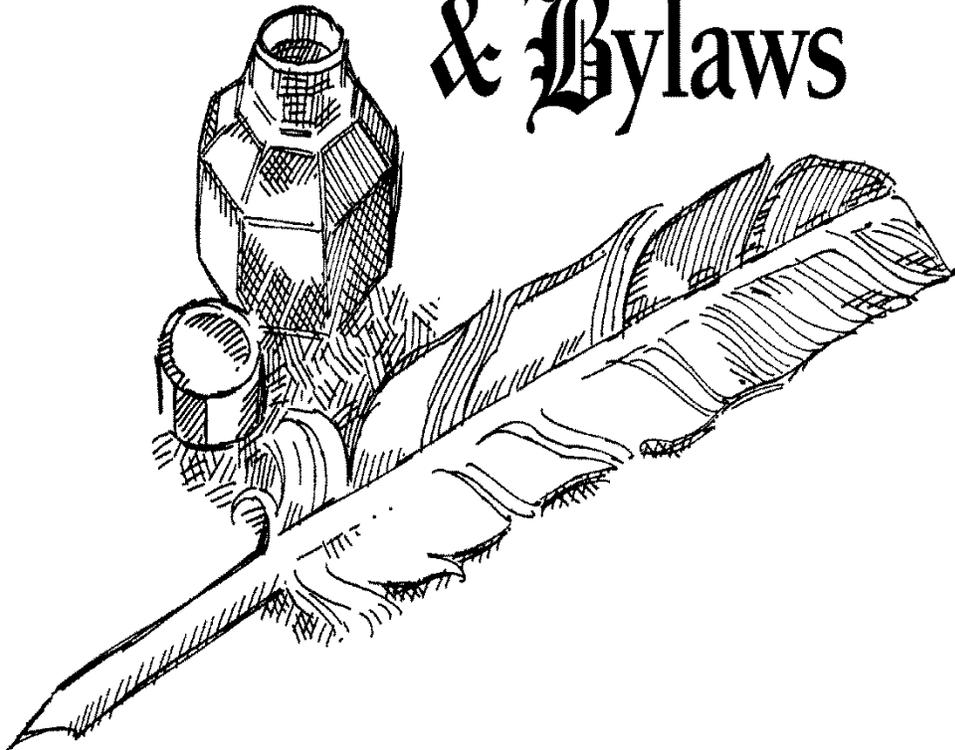


Barksdale Baptist Church

Church Constitution & Bylaws



Adopted January 17, 2016

Revised Copy with "The Baptist Faith and Message" attached.

Constitution

Preamble

We declare and establish this constitution to preserve and secure the principles of our faith and to govern this church in an orderly manner, just as Scripture states, “let all things be done decently and in order” (1 Corinthians 14:40). This constitution will preserve the liberties of each individual church member and the freedom of action of this church in relation to other churches.

I. Name

This church shall be known as Barksdale Baptist Church, located at 1714 Jimmie Davis Hwy in Bossier City, Louisiana.

II. Objectives

1. Evangelism - To be a dynamic spiritual organism empowered by the Holy Spirit to share Christ with as many people as possible in our church, community, and throughout the world¹.
 2. Worship - To be a worshipping fellowship, experiencing an awareness of God, recognizing His person, and responding in obedience to His leadership².
 3. Fellowship - To experience an increasingly meaningful fellowship with God and fellow believers³.
 4. Discipleship - To help people experience a growing knowledge of God and man⁴.
 5. Ministry - To be a church that ministers unselfishly to persons in the community and the world and in Jesus’ name⁵.
- Thus, the purpose of this church is to be Christ like in our daily living by emphasizing total commitment of the church’s and individual’s life, personality, and possessions to the lordship of Christ.

III. Statement of Biblical Authority and Statement of Faith

The Holy 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 we believe. This church subscribes to “The Baptist Faith and Message” as adopted by the Southern Baptist Convention in 2000. This church also subscribes to the “Statement on Marriage and Sexuality” adopted May 26, 2013. These statements do not exhaust the extent of our faith. For purposes of church doctrine, practice, policy, and discipline, our pastors and deacons are the church’s final interpretive authority on the Bible’s meaning and application.

IV. Church Membership

The membership of this church shall be composed of individuals who are believers in the Lord Jesus Christ and affirm and agree to be bound by the Barksdale Baptist Church Constitution, Bylaws, Baptist Faith and Message 2000, Statement on Marriage and Sexuality, the other governing documents of Barksdale Baptist Church, and the policies of Barksdale Baptist Church, and who offer evidence by their confession and their conduct that they are living in accord with their affirmations and this Constitution, these Bylaws, Statements, other governing documents, and

policies, and who are actively pursuing and continuing in a vital relationship with the Lord Jesus Christ. The membership of the Church shall have final authority in all matters of church governance, as set forth and described in this Constitution and these Bylaws.

V. Church Covenant

Having been led as we believe by the Spirit of God to receive the Lord Jesus Christ as our Lord and Savior and on the profession of faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit⁷, we do now in the presence of God and this assembly most solemnly and joyfully enter into covenant with one another as one body in Christ.

We engage, therefore, under the leadership of the Holy Spirit to walk together in Christian love⁸; to strive for the advancement of this church in knowledge⁹, holiness¹⁰, and comfort¹¹; to promote its prosperity and spirituality¹²; to sustain its worship¹³, ordinances¹⁴, doctrines¹⁵, and discipline¹⁶; to contribute cheerfully and regularly to the support of the ministry, the expenses of the church, and relief of the poor, and the spread of the gospel through all nations¹⁷.

We also engage to maintain family and secret devotions¹⁸; to religiously educate our children¹⁹; to seek the salvation of our kindred and acquaintances²⁰; to walk circumspectly in the world²¹; to be just in our dealings, faithful in our engagements, and exemplary in our deportment²²; to avoid all tattling, backbiting, and excessive anger²³; to seek the highest moral standards regarding the sanctity of human life, the preservation and care of our individual bodies by abstaining from harmful actions and from the sale and/or use of any substances that are harmful to our own or another's physical body, and by holding God's ideal of purity and sacredness in marriage and family²⁴; and to be zealous in our efforts to advance the kingdom of our Savior through warm and loving evangelism and active involvement in the social order and culture²⁵.

We further engage to watch over one another in brotherly love²⁶; to remember one another in prayer²⁷; to aid one another in sickness and distress²⁸; to cultivate Christian sympathy in feelings and Christian courtesy in speech²⁹; to be slow to take offense, but always ready for reconciliation and mindful of the rules of our Savior to secure it without delay³⁰.

We moreover engage that when we move from this place we will as soon as possible unite with another church where we can carry out the spirit of this covenant and principles of God's Word³¹.

VI. Polity and Relationships

The government of this church is vested in the body of believers who compose it. Persons duly received by the members shall constitute the membership. (See Article I of By-Laws.)

All internal groups created and empowered by the church shall report to and be accountable only to the church, unless otherwise specified by church action.

This church is subject to control of no other ecclesiastical body, but it recognizes and sustains the obligation of mutual counsel and cooperation which are common among Baptist churches. Insofar as practical, this church will cooperate with and support the Northwest Louisiana Baptist Association, the Louisiana Baptist Convention, and the Southern Baptist Convention.

VII. Amendments

Changes in this constitution or bylaws may be made by any active member of Barksdale Baptist Church at any regularly scheduled business meeting with a motion and a second to the motion to do so. After the motion has been discussed by Church members present, the motion will be referred to the Called Staff and Board of Trustees. The Called Staff and Board of Trustees will report back to the Church no later than the third (3) regularly scheduled business meeting for a vote by Church. Amendments to this Constitution & Bylaws must be approved by three-fourths vote of church members present.

¹ See Baptist Faith and Message, 2000, Art. XI - Evangelism and Missions

² See Baptist Faith and Message, 2000, Art. VIII - The Lord's Day

³ See Acts 2:42; 1 John 1:3. "In the NT, fellowship is the bond among Christians created by their common confession that Jesus is Lord. In Paul's letters this fellowship is marked by the spiritual oneness effected by baptism and bestowal of the Spirit (Gal. 3:27-28; Cor. 12). It is manifested by the gathered community at the Lord's Supper (1 Cor. 11:17-34) and characterized above all by self-giving love (1 Cor. 13). This fellowship of believers is dependent on -- and an expression of -- their fellowship with Christ. Eating the one loaf of the Lord's Supper makes the many into one body even as it enables the participants to commune with the Crucified One (1 Cor. 10:16-17)." (Harper's Bible Dictionary' s.v. "Fellowship")

⁴ See Matthew 28:16-20; 2 Peter 3:18

⁵ See Ephesians 4:11-12; 2 Cor. 1:3-7; See also Baptist Faith and Message, 2000, Art. XV

⁶ John 1:12; 6:44; 1 John 5:1; Matthew 28:19; Acts 2:38

⁷ John 15:12, 17; Romans 12:9; Ephesians 4:1-6; Hebrews 10:24-25; John James 2:8

⁸ Colossians 1:10; 2 Peter 1:5; 3:18

⁹ Leviticus 20:7, 26; 21:6; Ephesians 1:4; 5:27; 1 Peter 1:15, 16; Revelation 22:11

¹⁰ John 14:16-17; 2 Corinthians 1:3-7

¹¹ Romans 15:2; 1 Corinthians 14:12; 2 Corinthians 13:10; Ephesians 4:29; 1 Thessalonians 5:11

¹² Acts 1:14; 2:42; Hebrews 10:25

¹³ Baptist Faith and Message, 2000, Art. VII

¹⁴ 1 John 2:22, 23; Baptist Faith and Message, 2000

¹⁵ Acts 5:1-11; 15:1-30; 1 Corinthians 5:1-5; Hebrews 13:17

¹⁶ Romans 12:13; 15:26; 1 Corinthians 16:1-4; Baptist Faith and Message, 2000 Art. XIII, XV

¹⁷ Deuteronomy 4:9; 6:5-9; Matthew 6:6; Baptist Faith and Message, 2000, Art. XXVIII

¹⁸ Deuteronomy 4:9; 6:5-9; Baptist Faith and Message, 2000, Art. XVIII

¹⁹ Matthew 28:16-20; 1 Corinthians 9:19-23

²⁰ Ephesians 4:1-7, 17; 5:2, 15

²¹ Leviticus 19:36; Proverbs 11:1; Ezekiel 45:10; Romans 12:21; 2 Corinthians 8:7; Ephesians 4:28-30;

Hebrews 10:25; Baptist Faith and Message, 2000, Art. XV

²² Ephesians 4:26-27, 30-32; James 4:1-10

- ²³ Genesis 2:24-25; 1 Corinthians 6:19-20; 1 Thessalonians 4:1-8; 5:16; James 2:8; Baptist Faith and Message, 2000, Art. XVIII
- ²⁴ Matthew 5:13-16; 6:33; 28:16-20; Baptist Faith and Message, 2000, Art. IX, XI, XV
- ²⁵ 1 Thessalonians 5:12-16
- ²⁶ 1 Thessalonians 5:25; 2 Thessalonians 3:1; Hebrews 13:18
- ²⁷ Mark 1:30-34; James 5:13-15
- ²⁸ Proverbs 15:4; 16:23; 2 Corinthians 8:7; Colossians 4:6; 1 Timothy 4:12
- ²⁹ Proverbs 17:9; 19:11; Job 22:21; Proverbs 16:7; Matthew 5:24; 2 Corinthians 5:20; Matthew 18:15-20
- ³⁰ Hebrews 10:25

STATEMENT ON MARRIAGE AND SEXUALITY

We believe that term “marriage” has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture.

We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

We believe that any form of sexual immorality, such as adultery, fornication, homosexuality, bisexual conduct, bestiality, incest, pornography or any attempt to change one’s sex or disagreement with one’s biological sex, is sinful and offensive to God.

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 community, it is imperative that all persons employed by the church in any capacity, or who serve as volunteers, should abide by and agree to this Statement on Marriage and Sexuality and conduct themselves accordingly.

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of the church.

Bylaws

ARTICLE I: RECEPTION AND DISMISSAL OF MEMBERS

SECTION 1. RECEPTION

a. By Profession of Faith and Baptism: Any person publicly professing personal faith in the Lord Jesus Christ, giving evidence of a regenerate heart, after being baptized, then affirming and agreeing to be bound by the Constitution, By-Laws, other governing documents, and policies of Barksdale Baptist Church, may be received into the fellowship and membership of the Church.

b. By Statement of Faith: Any person who has been baptized upon Profession of Faith into a sister Baptist Church, but who, because of loss of records or similarly unavoidable circumstances have no regular letter of dismissal, if they give satisfactory evidence of a regenerate heart, Christian conduct and Scriptural faith, and has been baptized by immersion, in the name of the Father, Son and Holy Spirit, and agreeing to be bound by the Constitution, By-Laws, other governing documents, and policies of Barksdale Baptist Church, may be received into the fellowship and membership of the Church.

c. By Letter: Members from other regular Baptist Churches, holding the same faith, upon receiving a Letter of Dismissal from their respective Church, and agreeing to be bound by the Constitution, By-Laws, other governing documents, and policies of Barksdale Baptist Church, may be received into the fellowship and membership of the Church.

d. By Restoration: Any member from whom the Church has withdrawn fellowship, may be restored, by request, upon confession of any error committed, giving satisfactory evidence to the Church of having maintained a Christian character, regenerate heart, Christian conduct and Scriptural faith, and after completing an orientation course, and agreeing to be bound by the Constitution, By-Laws, other governing documents, and policies of Barksdale Baptist Church, may be received back into the fellowship and membership of the Church.

e. All actions regarding the receiving of members shall be by vote of the Church.

f. The Membership Advisory Committee is composed of all active Deacons and shall assist the Pastor in interviewing any person who applies for membership whom the Pastor may refer to them. They shall bring their report and recommendation at a later date for the Church to vote upon.

SECTION 2. DISMISSAL

The policy of this Church shall be to remove names of members from the Church roll in the following manners.

a. By Death: Upon notification of the death of a member, and the verification thereof, his or her name shall be removed from the roll.

b. By Letter: Any member in good standing with the Church shall be granted a Letter of Dismissal to any sister Church of like faith on request.

c. By Vote: It shall be the policy of this Church not to issue letters of dismissal to Churches of other denominations. Upon satisfactory evidence that a member has left the church to become a member of another Church, not of the Baptist denomination, the Church will vote to drop this name from the membership.

d. By Exclusion: In case a member be guilty of conduct unbecoming a Christian so

that the Church and the name of Christ are brought into disrepute, it shall be the duty of the Pastor and the Deacons who shall constitute a Committee on Discipline to talk with this member in the hope of restoring him or her to the fellowship of the Church. If the member will not hear these brethren, it shall be their duty to report his or her attitude to the Church. If the individual will not hear the Church, the name of the member in question shall be submitted to the Church at the next regular business meeting, and upon a majority vote of active church members present, remove such member from the church membership rolls.

Any member of sound mind and body, with health permitting and their physical location and job are not preventing them from the participation of Church programs, but choose to be totally inactive in relation to his or her Church obligations for a period of 90-days, by not attending any of its services, or being critical and non-cooperative in the work, it shall be the duty of the Deacons to visit with the member, and holding a view of reconciling him or her back in support of the Church program and affirming the Covenant and the views of faith and practice held by this Church. If the member will not hear these brethren, it shall be their duty to report his or her attitude to the Church. If the individual will not hear the Church, the name of the member in question shall be submitted to the Church at the next regular business meeting, and upon a majority vote of active church members present, shall remove such member from any leadership position including but not limited to committees, and place him or her on the church inactive roll.

e. By Request: If a member requests or submits a request to have his or her name removed from the church rolls, such request will be submitted to the Church during a regular business meeting of the Church and will be voted on by active members present to grant the members request.

ARTICLE II: MEETINGS

SECTION 1. DIVINE WORSHIP

a. Divine Worship: The usual meeting for Divine Worship shall be on the Lord's Day, and on such other occasions as the Church designates.

b. Lord's Supper: Shall be observed once each quarter, or at times the Pastor requests.

c. Baptism by immersion in water: Anytime on request by Pastor for any person asking after publicly making profession of Scriptural Faith in Jesus Christ as their personal Lord and Savior, and satisfactory evidence of regenerate heart with a commitment to follow Christ as Lord.

SECTION 2. BUSINESS MEETINGS

Note: Members attending and participating shall speak in a spirit of proper Christian courtesy, at all times.

The annual meeting of the Church will be held in September as scheduled by the Church. Regular business meetings will be scheduled by vote of the Church. Special Called Business Meetings may be called as needed at the request of any Church Member with a vote of approval by the Church.

Rules of Procedure:

a. For business meeting moderator or presiding officer, see Article v: Section 1. Part d.

- b.** The Parliamentary authority of the Church is “A Parliamentary Guide for Church Leaders” by C. Barry McCarty, supplemented by the latest edition of “Robert’s Rules of Order”.
- c.** All meetings shall be opened with prayer, after which minutes of the previous meeting, regular or special, shall be presented.
- d.** All reports given from committees and organizations shall be properly scheduled with the moderator before the meetings.
- e.** After all committees and ministries have reported, any individual church member present shall have the privilege of bringing any matter of business before the Church which he or she feels should be considered by the Church.
- f.** All recommendations presented for action shall be in writing and shall be read in the hearing of the Church. Upon proper motion and second, shall be open for discussion.
- g.** The members present, who are 12 years of age and older, shall constitute a quorum at any Regular or Special Business Meeting.

ARTICLE III: YEAR OF THE CHURCH

SECTION 1. FISCAL YEAR

The fiscal year of the Church will begin on the first day of JANUARY of a calendar year, and shall end on the last day of DECEMBER of the same calendar year.

SECTION 2. CHURCH YEAR

The Church year shall begin on the first day of SEPTEMBER of each calendar year, and end on the last day of AUGUST of the next calendar year.

ARTICLE IV: FINANCIAL SUPPORT

SECTION 1. UNIFIED BUDGET

The Unified Budget Plan includes all the expenditures for all the objects fostered by the Church and denomination. The Budget shall be prepared each year, item by item, by the Finance Committee. After completion of the Proposed Budget, it shall be submitted to the Church at a Regular Business Meeting and voted on by the Church.

SECTION 2. SINGLE TREASURY

All funds collected by the Church shall go into the Treasury of the Church and shall be disbursed by the Treasurer as herein provided. All designated funds directed to an established program or fund underwritten by the Church shall be used as designated. No donations will be accepted that are designated to a fund or program that was not approved by the Church before the donation was given. Such donations will be respectfully returned to the contributor before being deposited.

SECTIONS 3. INDIVIDUAL GIVING

The Church has neither an assessment plan nor compulsory method of Christian giving. We believe in following steadfastly the teachings in 1 Corinthians 16:2 and Malachi 3:10. Based upon this scriptural instruction, the Church expects:

- a.** Every member to give to the support of the Church

- b. Every member to give regularly and systematically
- c. Every member to give in proportion to their ability.

SECTION 4. SPECIAL APPEALS

This Church recognizes the right of special appeals on the part of any of our authorized denominational agencies for any or all of those objects fostered by the Cooperative Program, and for any or all of those objects included in our Authorized Church Budget, and for any special object which the Pastor, Deacons, or the Church may feel should be promoted. However, no person, agency, or appeal will be promoted in the Church until after the Finance Committee has given their consent.

SECTION 5. LOANS AND CONTINUING GUARANTY

The policy of Barksdale Baptist Church is not to sign continuing guaranty, endorse note or lend Church money to Staff or Church Members under any condition or circumstance.

ARTICLE V: CHURCH ORGANIZATION & PROMOTION

SECTION 1. PASTOR

- a. The Pastor is the under shepherd of Christ Jesus, the head of the Church. The Pastor holds the primary responsibility to Christ Jesus for the Church in the realm of its activity in the promotion of Christ's Kingdom on earth.
- b. The duties of the Pastor are four-fold: As Preacher, to teach the Gospel; as Bishop, to superintend the Spiritual Work of the Church; as Pastor, to counsel and shepherd the flock; as Minister, to serve the people for Christ Jesus' sake.
- c. The Pastor shall:
 - (1) Preach salvation by Grace only, through faith in the life, the crucifixion (death), and the resurrection of Jesus Christ (The Son of God);
 - (2) Give views of the law of Christ, as bearing on such cases of dispute as may occur, and faithfully to use that influence which justly arises from the character of this office;
 - (3) Affirm and agree to be bound by the Constitution, By-Laws, other governing documents, and policies of Barksdale Baptist Church.
- d. The Pastor may be moderator of Church Business Meetings and other meetings where needed.
- e. The Pastor will:
 - (1) Be allowed proper time to fulfill this injunction; "Study to show thyself approved unto God, a workman that needeth not be ashamed, rightly dividing the Word of Truth."
 - (2) Be given time off as necessary to stay refreshed and healthy. If his time off happens to vacate the pulpit, he will, when possible, find a Supply Speaker to fill the pulpit during his absence.
 - (3) For his safety and well being, notify the Church office or the Deacons of extended unscheduled stops.
 - (4) In cooperation with the Deacons, the Pastor shall have in his charge the welfare and oversight of the Church.
- f. Pastor vacancy:

It will be the responsibility of Chairman of Trustees to moderate meetings normally headed by Church Pastor. Also, it will be the Trustees' responsibility to notify the Personnel Committee to find pulpit Supply Speakers for Sunday morning worship services.

g. The following procedure should be taken for selection of a Pastor. Whenever a vacancy in the pastorate occurs, the election of a new Pastor will take place at a meeting of the Church for that purpose, of which, at least one week's public notice shall be given.

A Pulpit Committee of five (5) shall be nominated by the Committee on Committees and elected by the Church to seek out a suitable Pastor, and their recommendations will constitute a nomination.

The Pulpit Committee shall bring to the consideration of the Church, only one (1) man at a time, and an affirmative vote of three-fourth (3/4) of Church members present shall constitute an election. The Pastor, thus elected, shall serve until the relationship is terminated.

SECTION 2. THE "CALLED" CHURCH STAFF

The "Called" Church Staff shall be elected by the Church, upon the recommendation of a Special Committee nominated by the Committee on Committees and elected by the Church. Announcement of election to fill this Called Staff Position shall be made at least one (1) week prior to Church vote. This announcement will be placed in the weekly church bulletin and announced from the pulpit a minimum of one Sunday before the election.

Because some of these positions may be held by more than one person, the job descriptions and duties other than those written within the Church Bylaws will be outlined in the Personnel Policy Manual, which has been approved by the Church.

Every member of the Called Staff shall affirm and agree to be bound by the Constitution, By-Laws, other governing documents, and policies of Barksdale Baptist Church.

Any Called Staff may be removed from their position at any Regular or Special Called Business Meeting of the Church as written within these documents, and also in the Personnel Policy Manual.

SECTION 3. THE DEACON BODY MEMBERSHIP and RESPONSIBILITIES

As Directed by Article V of the Church Charter dated April, 1940: The Church will maintain a sufficient number of Ordained Deacons to assist the Pastor with the ordinances of the Church, which are The Lord's Supper and Baptism.

Likewise, they will serve on the Board of Trustees, handling and managing all legal matters of the Church.

The Deacon Body is charged by Scripture with serving and ministering to the needs of the Church Family and supporting the Pastor in a united effort to exalt Christ in and through the combined Ministries of Barksdale Baptist Church.

See Barksdale Baptist Church Deacon Handbook for appointment procedures, meetings, ministry details, and structure of the Deacon body.

Every Deacon shall affirm and agree to be bound by the Constitution, By-Laws, other governing documents, and policies of Barksdale Baptist Church.

SECTION 4. CHURCH CLERK - ASSISTANT CHURCH CLERK

The Church Clerk and Assistant Church Clerk will be nominated by the Committee on Committees and elected annually by the Church.

Church Clerks will maintain an accurate roster of church members, and present a list of those removed from membership.

Church Clerks will record the minutes of all Church Business Meetings and submit for Church approval at the next Church Business Meeting.

Church Clerks will assist the Pastor in obtaining the necessary and correct information on any decisions made.

The Church Clerk, with assistance from the Pastor, will be responsible for the completion of the Associational Church Letter.

The Church Clerk shall affirm and agree to be bound by the Constitution, By-Laws, other governing documents, and policies of Barksdale Baptist Church.

SECTION 5. CHURCH TREASURER - ASSISTANT CHURCH TREASURER-BOOKKEEPER

The Church Treasurer, Assistant Treasurer and Bookkeeper will be elected annually by the Church. It will be the duty of the Treasurer and/or Assistant Treasurer or Bookkeeper to keep a correct record of all financial transactions entered into by the Church. He/she will make a Monthly Report to the Deacons and to the Church, detailing all financial transactions entered into by the church and the financial health of the church. The Church Treasurer, Assistant Treasurer, and Bookkeeper shall affirm and agree to be bound by the Constitution, By-Laws, other governing documents, and policies of Barksdale Baptist Church.

The Treasurer, Assistant Treasurer, and Bookkeeper will be bonded for the protection of the Church and the three (3) people involved. The Treasurer's records and books and papers are the property of the Church and any active member of the Church may at any time, see them.

SECTION 6. TRUSTEES

The Trustees will be nominated by the Deacon Body and voted on by the Church. Every Trustee shall affirm and agree to be bound by the Constitution, By-Laws, other governing documents, and policies of Barksdale Baptist Church.

The Church shall elect enough Trustees from the Board of Deacons to maintain a minimum of five (5) Trustees in rotation per year. The Trustees being elected shall remain in place for a period of five (5) years, or until they rotate off on December 31 of their fifth (5th) year, then (being replaced by vote of the Church) or by resignation of the Trustee.

The Trustees are responsible for nominations of Church Treasurer as prescribed in the Church Charter. They will also nominate Church Bookkeeper and Assistant Church Treasurer.

The Trustee in his fifth (5th) year of rotation will be nominee for Trustee Chairman and Church Treasurer. Also, the Trustee in his fourth year of rotation will be nominee for Trustee Vice Chairman and Assistant Church Treasurer. After being elected by the Church at a Regular Church Business Meeting, these Trustees start their respective elected positions January 1.

The Trustees will have no power to buy, sell, mortgage, lease, purchase, or transfer any property without a specific vote of the Church authorizing each action.

There will be at least two (2) Trustee signatures on any legal document involving the sale, mortgage, lease, purchase, or transfer or rental of property where signatures are required. They will be custodians of such documents and legal papers of the Church, including minutes, financial records, and any other pertinent documents. They will review and determine the necessity for an audit, every three (3) years or otherwise as deemed necessary.

Trustees, in cooperation with the Pastor, will control the use of all property which includes buildings, equipment and grounds, and also includes the inventory of property and equipment as necessary.

The Trustees will be responsible for handling the Insurance Program for the Church. This will include an annual inventory of property and equipment.

The Trustees, in cooperation with the Pastor, will control the keys to equipment and buildings owned by the Church, and use will be for Christian activities. They will take appropriate action when a need is determined.

SECTION 7. STANDING COMMITTEES

NOTE: “Called Staff” are non-voting ex-officio members of all Standing Committees. All Standing Committee members must be active members of Barksdale Baptist Church. The term of service for all Standing Committees will be January 1 to December 31 of the following calendar year.

1. Committee on Committees:

- a.** Membership: Will consist of five (5) members nominated by the Nominating Committee and elected by the Church at the July Business Meeting.
- b.** Term of service will be from August 1 until July 31 the following calendar year.
- c.** The Committee on Committees will nominate the members, including Chairpersons of all Standing Committees (with the exceptions of “itself the Committee on Committees”, the Church Council, and the Constitution & Bylaws Committee), no later than the October Church Business Meeting.
- d.** When the need for a Called Staff position arises, the Committee on Committees will nominate the members of a Special “Called Staff Search Committee” at any Regular Business Meeting to be voted on by the Church.
- e.** It will be the responsibility of the Committee on Committees to make sure all committees are functioning properly.

2. Church Council:

Membership:

Will include all Church Called Staff, Standing Committee Chairpersons, Standing and Temporary Ministries Team Leaders, Deacon Chair, Bible Study Director, Church Clerk, and Mother’s Day Out Director. The Church Pastor will chair this committee and select Committee Secretary and Alternate Moderator.

Responsibilities:

- a.** This committee will correlate and coordinate activities of all units of the Church and work to develop wholehearted cooperation throughout the Church.
- b.** This committee will recommend objectives and goals to the Church.
- c.** This committee will outline a Church Calendar of Activities for adoption by the Church.

d. This committee will monitor and promote the on-going effort of Christ Centered Ministries of the Church in concert with the respective Committee and Ministry Teams, and Church Leaders.

3. Constitution and Bylaws Committee:

Membership:

As prescribed by the Barksdale Baptist Church Charter, Article V, dated April 17, 1940 which states: The Church Trustees shall have authority by resolution to make Bylaws to govern the Church.

Responsibilities:

a. To make, write, interpret, monitor, and update as needed, Bylaws which will govern the Church Ministries, and operation is assigned to the Board of Trustees of Barksdale Baptist Church.

b. The Constitution & Bylaws Committee will monitor the Church Charter and the Constitution & Bylaws for the need of updates, changes, or rewrite. Changes may be made using the instructions written in the Constitution document under number VI. Amendments, located in the “Barksdale Baptist Church Constitution & Bylaws.”

4. Finance Committee:

Membership:

Chairperson and members to be nominated by the Committee on Committees and elected by the Church. The Finance Committee will be composed of five (5) members. Members of this Committee cannot be a paid employee or the spouse of a paid employee of Barksdale Baptist Church.

Responsibilities:

At or before the Church November Business Meeting, committee will prepare the annual budget with the assistance of Church Staff, Committees and Ministries of the Church, as may be necessary.

a. Any person other than Church Staff making purchases using budget funds need to contact Financial Secretary to receive a purchase order. Persons making purchases using budget funds over \$200.00 and up to \$500.00 must contact Financial Secretary to be sure monies are available. Any purchases from budget funds over \$500.00 must contact Finance Committee Chairperson to verify funds availability. All purchases over \$500.00 will require three (3) cost estimates and be approved by this committee before presenting to the Church, with the exception of literature.

b. Any non-budgeted procurement for equipment, goods, services or off-site expenditures will be presented to this Committee for approval, and then to the Church for final approval prior to purchase, when possible. All non-budgeted purchases will have purchase order numbers before purchase is made, otherwise the Church will not be liable for the purchase. It is understood that the three-bid process will be used as it is in budgeted items in paragraph b. except in the case of an extreme emergency. Emergency purchases are purchases that need to be made to repair or correct a problem, such as an unsafe condition or may cause a hazard to ones health or well-being, or such a problem that would cause postponement or hamper the regular Sunday Services. In these extreme cases, if the three (3) cost estimates cannot be obtained and the problem can be resolved prior to the next regular Sunday

Service, one (1) or two (2) cost estimates may be acceptable if approved by Property and Equipment Committee Chairperson and Financial Committee Chairperson.

- c.** The Finance Committee may authorize non-budgeted expenditures up to \$500.00 without Church action.
- d.** Any large purchases requiring the borrowing of money will be presented to the Committee, in writing, before presentation to the Trustees and the Church, for consideration of ways to finance any such items.
- e.** The Budget will be reviewed at least quarterly and any needed changes will be brought to the Church for approval.
- f.** The committee is responsible for the election and training of the Offering Count Ministry.

5. Nominating Committee:

Membership:

Committee members are nominated by the Committee on Committees and elected by the Church and shall be composed of five (5) members, including the Chairperson. The Bible Study Director and Discipleship Training Director will be non-voting ex-officio members of this committee.

Responsibilities:

- a.** This committee will nominate and submit to the Church for approval at the July Church Business Meeting, five (5) Church members to serve on the Committee on Committees.
- b.** This Committee will nominate and submit to the Church for approval, all Sunday School positions, including teachers, directors, and leaders at the July Church Business Meeting.

6. Personnel Committee:

Membership:

Chairperson and members to be nominated by the Committee on Committees and elected by the Church. The Personnel Committee will be composed of five (5) members.

Qualifications for service on the Personnel Committee are to be a Church member for a minimum of one (1) year, and cannot be a paid employee or a spouse of a paid employee of Barksdale Baptist Church.

Definition:

Note: Both Called Staff and Support Staff are “Church Staff.” Support Staff is all non-Called Staff, and includes, but not limited to, Administrative Assistant, Financial Secretary, Custodian, Maid, Mothers’ Day Out Workers, and Music Accompanist(s), which are filled by the Personnel Committee. Called Staff are called and elected by the Church, having been nominated by a Special Search Committee and selected by the Church to fill a position, such as but not limited to, Pastor, Associate Pastor of Pastoral Ministries, Associate Pastor of Music, Associate Pastor of Youth, and Associate Pastor of Education.

Responsibilities:

- a.** Recruiting and supplying part-time and/or interim staff.
- b.** Hiring paid workers (Support Staff), when necessary.
- c.** The Personnel Committee shall monitor the need for making any change in the Church Staff (Called Staff) positions. If such a need is determined, the

committee shall define the position and job description and make recommendations to the Church. If the Church concurs, a Special Search Committee will be elected by the Church to locate a candidate to fill the Called Staff position. The Special Search Committee and the Called Staff Nominee will negotiate in cooperation with the Finance Committee and the Personnel Committee, any benefits, salaries, or compensation recommendations pertaining to the Called Staff position.

d. Will develop and maintain a Personnel Policy Manual which will include an organizational chart, job descriptions, employee benefits, etc. This (Personnel Policy Manual) will be presented to the Church for approval. Once approved, the Personnel Committee will maintain and keep the manual updated as necessary.

c. Will develop and recommend hourly wages, salaries, salary scales and benefits for all paid personnel, which includes Called Staff and Support Staff. These recommendations will be made in cooperation with the Finance Committee and knowledge of the Financial Secretary.

f. This committee shall receive any complaints from the membership or employees concerning any Church Staff (Support or Called).

g. The Personnel Committee is responsible for each worker carrying out their responsibilities in a satisfactory manner.

h. The Personnel Committee has the responsibility of asking for and accepting the resignation of both Called Staff and Support Staff. Support Staff resignations may be accepted by Personnel Committee without consulting the Church or the Deacons thereof. However, the Deacons of Barksdale Baptist Church will be consulted, and in coordination, will accept resignations of Church Called Staff for;

(1) Doctrinal heresy.

(2) Failure to fulfill the Job Description as approved by the Church.

(3) Failure to cooperate with the Church, its Pastor, or its Church Staff .

(4) Not supporting the cause of Christ through the Southern Baptist Convention and local Church programs.

i. The Pastor is the Administrator of Barksdale Baptist Church and all its paid employees.

7. Properties and Equipment Committee:

Membership:

Chairman and members to be five (5) as elected by the Church.

Responsibilities:

a. Committee will be responsible for the care and maintenance of Church property, including all Church vehicles and equipment.

b. Committee will be responsible for all repairs, both minor and major.

c. Committee may make contracts for purchases and repairs using guidelines as written under Finance Committee a, b, c, and d of this document.

d. They will contact Personnel Committee if any disciplinary actions, changes or replacements need to be made with Custodial help, including Custodian and Maid.

8. Facilities Use Committee:

Membership:

The Pastor, Deacon Chair, and Trustee Chair shall be the members of this committee.

Responsibilities:

- a. Committee will be responsible to review all facilities use requests.
- b. Committee will be responsible to approve or deny the facilities use request.
- c. Committee will be responsible to determine if the following are required:
 - (1.) Fee payment
 - (2.) Security Deposit
 - (3.) Security Officer(s)
 - (4.) Insurance Rider.

CHURCH POLICY:

All organizations of the Church shall keep a record of their work in books that will be provided by the Church. These records will be available to the Church at all times, however Personnel records will be held in confidence according to law.

Each Standing Committee will be required to write Policy Guides relating to their Committee or Job Descriptions, in case there are any paid workers involved, such as Personnel Committee and Nursery Ministry Team. The Church Administrative Assistant will be responsible for maintaining a current file on such Policies, after they have been voted on by the Church.

The Bible Study and Discipleship Training Director will not be eligible to Chair a Standing Committee due to the great workload and responsibility these jobs carry. They may serve on a Committee, other than the Nominating Committee.

Should any member of a Committee, for health or other reasons, be unable to serve or perform his/her duties on the committees on which he/she is a member (i. e. unable to attend meetings regularly, illness, etc.), then, for the good of the committee, the member should contact the Chairman and submit his/her resignation so that the position may be filled with another individual.

SECTION 8. STANDING MINISTRIES:

Membership: All members of all Ministries will be nominated by the Committee on Committees and elected by the Church Membership. Ministries will be headed by "Team Leaders," who must be active church members, and upon nomination by the Committee on Committees, each Team Leader will select members to serve on their respective Ministry and submit the names of these members to the Committee on Committees for evaluation and nomination to the Church Membership at the October Business Meeting. Team members other than the Team Leader may be non-church member volunteers who agree to serve in accord with Article V, Section 10 of these bylaws. The term of service will be from January 1 to December 31 of the following calendar year.

1. Audio-Visual Ministry:

Membership: Not to exceed four (4).

Responsibility of the Ministry:

- a. Be responsible for inventory and maintenance of all electronic and

audio/visual equipment.

b. To set up all sound system equipment for special events. Help set up projectors and screens, when needed. Remove and make secure all equipment when finished.

c. To help promote a worshipful spirit within God's House.

d. To continually evaluate our present and future needs and make recommendations for up-dating equipment.

e. Submit all Budget requirements through the Finance Committee.

f. To prepare and present to the Church a policy guideline concerning all equipment.

2. Baptismal Ministry:

Membership: Members will be two (2) ladies and two (2) men with the Building Superintendent as ex-officio member.

Responsibilities:

a. The Building Superintendent or the team leader will see that the Baptistry is prepared, including properly heated water, robes, etc. It will be the Building Superintendent's or the team leader's responsibility to see that robes are properly maintained.

b. The Committee will assist the candidates in their personal preparation.

c. They will assist the Pastor in any preparation that he might desire that they perform.

3. Children's Advisory Ministry:

Membership: Members should not exceed five (5), including Team Leader.

Responsibilities:

a. This ministry will coordinate and assist in the planning of children's programs and activities with the Children's Director and/or the Children's Minister.

b. In the absence of a Children's Director or Children's Minister the Church Pastor may appoint an individual to serve in a temporary position as Children's Activities Leader to help plan, promote, and direct Children's Activities and Programs.

4. Church Missions Ministry:

Membership: Membership will be made up of five (5) persons in addition to the WMU Director and Brotherhood Director.

Purpose: To assist the Church and its organizational leaders by making studies of community needs, recommending plans and administering it assigned work.

Duties/Responsibilities:

a. Conduct studies to discover needs and recommend plans for local mission work.

b. Work through the Church Council to coordinate the mission work of the Church.

c. Obtain and administer resources, according to the Church's assigned policies and procedures.

d. Establish and maintain communication with the Associational Missions Committee and other appropriate groups outside the Church.

- e. Coordinate plans and projects related to local mission work.

5. Family Assistance Ministry:

A. This ministry is to consist of no more than five (5) members including team leader. One member of this ministry shall be an Active Ordained Deacon of Barksdale Baptist Church.

B. Functions of this ministry are (1) Family Assistance, (2) Bereaved Family Food Services, and (3) Family Illness In-Reach.

C. Duties:

(1) Family Assistance: Shall investigate any request for assistance from a family among our membership or from a non-member family reported to this ministry or otherwise coming to the attention of this ministry. One time assistance will be handled using the guidelines in the **“Family Assistance Policy Guide.”** If the circumstances have existed or it appears it will exist over an extended period, the situation will be brought to the attention of the Deacon Council for their decision of further action to be taken.

(2) Bereaved Family Food Services: Shall be responsible to coordinate the provision of food for any family from among our membership where a death has occurred. The **“Family Assistance Policy Guide”** offers further details for meeting this need in accordance with Christian love and tradition.

(3) Family Illness In-reach: Shall be responsible for coordinating the provision of bedside assistance to the seriously ill from among our membership, as outlined in the **“Family Assistance Policy Guide.”**

6. Flower Ministry:

Membership: Members not to exceed three (3).

Responsibilities:

a. See that floral decorations are provided for the Church Sanctuary at Regular Worship Services and on other occasions approved by the Church.

b. Any flowers placed in the Church, by individuals, for Worship Services will be cleared through this Ministry.

7. Future Planning Ministry:

Membership:

a. Members will consist of seven (7), including the Team Leader.

c. Non-voting members of this ministry team are the Church Pastor, the Deacon Chairman, and the Chairman of Properties and Equipment. They will serve as advisors and assist as necessary but will not serve as Team Leader of this ministry.

Responsibilities:

a. To continually review church property usage and the present needs for classrooms, office space, study areas, equipment storage, and group assemblies.

b. To offer suggestions for the best use of properties controlled by Barksdale Baptist Church and come up with realistic usage and needs of space within the facilities.

c. Think in box and out of the box (brainstorming), and assessing the needs for the future (buildings, storage, equipment, etc.) including (out-reach programs, missions, in-reach programs, revivals, Bible-study, etc.) for Barksdale Baptist

Church.

8. Kitchen/Hostess Ministry:

Membership: Team Leader and members not to exceed four (4)

Responsibilities:

- a. Make periodic inspection of kitchen facilities for cleanliness, reporting anything untidy or unclean to the Building Superintendent or Property and Equipment Committee, so that it can be properly cleaned.
- b. To be in charge of kitchen for functions that requires preparation of food. Try to arrange for competent cooks, and other necessary help to serve at such functions, if requested by the organization or group sponsoring such functions.
- c. This Ministry is responsible for formulating and recommending to the Church, policies for the kitchen, and is responsible for communicating these policies to the Church Members.

9. Music Ministry:

Membership: Members not to exceed four (4).

Responsibilities:

- a. This Committee shall be responsible for the Musical Programs of the Church. It should work closely with the Music Minister in making sure that the Church has well-rounded Music Programs.
- b. They will make recommendations to the Music Leadership of the Church on purchases of music, literature, and equipment, such as robes, hymnals, etc. and will be responsible for such music properties.
- c. They will seek out ways to enlist the Church Body's input and support for all Music Programs. This may be accomplished by: performance of surveys, suggestions on Worship, suggestions on Choir improvements of their image, publicity, enlistment of helpers, a day of prayer for the Choir, help the Choir with fellowships at the conclusion of musical.

10. Nursery Ministry:

Membership: Not to exceed four (4).

Responsibilities:

- a. See that Nursery is open and staffed at any Church Service or Special Meetings, if Nursery is authorized at said meetings.
- b. They shall recommend needed changes or requirements to Church Personnel Committee.

11. Ushering Ministry:

Membership: Members will not exceed three (3).

Duties and Responsibilities:

To handle enlistment of ushers to serve and to instruct those who are enlisted in the responsibilities of ushers, as follows:

- a. The ushers shall promote a quiet and reverent atmosphere in the Worship Services.
- b. The ushers shall distribute the Bulletins, regulate admission of persons into the Worship Service, help in seating the congregation and regulate the ventilation in the auditorium.

12. Youth Advisory Ministry:

Membership: Members should not exceed five (5).

Responsibilities:

- a. This Ministry will coordinate and assist in planning Youth programs and activities with the Youth Minister.
- b. In the absence of a Youth Minister, the Advisory Committee, with the Youth Council, will plan, promote, and direct Youth Activities and Programs.

SECTION 9. TEMPORARY MINISTRIES:

The Pastor, the Committee on Committees, the Deacons, or the church may appoint from time to time a Temporary Ministry Team or a Temporary Ministry Team Leader (who shall select a temporary Ministry Team) for specific issues or tasks not assigned to or covered by an existing Ministry Team or Standing Committee. Once the Temporary Ministry Team fulfills its appointed tasks and duties, it shall no longer exist.

SECTION 10. VOLUNTEERS

Any individual who wishes to serve as a volunteer, in any capacity, shall be a member of Barksdale Baptist Church, subject to the following exception.

An individual who is not a member of Barksdale Baptist Church may be allowed to serve as a volunteer with the permission of a majority of the following individuals: the Pastor, the members of the Called Staff, the Deacon Chairperson, and the Deacon Vice-Chairperson. The non-member individual shall affirm and agree to be bound by the Constitution, By-Laws, other governing documents, and policies of Barksdale Baptist Church while serving as a volunteer.

Should the individual who is not a member of Barksdale Baptist violate the Constitution, By-Laws, any other governing documents, or any of the policies of Barksdale Baptist Church, the privilege of volunteering at Barksdale Baptist Church may be revoked by a majority vote of the following individuals: the Pastor, the members of the Called Staff, the Deacon Chairperson, and the Deacon Vice-Chairperson.

ARTICLE VI: ARBITRATION PROCEDURE

SECTION 1. ALL CHURCH MEMBERS:

In consideration of the privilege of belonging to Barksdale Baptist Church and in obedience of the commands of **1 Corinthians 6**, each member, including its ministers, agrees to submit any and all disputes with Barksdale Baptist Church, its ministers, employees or other members to the Council of Deacons and to relinquish voluntarily any right each might otherwise have to seek resolution of the dispute before a court of law, administrative body or other civil authority.

The decision of the majority of the Deacons present and voting at a Special called Deacons' Council Meeting (Barksdale Baptist Churches Body of Deacons) shall be binding on all parties involved in the dispute. If any party is dissatisfied with the decision, an appeal for re-evaluation by the Deacon Council may be made to the Congregation, as a whole. Appeals must be made within thirty (30) days of the Deacons' decision and shall be addressed, in writing, to the Church moderator, who

shall cause the matter to be placed on the agenda at the next Regular or Specially-
Called Business Meeting of the Church.

ARTICLE VII: DISSOLUTION OF ORGANIZATION

In the event that Barksdale Baptist Church ceases to exist, disbands or no longer exists as a Southern Baptist Church, all Church owned property including land, buildings, assets, liabilities, and any income from said properties shall and will be donated to: The Northwest Louisiana Baptist Association and/or The Louisiana Baptist Convention for their exclusive use for ministry as a Southern Baptist entity. This donated property and assets may not be sold or rented to a non Southern Baptist organization. This Provision, once adopted by Barksdale Baptist Church, may be amended only by a resolution from Church Trustees following guidelines laid out in Article VII of the Constitution.

THE BAPTIST FAITH AND MESSAGE 2000

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; 40:8; 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, 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; 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 truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Saviour, 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; 15:26; 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; 1 Thessalonians 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 the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Saviour, 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 Saviour.

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 is 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 fellowship of the gospel; observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, 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 office of pastor is 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 Saviour, 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 to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper.

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.

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 the 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; 11:9; 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; 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 churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

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 churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of 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 Christ's 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-

10; 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. Peace and War

It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war.

The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace.

Isaiah 2:4; Matthew 5:9,38-48; 6:33; 26:52; Luke 22:36,38; Romans 12:18-19; 13:1-7; 14:19; Hebrews 12:14; James 4:1-2.

XVII. Religious Liberty

God alone is 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 be 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 4:19-20; 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.

XVIII. 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 loved 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.

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CERTIFICATION OF ADOPTION

THE FOREGOING BYLAWS have been duly accepted [as amended] this 17th day of JANUARY, 2016, by the membership of the Barksdale Baptist Church

IN TESTIMONY WHEREOF, witness the hand of the undersigned duly authorized persons on such date.



Name CALVIN T. HUBBARD

Position or office PASTOR & MODERATOR



Name Johnny Hammons

Position or office VICE CHAIRMAN TRUSTEES



Name David Robinette

Position or office CHAIRMAN DEACONS