

CONSTITUTION AND BY-LAWS

August 2020

6. THE PASTOR'S ADVISORY TEAM

- a) The Pastor's Advisory Team shall be comprised of two specific teams: Personnel and Finance, six members each, selected from the laity of Connection Point Church. The Pastor's Advisory Team is to provide counsel and assistance to the Lead Pastor and staff in fulfilling the mission of the church.
- b) The Pastor's Advisory Team members shall meet the qualifications of an Active Member.
- c) Members of the Pastor's Advisory Team shall serve three-year terms. Two members from each of the Personnel and Finance Teams will rotate off each year.
- d) The Pastor's Advisory Team and Leadership Team will seek nominations for new members from the church body, and then jointly recommend new members to the church family for ratification at the annual business meeting.
- e) The Chair of the Pastor's Advisory Team shall be the Chair of the Finance Team.

7. TRANSITION TEAM

- a) When the church is without a Lead Pastor, a Transition Team shall be comprised of the following members serving at the time the vacancy occurs: Pastor's Advisory Team, Leadership Team, and the Chairman and Chairman Elect of Deacons. The lay chairman shall be elected by the Transition Team.
- b) The Transition Team shall meet regularly while the church is without a Lead Pastor to support the Leadership Team, assure the ministries and mission of the church are fulfilled, recommend and fill interim positions, and establish and support a Lead Pastor Search Committee.

8. LEAD PASTOR SEARCH COMMITTEE

- a) The Transition Team will seek written nominations for candidates from the church to serve on the Lead Pastor Search Committee and represent the breadth of the church body.
- b) The Lead Pastor Search Committee will be recommended jointly by the Leadership Team, Pastor's Advisory Team, and Deacon Body and ratified by the church in a special business

meeting duly noticed and called for that purpose.

9. SPECIAL TEAMS

- a) The Lead Pastor, Pastor's Advisory Team, Leadership Team or Transition Team may establish a special team for a defined purpose and duration. The church shall be notified of the team, but ratification is not required.

ARTICLE 6 – Church Ministries

We recognize the truth that all Christians are ministers of the Gospel of Jesus Christ and that each is gifted by God in preparation for his/her calling. It shall be the emphasis of this church to encourage and support each member in the exercise of his/her gifts to accomplish the mission of this Church.

1. The Church through the Leadership Team and/or Pastor's Advisory Team shall establish and/or recognize ministries necessary to accomplish the church's God-given purpose. The Leadership Team shall ensure that written guidelines are developed which outline the goals, operation and authority of the ministries.
2. The Pastor's Advisory Team shall establish adequate written procedures for the oversight of financial assets, personnel, and other resources of the church.

ARTICLE 7 – Omissions

It cannot be supposed that this document or any other man-made document can offer a complete guide to the church or its members in all situations. Let it be clear to all concerned that the Bible is the inspiration for this document and that it shall be our guide for any belief or practice not herein contained.

ARTICLE 8 – Amendments to the Constitution and Bylaws

Recommendations to amend, repeal or replace this Constitution and Bylaws shall be presented jointly by the Leadership Team and Pastor's Advisory Team at a duly called business meeting. Those recommendations would then be voted on at the next duly called business meeting and would require two-thirds majority of the Active Members voting at that business meeting.

† The Church understands that there are special circumstances (e.g., health or job issues) affecting one's ability to attend regularly. Such circumstances would not prohibit such members from being considered an Active Member. Disputes of membership may be resolved by the Pastor's Advisory Team.

ARTICLE 1 – Name and Affiliation

This body incorporated as the First Baptist Church of Raytown shall do business as Connection Point Church. This Church is autonomous and maintains the right to govern its own affairs, independent of any denominational control. Recognizing the benefits of cooperation with other churches, this Church voluntarily affiliates with the Southern Baptist Convention, the Missouri Baptist Convention and the Blue River – Kansas City Baptist Association.

ARTICLE 2 – Purposes DOCTRINAL STATEMENT

We affirm the Bible as the inspired and inerrant Word of God and the only basis for our beliefs. This Church accepts the 2000 version of the "Baptist Faith and Message" as our general statement of our faith.

MISSION STATEMENT

We exist to point people to a connection with Jesus Christ, one another, and God's purpose for our lives.

VISION STATEMENT

We are a church of disciples making disciples.

CORE VALUES

1. **Worship Passionately:** We will be prepared and inspired to experience God in ways we never have before, yearning to see God in a new way each time we gather. We will be faithful to attend worship and be fully devoted in how we worship.

2. **Seek Relentlessly:** We will dream big dreams and pray bold prayers, meeting with God daily and having the faith to believe God for the impossible.

3. **Connect Authentically:** We will build relationships as a church family by extending the grace and love we receive daily from God. Each person will be loved and cared for by the church family.

4. **Reach Out Intentionally:** We exist primarily for those who aren't here yet. We will be living examples of the love and message of the gospel, sharing it daily with others.

5. **Disciple Exponentially:** We will be a church of disciples making disciples, teaching others to live a faith-filled life in Christ.

6. **Give Generously:** We will fund the vision to see more lives changed by investing our time, talent, and tithes into this ministry. We will be equipped to be good stewards of all that we have and all that we are, giving sacrificially to the work of God in our city and around the world.

7. **Serve Sacrificially:** We will go the extra mile in serving God by giving up our own preferences to reach the unchurched in our community. We will have a commitment to excellence as we reach out and meet the physical, emotional, and spiritual needs of those in our church and community.

SOCIAL VALUES

We believe the Biblical model of marriage sanctioned by God is to join one man and one woman in an exclusive union. The Church does not condone or

recognize any alternative definition of marriage, nor permit staff members to perform such ceremonies, nor allow the use of Church property or resources for such ceremonies. We believe that the physical condition in which a person is born, including their gender, is established by God, and that all human life is sacred and worthy of protection from the moment of conception. We also believe every person must be afforded compassion, love, kindness, respect, and dignity. Consistent with these beliefs, all persons employed by the church in any capacity, or who serve as volunteers, shall abide by these beliefs and conduct themselves accordingly. Genesis 2:24; Psalms 139:13-16; Matthew 19:5.

CHURCH COVENANT

We reaffirm the covenant adopted by our forefathers, which states as follows:

“We, whose names are above written do form and enter into the following covenant with each other, and by the help of the Lord each of us promise to keep and observe inviolate the following rules and principles, and that we will expect any who may hereafter attach themselves to this church to do the same; Namely, That we do covenant with each other in the fear of the Lord to live together as a united Baptist Church of the Lord Jesus Christ, and that our aim and object is and shall be to glorify our heavenly Father and the Lord Jesus Christ in all things here on earth, and that we will try by the grace of God to live in the discharge of all of His commandments and ordinances as set forth in His holy word, and that we for the purposes above named do give ourselves to the Lord and one another by the will of God. That we will try and love each other as brethren and sisters in the Lord should do. Bear with the imperfections of each other, provoke each other to love and to good works and so far as we can to live peaceable amongst ourselves and with all mankind. To practice daily the principles of the holy religion that we have professed. To be much engaged in prayer to the Lord for grace to sustain us and for the conversion of sinners.

“To try and do our duty in holding up the hands of our ministers both by our prayers and by contribution as far as we are able and circumstances may require.

“To try and assemble ourselves together often for worship and especially for prayer.”

ARTICLE 3 – Membership

1. Requirements for membership shall be as follows:

- a) A public statement of a personal relationship with Jesus Christ as Savior and Lord.
- b) Baptism by immersion as a testimony of salvation and obedience to God's Word.
- c) Believing in the importance for a new member or a new believer in Christ to understand the biblical doctrines embraced by Connection Point Church, as well as its various ministry opportunities, all new members after October 1, 2012, will be considered Associate Members until completion of the New Membership class.
- d) After completion of the New Membership Class, Associate Members will become Active members with all the associated rights and privileges.

2. Members are expected to demonstrate Christ-like character as illustrated in the original Church Covenant, be faithful in duties essential to the Christian life, attend the services of this Church regularly (unless providentially hindered), provide financial support for the Church and its causes, and share in and actively support the Church's spiritual undertakings.

3. Members shall be moved from Active to Inactive status after 12 consecutive months with no record of attendance/participation or giving.

- a) The Church understands special circumstances may affect one's ability to attend regularly. For example, members known to have health or work issues, those who are shut-in, or ones currently serving in the military or away at college would not be moved to Inactive status.
- b) The church will attempt to contact and reconnect with members who do not appear to be actively participating.

c) Disputes of membership may be resolved by the ministerial staff.

4. Members will be removed from the membership roll for the following causes:

- a) Death.
- b) Transfer of membership
- c) Request of the member.
- d) After two years of Inactive status with multiple non-responsive contacts.
- e) Disciplinary action. The Church reserves the right to remove members. In accordance with Matthew 18:15-20, should a member become an offense to the Church by reason of continuing immoral or flagrant unChrist-like conduct, or by denying acceptance of fundamental doctrines of the Church, it shall be the responsibility of the ministerial staff and deacons to take steps to resolve the offense. Following this process, the action to remove the member from membership shall be recommended by the Deacons.

ARTICLE 4 – Church Business

From time to time it will be necessary for the Church to come together as a body for the purpose of conducting business. This shall be a time when the Church unites to collectively seek the will of God for the Church.

1. The Church shall meet at least annually in the fourth quarter to seek the will of God for the Church and conduct Church business. This shall include at a minimum the presentation and adoption of the budget and ratification of church officers for the next year.

2. Financial statements will be available quarterly to church members.

3. The Lead Pastor or Pastor's Advisory Team may call special business meetings to bring special matters of interest before the Church. Notice of any special called business meetings shall be given in a Sunday morning worship service at least one week prior to the meeting and shall specify the nature of business to be considered.

4. The Lead Pastor may choose to be the moderator, or may appoint another person as moderator or vice-

moderator, to serve at all business meetings of the Church. In the absence of the Lead Pastor and the vice-moderator, the Pastor's Advisory Team and/or Leadership Team shall bring a nomination for moderator before the Church for ratification.

5. The moderator may appoint parliamentarians from within or outside the Church to support effective decision making.

6. Business shall be conducted in an orderly fashion with the Bible as our ultimate authority and guide for conduct. Robert's Rules of Order shall be used to settle any matters as deemed necessary.

7. Approval of the Church is required for:

- a) the selection of the Lead Pastor;
- b) ratification of members of the Pastor's Advisory Team, deacons, and trustees;
- c) selection of a Lead Pastor Search committee;
- d) acquisition or disposition of Church real assets;
- e) changes to the Constitution or Bylaws of the church.

8. Any Active Member may recommend an item of new business at a business meeting, and discussion of and amendments to any such recommendation may be made at the business meeting. The moderator shall assign the recommendation and any amendments for consideration to the appropriate committee or Church organization, which will report back to the church on the recommendation in the next business meeting or quarterly ministry update meeting.

9. A quorum for the transaction of Church business shall consist of active members who are in attendance at a duly called business meeting.

10. There shall be no provisions for absentee or proxy balloting. However, in the extraordinary event of war time, global pandemic, act of God, or other national, state, or local emergency which makes it difficult, dangerous, or unlawful for the members to gather in person to vote, the Lead Pastor, Lead Team, and/or Pastor's Advisory Team can make allowances for online voting in real time to ensure that all Active Members have the opportunity to participate in church business.

11. Voting privileges will be extended to Active Members who are 16 years of age or older.

ARTICLE 5 – Church Officers and Teams

1. LEAD PASTOR

- a) The basic qualifications for the Lead Pastor's office are set forth in I Timothy 3:1-7, I Peter 5:1-3, Titus 1:6-9, I Timothy 5:17. The Lead Pastor will be the primary leader, teacher, and administrator of the Church and is responsible for the supervision of staff and other pastors.
- b) The recommendation of a Lead Pastor will be made by a Lead Pastor Search Committee. The Church shall call a Lead Pastor upon the approval of 75% of the Active Members voting at a Church business meeting duly noticed and called for that purpose.
- c) The Chairman of Deacons, prior year Chairman of Deacons, Chairman-elect of Deacons, Chairman of the Finance Team, and Chairman of the Personnel Team shall meet at least annually with the Lead Pastor to assess the progress of the Church and the leadership of the Pastor based on the goals and vision established by the Pastor.
- d) The Lead Pastor may be terminated by two-thirds of the Active Members voting at a Church business meeting duly noticed and called for that purpose.

2. OTHER PASTORS AND STAFF MEMBERS

- a) The Personnel Team of the Pastor's Advisory Team, in partnership with the Lead Pastor, and after consultation with the Finance Team, may add other ministry and support staff positions as it deems necessary to accomplish the Church's purpose. The calling of a new or additional Leadership Team member shall also be reviewed by the Deacon body and affirmed by the Church.
- b) Any staff member may be terminated by the Lead Pastor in conjunction with the Personnel Team.

3. DEACONS

- a) The basic qualifications for deacons are set forth in I Timothy 3:8-13 and Acts 6:1-6. The Church shall participate in nominating qualified Active

Members to serve as deacons, providing they have served in some leadership or ministry role in the Church for at least one year.

- b) The Church shall approve the selection of deacons to serve specifically as an extension of the pastoral ministry team and generally as servants of the membership. The Deacon body is not involved in the administration of the Church.
- c) Though a deacon shall be ordained for life, subject to good standing in the Church, his active tenure at Connection Point Church shall be for three years. After he has been an inactive deacon for a period of one year, the Church shall be at liberty to elect him to another term of three years if he still meets the qualifications of an Active Member and of a deacon.

4. TRUSTEES

- a) Trustees shall be nominated by the Pastor's Advisory Team and elected by the Church to serve three year terms. One trustee will rotate off each year.
- b) Trustees of the church are to act on its behalf in business and legal matters and to take such actions and execute any documents necessary to accomplish the purpose of any matter approved by the church which concern any real, personal or intangible property of the church. They shall have no other duty or authority other than that given by approval of the church.
- c) The Trustees must meet the qualifications of an Active Member.
- d) The Pastor's Advisory Team and Leadership Team will seek nominations from the church body, and then jointly recommend new trustees to the church family for ratification at the annual business meeting.

5. LEADERSHIP TEAM

- a) The Leadership Team shall consist of the Lead Pastor, ordained ministerial staff, and other staff members designated by the Lead Pastor in conjunction with the Personnel Team.
- b) The responsibilities of the Leadership Team are to oversee the implementation of the mission statement of the church.