irby (2003 - 2006), Rev. Paul Baker - Interim (2006), Rev. Michael C. McDougald - Present.*

*Biblical Principles Adopted  
by Baptist Union Church*

The pastor is God's earthly shepherd of the church and the membership ought to obey the leader according to scripture, all be it though Christ is the head of the church.

**I Corinthians 11:1-3, Ephesians 5:24; Hebrews 13:17**

*Tithes and offerings are commanded by God of all people. To do so is a blessing and not doing so is a curse.*

**Malachi 3:8-10**

*Divine healing and working of miracles are gifts of God wrought in the church.*

**I Corinthians 12:1-11**

*Holy Ghost is a gift from God to all believers that seek it and is the empowering tool required to be a true witness of Jesus Christ.*

**Acts 1:4-8**

*Christ died and was resurrected from the dead by God for all mankind and through Him only can we have eternal life.*

**St John 3:16**

*The second coming of Jesus is anticipated of the church and that the church is in constant preparation for that day.*

**Acts 1:10-11**

**Deacons  
Of  
Baptist Union**

Chairman - Kenneth Melvin 910-484-6274

Vice-Chair - Herbert Morrison 910-717-5634

Secretary - James Butler 910-482-3855

Deacon - James Moore 910-424-5188

**Trustees  
Of  
Baptist Union**

Chairman - Bro. Henry Buxton

Vice - Bro. Johnny Buxton

Treasurer - Bro. Howard Moore

Secretary - Sis. Geraldine McLaughlin

Members:

Sis. Dorothy Wynn

Sis. Bertha Council

Bro. Johnny McInnis

Bro. Roger McAllister

Bro. Glen Edwards

Bro. George Evans

Bro. James Buxton

Bro.. Anthony Huggins

and other community engagements. President - Bro. Henry Buxton

- **Gospel Choir** - represents the church in the Community Singing Union and provides music for the travel with the pastor and other appointments. President - Sis. Barbara Lewis

- **Youth Choir** - Provide music for the Sunday morning worship experience and other pastoral engagements. There is also a branch of the choir that performs praise dancing. President - Sis. Glenda Harris

- **Music Ministry** - provides music for all worship experiences and attends and supports the choirs of the church. They assist the pastor on outside engagements and inspire and train those with music talent that is yet honed.

- **Home Coming Team** - plans and coordinate all the aspects of the Home Coming Celebration which is held annually during the month of September 2009 President - Sis. Paulette Parks

- **Program Ministry** - responsible for coordinating the events around the calendar holidays observed by the church i.e. Christmas, Easter, ... President - Sis. Lesley Capers

- **Christian Education Ministry** - provides training to enhance the VBS, Sunday school, Youth Bible Study, and many other ministries in the church. Director - Sis. Carrie Sutton

- **Sunday School** - a Biblical learning experience open to all ages and required of all officers of the church. Here you the exposition of Scriptural lessons broken down for the multi levels of Christian growth. Superintendent - Sis. Pricilla Huggins

- **Bible Study** - Provides the growth in the word of God needed by any believer and gives the student a chance to ask questions and provide verbal input. Adult Teacher - Pastor McDougald, Teens - Minister Carol McDougald,

- **Church Training Union** - Is the time set aside monthly to train the church body on etiquette, church polity, and doctrinal guidelines of the Baptist Convention. Instructor - Pastor McDougald

- **Mid-Day Bible Study** - Bible study available for all those challenged to an evening or afternoon work schedule, seniors and those not comfortable with night driving, or open to anyone interested in learning the Word of God. Instructors - Deacons Melvin & Moore

- **Transportation Ministry** - This ministry provides transportation for worship services to any person desiring a ride to the church. There are other aspects of transportation on tap. (Driver's license and clean driving record required) President - Alexander Kirk

- **Youth Usher** - open to all youth willing to learn the ministry of ushering. President - Bro. Justin Pollard

Baptism of the Holy Ghost is real and the evidence thereof is speaking in tongues.

**Acts 2:1-4**

Deacons and pastor are the two ordained positions of the church (have hands laid upon them)

**Acts 6:6 & 14:23, 16:4**

Jesus Christ is the incarnate of God and God's word in the flesh St **John 1:1-14**

Every individual is entitled to praise God. Psalms 150:6

True worship is not achieved by being in a particular place but is done in the heart of the believer by way of the Truth and the Spirit of God

**St John 4:19-24**

**BAPTIST UNION MISSIONARY BAPTIST CHURCH  
BY-LAWS**

**ARTICLE I Church Name**

This body shall be known as:  
**Baptist Union Missionary Baptist Church**  
1483 Sand Hill Road  
Hope Mills, North Carolina, 28348

**ARTICLE II  
Purpose**

**Section i.** The purpose of this church is to maintain public Christian worship and community service, to carry out the great commission of the church as commanded by Jesus Christ and to conduct Christian training and fellowship for the spiritual growth of its members.

**ARTICLE III  
Membership**

**Section i. MEMBERSHIP**

The membership of this church is composed of persons who have given evidence of regeneration, who have participated in church orientation and who have been received into church membership by any of the following methods:

**Class-**new members will be required to complete a class which will be taught by the pastor or Deacons. Upon the completion of the class, each member will be presented a handbook.

**Letter -** A person who confessed Jesus Christ and who is in substantial accord with the views of faith and the principles of this church may be received by letter from any other Church.

**Candidates for Baptism -** Any person who confesses Jesus

**Ministries of Baptist Union Church**

This section is used to present all the ministries of the church. We have adopted all the previous auxiliaries, committees, and ministries into the fold of ministry. This will ensure that all duties will be executed under premise that it is judgment work worthy of wages from God.

- **Pastor's Aide** – Attends to the needs of the pastor and visiting ministers. President - Sis. Gwen Pellam
- **Deacon's** – Assist the pastor in the execution of the ordained duties of serving Communion and assisting with baptism; operate in the absence of the pastor. Chairman - Deacon Kenneth Melvin
- **Trustees-** Attend to the needs of the church as purchasing land, collection/disbursement of monies; upkeep of church and security of all properties. Chairman Henry Buxton
- **Usher Ministry-** attends the duties of ushering during all services at the church. President - Sis. Bertha Council
- **Hospitality-** Handles all meals, food preparation for dinners and is executive host of all food functions. Co-Chairpersons: Bro. Anthony Huggins & Sis. Ocie Watson
- **Couple's/Singles-** non- formal group to aide the singles and couples through the many challenges of modern relationships. Rev. Pamela Morrison & Deacon Hebert Morrison / Pastor & Min. McDougald
- **Laymen League-** is a men's ministry used to encourage and strengthen the men of the church and mentoring of the young and upcoming men. President - Bro. James Buxton
- **Women of Worship (WOW)-** A women's group that encourages and strengthens the sister- to- sister needs of the ladies. President - Sis. Debra Farmer
- **Mission Ministry-** Ministry that permeates the basis of our belief in Christ "to take missions beyond the walls of the church. The support and operate food and clothing ministry, plus a lot more along mission lines. President - Sis. Betty Moore
- **Youth Group-** Active youth activities for all age groups; tagged with events for fund raising, nursing home visits, and much more planned fun and spiritual growth. President - Minister Carol McDougald
- **Mass Choir-** provides music for the Sunday morning worship experience and other concerts and cantatas. Director - Sis. Debra Farmer
- **Male Choir-** Provide music for the Sunday morning worship experience

**October:** *Women's Health Conference 1<sup>st</sup> weekend*  
*4<sup>th</sup> Quarter Church Conference*  
*Pastor Anniversary 2<sup>nd</sup> Sunday*  
*Annual Convention Union Association*  
*Annual GBSC Session*  
*Hallelujah Night - October 31<sup>st</sup>*

**November:** *Feed Community Thanksgiving*  
*Trustee Program*

**December:** *Christmas Program*  
*Mass Choir in Concert*

Christ as Savior and Lord and adapts to the views of faith and the principles of this church is baptized by immersion, will be received into the fellowship of this church.

**Christian Experience** - Any immersed believer who has been a member of a Baptist Church, but who for a sufficient reason, cannot present a letter from that church, but is in accord with the views, faith, and the principles of this church, may be received based upon Christian experience.

Restoration - Any person who is a member, but has been absent for ninety (90) days or more not due to undue circumstances, may be restored upon public confession of faith in the Lord Jesus Christ as Savior.

Members shall avoid appearances of conflict of interest. Only members of the church body shall attend church conferences and business meetings. Member benefits are for members only. These Benefits includes but not limited to (1) Burial in church cemetery at no charge, (2) Wedding ceremony. Non-members wishing to utilize such services will be subjected to the current prices established by the trustees and the Finance Committee at the time of the service.

## **Section 2. REQUIREMENTS OF MEMBERS/CHURCH COVENANT**

The church covenant is a voluntary agreement by members of a Baptist church promise to conduct their lives in such a way as to glorify God and promote the ongoing of the church. Having been led, as we believe, by the spirit of God, to receive the Lord Jesus as our 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 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.

## *The Church Covenant*

We engage therefore, by the aid of the Holy Spirit to walk together in Christian love, to strive for the advancement of this church, in knowledge, holiness, and comfort; to promote its prosperity and spirituality;

To sustain its worship, ordinances, discipline, and doctrine; 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 secret devotion to religiously educate our children; to seek salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in deportment; to avoid all tattling, back biting, and excessive anger; to abstain from the sale and use of intoxicating drink as beverage, and to be zealous in our efforts to advance the kingdom of our Savior.

We further engage to watch over one another in brotherly love; to remember each other in prayer; to aid each other in distress; to cultivate Christian sympathy in feeling and courtesy in speech; to be slow to take offense, but always ready for reconciliation, and mindful of the rules of our Savior, to secure it without delay.

We moreover engage to watch over one another in brotherly love; to remember each other in prayer; to aid each other in distress; to cultivate Christian sympathy in feeling and

## *Stationary Annual Events*

- January:** Dr Martin Luther King Program  
1<sup>st</sup> Quarter Church Conference
- February:** Super Bowl Fellowship Gathering  
Black History Program 3<sup>rd</sup> Sunday
- March:** Senior's Program (3<sup>rd</sup> Sunday)  
(Easter Program - March 31, 2013 & March 27, 2016)
- April:** Usher's Program  
Spring Revival  
2<sup>nd</sup> Quarter Church Conference  
Easter Program (April 12, 2009, April 4, 2010, April 24, 2011,  
April 8, 20012, April 20, 2014, April 5, 20015)
- May:** Mother's Day Service 2<sup>nd</sup> Sunday  
Women's Day Service 3<sup>rd</sup> Sunday
- June:** Father's Day Service  
Vacation Bible School 3<sup>rd</sup> Week  
Vacation Bible School Trip Saturday following VBS  
Men's Day Program 4<sup>th</sup> Sunday  
Pastor Vacation 25<sup>th</sup> Week of Year
- July:** Mass Choir Anniversary 2<sup>nd</sup> Sunday  
Mission Program 3<sup>rd</sup> Sunday  
3<sup>rd</sup> Quarter Church Conference  
Deacon's Program 4<sup>th</sup> Sunday
- August:** Scholarship Program 1<sup>st</sup> Saturday  
Male Choir Anniversary 2<sup>nd</sup> Sunday  
Lott- Carey Convention 2<sup>nd</sup> Sunday week  
Homecoming Kick-off Program 3<sup>rd</sup> Saturday  
Annual Fall Revival Wednesday after 4<sup>th</sup> Sunday
- September:** Home Coming Fun Day 2<sup>nd</sup> Saturday  
Youth Choir Anniversary 2<sup>nd</sup> Sunday  
Home Coming 3<sup>rd</sup> Sunday

### *Order of Weekly Services & Events*

- *Bible Study - Wednesday at 7:00pm*
- *CTU - Every 4<sup>th</sup> Wednesday Evening at 7:00pm*
- *Sunday School - Every Sunday at 9:45am*
- *Sunday Worship - Every Sunday at 10:45am*
- *Family Meal - 4<sup>th</sup> Wednesday at 6:00pm*
- *Holy Communion - Every 1<sup>st</sup> Sunday during Morning Worship*
- *Baptism - Every 1<sup>st</sup> Sunday at 9:00am*
- *Singing Union - Every 4<sup>th</sup> Sunday Afternoon at 3:00pm*
- *Youth Choir Rehearsal - Every Saturday before 2<sup>nd</sup> Sunday at Noon*
- *Mission Meeting - 2<sup>nd</sup> Tuesday of each month at 6:00pm*
- *Deacon/Trustee Meeting - Every 1<sup>st</sup> Saturday at 10:00am*
- *Singles/Couples Ministry - Friday before 4<sup>th</sup> Sunday at 7:00pm*
- *Mass Choir Rehearsal - Thursday before 1<sup>st</sup> & 3<sup>rd</sup> Sunday*
- *Male Choir Rehearsal - Thursday before 4<sup>th</sup> Sunday*
- *Union of Unions - Every Friday and Saturday before 5<sup>th</sup> Sunday*
- *Youth Group - Every Wednesday at 7:00pm*
- *Laymen League - TBA*
- *W.O.W. - TBA*
- *New Members Class - 1<sup>st</sup> Saturday each Month at 1:00pm*

courtesy in speech; to be slow to take offense, but always ready for reconciliation, and mindful of the rules of our Saviors, to secure it without delay.

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

Members are expected to be faithful in all duties essential to the Christian life; to attend the public services of the Church, to give regularly for its support and its causes, and to share in its organized work.

## *The Articles of Faith*

### **I. The Scriptures**

We believe that the Holy Bible was written by men divinely inspired, and is a perfect treasure of heavenly instruction; that it has God for its author, salvation for its end, and truth without any mixture of error for its matter; that it reveals the principles by which God will judge us, and therefore, is, and shall remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and opinions shall be tied.

### **II. The True God**

We believe the Scripture teach that there is one, and only one, living and true God, an infinite, intelligent Spirit, whose name is Jehovah, the Maker and Supreme Ruler of heaven and earth, inexpressible glorious in holiness, and worthy of all possible honor, confidence, and love, that in the unity of the Godhead there are three divine perfections, executing distinct but harmonious offices in the great work of redemption.

### **III. The Fall of Man**

We believe the Scriptures teaches that Man was created in holiness, under the law of his Maker; but by voluntary transgressions fell from that holy and happy state; in consequence of which all mankind are now sinners not by constraint but choice; being by nature utterly void of the holiness required by the law of God. positively inclined to evil, and therefore under just condemnation to eternal ruin, without defense or excuse.

### **IV. The Way of Salvation**

We believe that the Scripture teach that the salvation of sinners is wholly of grace; through the mediatorial offices of the Son of God; who by the appointment of the Father, freely took upon Him our nature, yet without sin; honored the divine law by His personal obedience, and by His death made a full atonement for our sins: that having risen from the dead, He is

**Section 4.** All members, pastor, and other employees of **Baptist Union Missionary** Baptist Church shall be governed and bound by the by-laws and rules set forth in the Constitution and By-Laws.

**Section 5.** A copy of this Constitution and By-Laws shall, at all times, be in the hands of the Church Clerk among his/her records for references thereto. Another copy shall be in the hands of the Secretary of the Ministry of Deacons. Each church family shall be presented a copy for their personal files. Any and all amendments to, or revisions thereof, shall, after passage by the church, be entered into the minutes by the church clerk.

**Section 6.** The number of flowers at a funeral shall be limited to six (6) floral arrangements excluding the Spread.

**Inactive-members** wishing to be buried in the church's cemetery shall pay a fee of three hundred dollars (\$300.00) and/or the rate at the time of service. New Bethlehem members are required to pay \$150.00 for the use of the cemetery.

I. L., Constitution and By-Laws, LaGrange, Georgia, Publishing

A. W. The Local Church, Nashville: Cokesbury Press. 1937.

William Roy, Policy and Practice in Baptist Churches, Philadelphia: The Judson Press.

**The Hospitality Committee-** will provide overall management and supervision of the dining facilities.

**The Christian Education Ministry-** The Christian Education Ministry consists of Sunday School, Vacation Bible School (VBS), Youth Crusades and Youth Ministry. Also in conjunction with the pastor, prepares Bible Study curriculum.

**Section 4. Meetings -** Meetings of Auxiliaries and committees may be held at such times so as not to conflict with Worship Service, Sunday school, or Church Conference.

## ARTICLE VIII Standing Committees ADOPTION OF CONSTITUTION AND BY-LAWS AND AMENDMENTS

**Section 1.** This Constitution and By-Laws shall be considered adopted and in immediate effect when two-thirds of the members voting at a business meeting, at which the vote is taken, shall vote favorably. The adoption of this Constitution and By-Laws shall effect a repeal of any and all previously adopted rules that are in conflict therewith.

**Section 2.** When adopted, these laws shall be the governing powers of this church.

**Section 3.** This constitution may be amended, altered or repealed when two-thirds of the members present at a regular business session shall vote favorably on such action. Any change that is requested must be presented to the church in writing giving full details of the section and the change that is desired to be made. However, before such action shall be taken the members shall be notified both from the pulpit and through publication in the Church Bulletin and Newsletter. Final action shall be taken thirty days following the first reading of the change or at the following regular conference.

now enthroned in heaven; and uniting in His wonderful person the tenderest sympathies with divine perfections, He is in every way qualified to be a suitable, a compassionate, and an all sufficient Savior.

### V. Justification

We believe the Scriptures teach that the great Gospel blessing which Christ secures to such as believe in Him is justification. that justification includes the pardon of sin and the promise of eternal life on principles of righteousness; that it is bestowed, not in consideration of any works of righteousness which we have done, but solely through faith in the Redeemer's blood; by virtue of which faith, His perfect righteousness is freely imputed to God and secures every other blessing needful for time and eternity.

### VI. The Freeness of Salvation

We believe the Scriptures teach that the blessings of salvation are made free to all by the Gospel; that it is the immediate duty of all to accept the Scripture by cordial, penitent, and obedient faith; and that nothing prevents the salvation of the greatest sinner on earth but his own determined depravity and voluntary rejection of the Gospel; which rejection involves him in an aggravated condemnation.

### VII. Regeneration

We believe that the Scriptures teach that in order to be saved, sinners must be regenerated, or born again; that regeneration consists in giving a holy disposition to the mind that it is effected a manner above our comprehension by the power of Holy Spirit in connection with divine truth so as to secure our voluntary obedience to the Gospel; and that its proper evidence appears in the holy fruits or repentance and faith and newness of life.

### VIII. Repentance and Faith

We believe the Scriptures teach that the repentance and faith are sacred duties, and also inseparable graces, Wrought in our

souls by the regenerating Spirit of God; whereby being convinced of our guilt, danger, and helplessness and of the way of salvation by Christ, we turn to God with unfeigned contrition, confession, and supplication for mercy; at the same time heartily receiving the Lord Jesus Christ as our Prophet, Priest, and King and relying on him alone as the only and all-sufficient Savior.

### **IX. God's Purpose of Grace**

We believe the Scriptures teach that election is the eternal purpose of God, according to which He graciously regenerates, sanctifies, and saves sinners; that being perfectly consistent with the free agency of man, it comprehends all the means in connection with the end; that it is a most glorious display of God's sovereign goodness, being infinitely free and wise, holy and unchangeable; that it utterly excludes boasting and promote humility, love, prayer, praise, trust in God, and active imitation of His free mercy; that it encourages the use of means in the believing of Gospel; that it is the foundation of Christian assurance; and that to ascertain it with regard ourselves demands and deserves the utmost diligence.

### **X. Sanctification**

We believe the Scriptures teach that sanctification is the process by which according to the will of God, we are made partakers of His holiness; that it is a progressive work; that it is begun regeneration; and that it is carried on in the hearts of believers by the presence and power of the Holy Spirit, the Sealer and Comforter, in the continual use of the appointed means especially word of God, self-examination, self-denial, watchfulness, and prayer.

### **XI. Perseverance of Saints**

We believe the Scriptures teach that such only are real believers as endure to the end; that the preserving attachment to Christ is the grand mark which distinguishes them from superficial professors; that a special Providence watches over their welfare; and they are kept by the power of God through

**The Ministry of Christian Education-** The Ministry of Christian Education will work to bring the knowledge of our Lord and Savior Jesus Christ to the church and the community. In addition, the goal of the entire Ministry of Christian Education is to enrich members' lives spiritually with the word of God through classes, programs, conferences and seminars.

**The Laymen's League** - An organization designed for involving all men and boys in the church in mission. The purpose is to teach mission, engage in mission action, support and the Church, Association, State, and National Laymen's League through praying, giving, and providing and interpret information regarding the work of the church and denomination.

**The Pastor's Aide** - is responsible for providing for the pastor's robes are laundered, and that his study and pulpit are stocked with the items he needs.

**The Audio/Visual Ministry** - The ministry is responsible for the smooth running of all sound procedures of the church. This ministry records each Sunday's sermon and special services at the pastor's request.

**The Ushers Ministry** - is to serve God's people when they need seating, comfort, help, information or just a smile when in God's house.

**The Single's Ministry** - is responsible for providing leadership in developing goals, planning, organizing, and implementing a comprehensive program for the single of the church.

**The Missionary Circle** - aid and assist the pastor and the church in the Lord's work; to help and aid the members in the church spiritually and physically.

**The Baptist Training Union** - is responsible for training all church members in church procedures.

**The Music Ministry** - The music Ministry consists of all choir and musician of the church.

the church deems necessary to count and deposit monies collected as expediently and efficiently as possible.

5. Have conferences with financial officers and members who are not carrying out their duties efficiently and recommend to the church their replacement or dismissal if they are unable to carry out their duties.
6. Require that all appointees to any financial committee be recommended by the Trustee Ministry, to the church for approval.
7. The Finance/Budget Committee shall consist of the following nine members--church treasurer, assistant treasurer, finance chairman, bookkeeper, clerk, one representative from the Trustee Ministry, and three members coming from the church at-large. The three members coming from the church at-large shall be elected to serve a period of two years. The committee shall meet prior to each church conference.

## **ARTICLE VII**

### **Auxiliaries**

#### **Section 1. Auxiliary and Committee Chairpersons**

The President and Chairperson of committees and auxiliaries are responsible for their groups maintaining harmony and fulfilling the purpose for which that committee or auxiliary was formed, in operations and effectiveness.

#### **Section 2. Auxiliaries (Ministries) of the Church:**

Deacons Ministry, Trustee Ministry, Ministry of Christian Education (Sunday School, Youth Ministry, Couples & Singles Ministries, CTU, (Church Training Union) Women of Worship/WOW), Ushers Ministry, Pastor's Aide, Audio/Visual Ministry, Missionary Ministry, Music ministry.

#### **Section 3. Responsibilities:**

faith unto salvation that the law of God is the eternal and unchangeable rule His moral government; that it is holy, just, and good; and that the inability, which the Scripture ascribe to fallen men to fulfill its precepts, arises entirely from their love to sin; to deliver them from which, and to restore them through a Mediator to unfeigned obedience to the holy law, is one great end of the Gospel and of the Means of Grace connected with the establishment of the visible church.

## **XII. The Law and Gospel**

We believe the Scriptures teach that the Law of God is the eternal and unchangeable rule of his moral government; that it is holy, just and good; and the inability which the Scriptures ascribe to fallen men to fulfill its precepts, arise entirely from their love of sin; to deliver them from which, and to restore them through a Mediator to unfeigned obedience to the holy law, is one great end of the Gospel, and of the Means of Grace connected with the establishment of the visible church.

## **XIII. Gospel Church**

We believe the Scriptures teach that a visible church of Christ is a congregation of baptized believers, associated by covenant in the faith and fellowship of the Gospel, observing the ordinances of Christ; governed by His law; and exercising the gifts, rights, and privileges invested in them by His Word; that is only scriptural officers are Bishops or Pastors and Deacons whose qualifications, claims, and duties in the Epistles to Timothy and Titus.

## **XIV. Baptism and the Lord's Supper**

We believe the Scriptures teach that Christian baptism is the immersion in water of a believer, into the name of the Father, the Son, and Holy Ghost; to show forth in a solemn and beautiful emblem our faith in the crucified, buried, and risen Savior, with its effect, in our death to sin and resurrection to a new life; that it is prerequisite to the privileges of a Church relation; and to the Lord's Supper in which the members of the Church by the sacred use of bread and wine commemorate

together the dying love of Christ; preceded always by solemn self-examination.

### **XV. The Christian Sabbath**

We believe the Scriptures teach that the first day of the week is the Lord's Day or Christian Sabbath and is to be kept sacred to religious purposes by abstaining from all secular labor and sinful recreation; by the devout observance of all the Means of Grace, Both private and public; and by preparation for that rest that remaineth for the people of God.

### **XVI. Civil Government**

We believe the Scriptures teach that civil government is of divine appointment, for the interest and good order of human society; and that magistrates are to be prayed for, conscientiously honored and obeyed; except only in things opposed to the will of our Lord Jesus Christ, who is the only Lord of the conscience and Prince of the Kings of the earth.

### **XVII. Righteous and Wicked**

We believe the Scriptures teach that there is a radical and essential difference between the righteous and the wicked; that such, only through faith are justified in the name of the Lord Jesus and sanctified by the Spirit of our God, are truly righteous in His esteem; while all such as continue in impenitence and unbelief are in His sight wicked and under the curse; and this distinction holds among men both in after death.

### **XVIII. The World to Come**

We believe the Scriptures teach that the end of the world is approaching; that at the last day, Christ will descend from heaven and raise the dead from the grave for the final retribution; that a solemn separation will then take place, that the wicked will be adjudged to endless punishment and the righteous to endless joy; and that this judgment will fix forever the final state of men in heaven or hell on principles of righteousness.

Budget Committee on financial feasibility.

4. The deacons shall work with the Pastor on the order of service and scheduling of any special services. The deacons shall work with the Pastor to establish regular office hours for the Pastor.
5. Assist and cooperate with all standing and special committees of the church in formulating policies and plans pertaining to the spiritual and material life of the church and from time to time make recommendations to the church concerning these matters.
6. They shall conference with all church organizations when needed; assist in mediating all church problems within the church, review of all proposals before they go to church conference.

**Section 9. Trustees-Duties.** It shall be the duties of the Trustees to:

1. Recommend members to the Trustee Ministry every two years (after the prospective member's name has been submitted to the Trustee Ministry, discussed, and voted upon by the Ministry) and to suspend those members who are not active or remove those from the Ministry who are unwilling or unable to serve this being subject to the approval of the church.
2. Be responsible for negotiating the buying and selling of land and property.
3. Require advance planning and written reports on all major building and selling ventures. (Chairmen of these committees--Building and Finance/Budget--may be required to give reports to the trustees).
4. Supervise the collection of all monies in the church and assign, if necessary, a committee composed of members of the Trustee Ministry (at least 2), treasurer, and others as

2. Husband of One Wife. If married, must be devoted spouse.
3. Temperate. Must be self-controlled, enslaved to nothing, free from excesses.
4. Prudent. Must be sober, sensible, wise, balanced in judgment, not given to quick, superficial decisions based on immature thinking.
5. Respectable. Must demonstrate a well ordered life and good behavior.
6. Free from the love of money. Must not be stingy, greedy or out for own gain. Should not be preoccupied with amusing material things, but rather should be a model of giving.
7. Not a New Convert. Must not be new believers. Must have been Christians for long enough to demonstrate the reality of their conversion and the depth of their.

#### **Section 8. Deacons-Duties.**

1. The deacons concurring with the-Pastor shall have general supervision and concern themselves with the spiritual life and development of the church. They shall advise and assist the pastor in matters relative to the advancement of the Gospel and the caring for lost souls
2. They shall be charged with the administering of the Lord's Supper. (shall administer to sick and shut-in on the same day as administered at the regular church service); of keeping the membership enlisted in the full program of the church; administer to the sick and shut-in, assist with baptism,
3. Recommend to the church the pastor's salary. This recommendation shall be based upon the evaluation of the pastor's performance and consultation with Finance/

**Section 4. Dismissal of Members.** Persons may be dismissed from membership by the following method:

**ABSENCE:** After 30 days of non-communication from a member (s), a deacon will contact the member to assure that the member is ok: after 90 days of non-communication from a member (s), member (s) shall be dismissed by letter from the church.

**Letter** - Any member, in good standing, who desires a letter of recommendation, shall receive it upon request. A letter may also be sent to the church upon request.

#### **Section 1. Church Business Meetings**

The Church Business Meeting shall be held once each quarter (special meetings will be called by (1) Pastor or (2) Deacons): January, April, July and October, on the second Saturday at 10:00 A.M. The Deacon Ministry, Trustees Ministry, Ministry of Christian Education (DCE is inclusive of Sunday School, Youth Group, Layman League, Couples and Singles Ministry, Women of worship/WOW) as well as all Auxiliaries and Committees shall be responsible for giving a report of its work. Only members of the church should attend church conferences.

#### **Order of Business:**

The church conference shall observe the following Order of business:

Devotion  
 Minutes of the previous meeting  
 Unfinished business  
 Report of Deacon Ministry, Ministry of Christian Education, Auxiliaries as well as any Committee  
 New Business  
 Adjournment

#### **Section 2. Special Meetings and Emergency Meetings**

All Special Business Meetings must be announced in the worship services two consecutive Sundays prior to the meeting date.

### **Section 3. Annual Church Meeting**

The annual Church Meeting shall be held in October and shall include the election of church officers, annual reports from auxiliaries and committees and church plans and budget for the coming year.

### **Section 4. Conducting Meeting**

In conducting meetings of the conference the church shall be governed by the Robert Rules of Order.

## **ARTICLE V Church Worship Service**

### **Section 1. Worship Service**

This Church shall hold Worship Services each Sunday at an hour agreed upon by the members. It shall have weekly Prayer Service on Wednesday evening at an agreed time.

### **Section 2. Lord's Supper**

The Lord's Supper shall be celebrated at the morning worship hour on the first Sunday of each month. Baptismal will be on the first Sunday at 9:15 A.M. and the right hand of fellowship at morning worship.

### **Section 3. Order of Service**

The following order of service is suggested for public worship:

- Doxology - congregation standing Invocation
- Hymn-congregation standing
- Scripture Reading-congregational reading
- Prayer
- Offertory - organ number or choir selection Special music  
by choir
- Sermon

### **Section 2. Group Elected Officers**

The chairpersons of auxiliaries and committees are responsible for seeing that officers are elected each year by September. The names of the officers are presented to the pastor and church clerk at the time of election and at the Annual Church Conference.

### **Section 3. Qualifications**

- Must be member in good standing.
- Financially support the works of ministries of this church by faithfully giving at least 10% of your gross income. Maintain wise stewardship measures over the remaining 90%.
- Maintain proper priorities in your home and the spiritual leader to your spouse and children, if married.

**Section 4. Election and Term of Office** Church officers are elected annually. Church officers and chairperson are nominated by the Nominating Committee. Church officers are elected for one year term and are eligible for reelection.

### **Section 5. Employed Personnel**

The employed personnel of the church are the pastor, custodian, musicians and secretary/bookkeeping.

### **Section 6. Role of the Deacon**

The pastor is the shepherd, the guide, the overseer of the entire church, and he should always be recognized as such by the deacons, who are only his assistants, as well as by the rest of the church.

The Deacon shall be spiritual leaders in the church under the direction of the pastor. Deacons shall be ordained to their work according to Acts 6:1-8 and I Timothy 3:8-13.

### **Section 7. Qualifications:**

1. Above Reproach. Must be blameless, presenting no pattern of Scriptural disobedience or grounds for accusation.

Education, each Auxiliary, committee and one member at large.

3. The Chairperson of the Pulpit Committee is appointed by the church. The Chairperson must have strong leadership qualities, have the full confidence and respect of the congregation and be knowledgeable of the church history, mission, program of worship and service. The Pulpit Committee will be headed by a Deacon.

4. The secretary is appointed by the Pulpit Committee.

#### **Section 7. Responsibilities of Pulpit Committee:**

1. To find a pastor for recommendation to the congregation.
2. Establish procedures for the functioning of the committee.
3. Establish timelines for completing of the work of the committee.
4. Receive, review and screen applications
5. Verify information on resume and check references.
6. Investigate candidates' abilities, Christian and moral character, home and personal life and his understanding of the ministry and the Baptist doctrine.
7. Observe candidates preaching in their own pulpit if possible.
8. Interview candidates.
9. Recommend final candidate(s) to the Church.

### **ARTICLE VI Church Officers**

#### **Section 1. Church Elected Officers**

The officers of the church shall be Deacons, Trustees, Clerk, Financial Secretary, Secretary, President of Missionary Circle, Ushers, Superintendent of Sunday School, and Director of Christian Education.

- Invitational hymn-congregation standing
- Reception of members (open doors of the church)
- Benediction

### **ARTICLE VI Church Officers**

#### **Section 1. Church Officers**

The officers of a church, according to the outline given in the Scriptures, are its pastor and deacons. They are elected by the church for such length of time as the church may choose. All officers shall be active members of the Church in good standing unless deemed otherwise by the Church and shall be, with exception of the Pastor, elected by the Church annually. The officers of the Church shall be the Pastor, Deacons, Trustees, Church Clerk, and Treasurer.

#### **Section 2. Pastor**

The pastoral office is the only direct divine appointment from God over His church. All other offices in the church are designed as an office in the church, but not over the church. The Pastor's authority rest in the fact he/she is a Biblical officer. The three words elder, bishop, and pastor refer to the same office but to different functions within that office. Acts 20-28.

#### **Section 3. Qualifications**

The pastor of the congregation must meet the qualification as specified in I Timothy 3:1-7 and Titus 1:1-7.

The pastor must be ordained and have experience required to serve as an administrative head of the church and to be fully responsible for the spiritual and emotional growth and welfare of the congregation and the church.

The Pastor shall cooperate with the local organized work of the denomination and with the association, state, and national bodies of Baptist Churches as agreed upon by the Church.

#### **Section 4. Election and Term Office**

The pastor is elected by the church on a probationary period of one (1) year and reevaluated once every two (2) years.

The election of a pastor shall take place at a special church meeting called for that purpose.

The special church meeting stating the purpose must be announced to the congregation at least two consecutive Sundays prior the scheduled meeting dates.

The election shall be upon the recommendation of candidate (s) by the Pulpit Committee which was appointed by the church.

No other nominations shall be made except those of the Pulpit Committee.

A vote of the majority of the members present and voting shall be necessary to extend the call of a pastor.

The termination of the pastor shall be voted on by the congregation at a special church meeting called for that purpose, providing notice of such a meeting and purpose has been read to the congregation at least two consecutive Sundays prior to the scheduled special church.

### **Section 5. Responsibilities and Duties:**

1. The pastor shall be an ex-officio member of all Ministries, committees and auxiliaries.
2. The pastor with assistance of the Deacons appoints members to the Nominating, Budget and other standing and special committees of the church.
3. The pastor is responsible for all other duties related to serving the congregation spiritually and administratively. The pastor should have a solid (good) working relationship with the deacons and trustees of the church.
4. The General Baptist State Convention will not attempt to

bypass the pastor in its dealing with a local church. Many of the letters that come from the President and the Executive Secretary are addressed to the pastors. The pastors know their congregations, and they are expected to find ways to mobilize them to support the work.

5. The Pastor shall be held to the highest degree when it comes to privacy and confidentiality of individuals.
6. **The Pastor shall be responsible for payment to a minister (speaker) that he invites without the approval of the deacons or the church treasurer.**
7. The pastor shall not create division and confusion within the church body. Should a situation arise; it is the responsibility of the deacons to address it with the pastor for a resolve. If a resolution cannot be reached, the deacons shall bring the issue to the church body (only as a last result).
8. The pastor, at his discretion may attend two (2) conventions per year. The church shall be responsible for his travel, lodging, and meal expenses. Upon his return, he will be required to present receipts and a report to the church.
9. The pastor's anniversary will be held the Sunday prior or following his/her anniversary date (if at all possible). The gifts to the pastor will be decided by the finance committee and the deacons. The monetary gift shall not include tithes.

### **Section 6. Establishing the Pulpit Committee:**

1. Members of the Pulpit Committee shall be appointed by the church.
2. The Pulpit Committee shall consist of one representative from the Deacons, Trustees, Ministry of Christian