

Constitution & Bylaws
VILLAGE PARKWAY BAPTIST CHURCH
San Antonio, Texas

CONSTITUTION

Preamble

Under the Lordship of Jesus Christ we declare and establish this constitution to preserve and secure the principles of our Christian faith and to govern the body in an orderly manner. This constitution will preserve the liberties of each church member and the freedom of action of this body in relation to other churches.

I. NAME

This body is a corporation under charter by the State of Texas known as Village Parkway Baptist Church located at 3002 Village Parkway, San Antonio, Texas 78251.

II. POLITY AND RELATIONSHIPS

The government of this church is vested in the body of believers who compose it. No member or group of members within the church shall be given the governing power over the church. Only by a vote of those members present, in accordance with Biblical principles, can policies be made or issues decided. When the will of the majority has been expressed, it is incumbent upon the minority to gracefully yield.

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

III. ARTICLES OF FAITH

THE SCRIPTURES

The Holy Bible was written by men divinely inspired and is the record of 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. 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. Jesus Christ is the criterion by which the Bible is to be interpreted.

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. To Him we owe the highest love, reverence, and obedience. The eternal God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

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 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.

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 the demands and necessities of human nature, identifying Himself completely with mankind yet remaining without sin. He honored the divine law by His personal obedience, and in His death on the cross He accomplished 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, partaking of the nature of God and of man, and 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.

GOD THE HOLY SPIRIT

The Holy Spirit is the Spirit of God. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts the world concerning sin, and righteousness and judgment. He calls men to the Savior and effects regeneration. He permanently indwells the regenerate. 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 assurance of God to 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.

MAN

Man was created by the special act of God, in His own image, and is the crowning work of His 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 corrupt and wholly opposed to God and His law, are under condemnation, and as soon as they are capable of moral action become actual transgressors. 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 man possesses dignity and is worthy of respect and Christian love.

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 for 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.

SALVATION

Salvation involves the redemption of the whole man and is given freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, sanctification, and glorification.

A. *Regeneration*, or the new birth, is a work of God's grace whereby lost sinners 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 the commitment of the entire personality to Him as Lord and Savior. 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 into a relationship of peace and favor with God.

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

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

GOD'S PURPOSE OF GRACE

Election is the gracious purpose of God, according to which He regenerates, sanctifies, and glorifies sinners. It is consistent with both the sovereignty of God and the free agency of man. It is a 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, according to His foreknowledge, has chosen in Christ and sanctified by His Spirit will never fall away from the state of grace, but shall persevere in the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, 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.

THE CHURCH

A New Testament church of the Lord Jesus Christ is a local body of baptized believers who are associated by covenant in the faith and fellowship of the Gospel, observing the two ordinances of Christ, committed to His teachings, exercising the gifts, rights and privileges invested in them by His Word, and seeking to extend the Gospel to the ends of the earth.

This church is an autonomous body, operating through democratic processes under the Lordship of Jesus Christ. In such a congregation members are equally responsible. Its scriptural officers are pastors and deacons.

The New Testament speaks also of the Church as the body of Christ which includes all of the redeemed of all the ages.

ORDINANCES OF THE CHURCH

BAPTISM

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

THE LORD'S SUPPER

The Lord's Supper is a symbolic act of obedience whereby the believer in Jesus Christ, through partaking of the bread and the fruit of the vine, memorializes the death of the Redeemer and anticipates His second coming.

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 be employed in exercises of worship and spiritual devotion, both public and private.

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 that the Kingdom may come and God's will be done on earth, and to labor in His service until that day. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

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.

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. It is the duty of every child of God to seek constantly to guide the lost to Christ by preaching, teaching, and/or sharing the gospel of Christ.

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 they 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.

COOPERATION

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the advancement 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 such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

THE CHRISTIAN AND THE SOCIAL ORDER

Every Christian is under obligation to submit to the will of Christ as supreme in his own life 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 Christ Jesus. The Christian should oppose in the spirit of Christ every form of greed, selfishness, and vice. He should work to provide for the widowed, orphaned, needy, aged, helpless, and sick. 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.

RELIGIOUS LIBERTY

God alone is the Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His word or not contained in it. Church and state should 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.

IV. CHURCH COVENANT

Having been led, as we believe by the Spirit of God, to receive the Lord Jesus Christ as our Savior and, on the profession of our faith, having been baptized in the name of the Father and of the Son and of the Holy Spirit, 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, by the aid of the Holy Spirit to walk together in Christian love; to strive for the advancement of this church in knowledge, holiness, and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline, and doctrines; to contribute cheerfully and regularly to the support of the ministry, to the expenses of the church, to the relief of the poor, and to the spread of the Gospel through all nations.

We also engage to maintain family and individual devotions; to religiously educate our children; to diligently pray for the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment; and, in recognition of the physical body as a spiritual temple dedicated to God, to refrain from practices harmful to health. We will oppose all conduct which compromises our Christian faith and will uphold high standards of Christian morality. We will be zealous in our efforts to advance the kingdom of our Savior.

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

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

V. CHURCH MEMBERSHIP

SECTION I. GENERAL

The membership shall consist of professed believers in Jesus Christ who have been scripturally baptized by immersion. One's former lifestyle, race, nationality, or economic status shall not prohibit anyone from membership.

The membership reserves the right, under the guidance of the Holy Spirit, to determine who shall be members of this church and the conditions of such membership.

SECTION II. RECEPTION INTO MEMBERSHIP

Persons shall be received into the membership of the church by a vote of those members present at any regular church service or next regular business meeting for membership in any of the following ways:

(1) *Profession of faith and baptism:*

Upon evidence of regeneration by public profession of faith in Jesus Christ and submission to baptism.

(2) *Church letter:*

By church letter of recommendation from another Baptist church of like faith.

(3) *Statement:*

By statement of prior conversion experience and believer's baptism by immersion in a church whose view of baptism is consistent with that of this church.

(4) *Restoration:*

Any person whose membership has been terminated for any offense may be restored by a vote of those members present upon evidence of his/her repentance and reformation. Such recommendation for restoration will be made by the Pastor(s) and Deacons.

SECTION III. TERMINATION OF MEMBERSHIP

Membership shall be terminated in one of the following ways:

(1) Death of the member.

(2) Upon joining another Baptist church or becoming affiliated with a church of another faith or denomination. A church letter shall be granted only to another Baptist church.

(3) Exclusion by action of the church.

(4) After reasonable effort is made by the church to secure the address of a member who has not kept the church informed of his/her whereabouts, and if after one year no address is found and the member is not located, such a person's membership will be placed on an inactive list by the church clerk.

(5) When a member requests that his/her name be erased from the church roll the request shall be presented to the church with a recommendation that his/her name be removed from the membership roll.

SECTION IV. DISCIPLINE

It shall be the practice of this church to emphasize to its members that every reasonable measure will be taken to assist any troubled member. The Pastor, other members of the church ministerial staff, and Deacons are available for counsel and guidance. The attitude of members toward one another shall be guided by concern for redemption rather than punishment.

Should some serious condition exist which would cause a member to become a liability to the general welfare of the church, the Pastor and the Deacons will take every reasonable measure to resolve the problem in accord with **Matthew 18:15-17**:

15 "moreover if thy brother shall trespass against thee, go and tell him his fault between thee and him alone; and if he shall hear thee, thou has gained a brother.

16 But if he will not hear thee, then take with thee one or two more, that in the mouth of two or three witnesses every word may be established.

17 And if he shall neglect to hear then, tell it unto the church; but if he neglects to hear the church, let him be unto thee as a heathen and a publican."

If it becomes necessary for the church to take action to exclude a member, a vote of the members present at a business meeting is required to declare a person to be no longer in the membership of the church. At least one week's public notice which states the reason for exclusion shall be required prior to the meeting at which exclusion is considered. All such proceedings shall be pervaded by a spirit of Christian kindness and forbearance.

VI. CHURCH OFFICERS

All who serve as officers of the church shall be members of this church.

SECTION I. PASTOR

The Pastor is responsible for leading the church to function as a New Testament church. The Pastor will lead the congregation, the organizations, and the church staff to perform their tasks and will serve as leader of pastoral ministries of the church.

A pastor shall be chosen and called by the church whenever a pastoral vacancy occurs. The election shall take place at a meeting called for that purpose, of which at least one week's public notice has been given.

The Committee on Committees will select a pastor search committee to be voted on by the entire church. The search committee shall meet and elect its own officers. Under the leadership of the Holy Spirit and in accord with the qualifications established by God in His Word in **I Timothy 3:1-7** and **Titus 1:6-9**, said committee shall seek out a pastor, and its recommendation will constitute a nomination. The committee shall bring only one name at a time to the consideration of the church. The church shall elect by secret ballot, and an affirmative vote of those members present will constitute a "call."

The Pastor thus called shall serve until the relationship is terminated at his request or the church's request. The dismissal of a pastor and concurrent declaration of a vacant pulpit must be accomplished by secret ballot of the church in a business meeting after one week's public notice and an affirmative vote of those members present will be required for dismissal. Any recommendation to dismiss the Pastor shall come from the Deacon body. If the church elects to ask the Pastor to resign, and he resigns, he shall be paid one-twelfth of his total annual compensation upon termination of his duties.

The Pastor shall give at least two weeks' notice at the time of voluntary resignation before terminating his responsibilities.

SECTION 2. MINISTERIAL STAFF AND EMPLOYEES

MINISTERIAL STAFF

All Ministerial Staff shall be hired or dismissed by a vote of the church. Whenever a Ministerial Staff vacancy occurs, the Personnel Committee--following consultation with the Finance Committee--will make a recommendation to the Church as to whether or not the vacancy should be filled and the manner in

which it will be filled. The recommendation will carry if approved by vote of the Church. If the Church decides a search should be made to fill a vacancy the Committee on Committees will select a search committee to be voted on by the church. The search committee shall meet and elect its own officers.

Under the leadership of the Holy Spirit and in accord with the qualifications specified by God's Word expressed in **I Timothy 3:1-7** and **Titus 1:6-9**, the search committee shall seek out a minister, and its recommendation will constitute a nomination. When the Personnel Committee and Pastor consider it necessary to establish a new staff position, the same procedures will be followed for hiring a Ministerial Staff to fill a vacancy. The search committee will work closely with the Pastor and Ministerial Staff during the search process. The search committee shall bring only one name at a time to the consideration of the Church.

Any recommendation to dismiss a Ministerial Staff member shall come from the Pastor, Personnel Committee, and Deacons. All hiring or dismissing shall be by secret ballot vote at a meeting called for that purpose of which at least one week's public notice has been given.

EMPLOYEES

Other employees are recruited, hired, and released by the Personnel Committee with the advice and consent of the Pastor. All job descriptions, hours, and policies will be determined by the Personnel Committee in conjunction with the Pastor.

SALARIES

For all pastors, ministerial staff and employees: Salaries will be recommended by the Personnel Committee to the Finance Committee, with final approval of the budget by vote the membership during a regular business meeting.

REVIEWS

A semi-annual review of all personnel will be held by the Pastor. (*All references to "annual/annually" throughout this Constitution and Bylaws shall be defined as January 1 through December 31.*)

SECTION 3. DEACONS

The Deacon is a co-laborer with the Pastor and Ministerial Staff in implementing the church's function of ministry. He is to be an extension of the Pastor's ministry but not a replacement of the Pastor. Pastor and Deacons stand together as partners in a spiritual task. Together Deacons serve in the pastoral ministries of the church recognizing the Pastor as the spiritual leader and overseer of the local body.

The Deacons shall serve as a ministering body and shall co-labor with the Pastor and Ministerial Staff in all matters pertaining to the welfare and work of the church. They are to be men of spiritual maturity, and they are to have church loyalty and Biblical qualifications as found in **Acts 6:1-7** and **1 Timothy 3:8-13**. Annually the Deacon body shall elect a chairman and vice-chairman. No one person can serve more than two consecutive terms as chairman. The Deacon Chairman cannot serve as a chairman of any other committee while chairing the Deacon body.

ELECTION OF THE UNORDAINED: (a) Candidates for Deacon will be recommended to the Deacon body by ballot during a regularly called business meeting. A person must be a member of this church for at least one year before he can be considered for ordination. (b) The Deacon body will counsel with the members recommended to determine if they will consent to serve and to review the Biblical qualifications of a Deacon. The Deacon body, in consultation with the Pastor, under the leadership of the Holy Spirit, will submit to the church the names of the men they believe to be qualified and who have consented to serve. (c) The election shall take place at a meeting called for that purpose. (d) An affirmative vote of those members present is required for election.

ELECTION OF ORDAINED: The Deacon body shall recommend the election of ordained Deacons to the active Deacon body of Village Parkway Baptist Church if: (a) there is a church need for an additional Deacon; (b) he meets the same qualifications of a Deacon; (c) he is willing to serve; (d) he has been a member of Village Parkway Baptist Church for a minimum of six months. (The purpose of this waiting period is to allow the new Deacon member to become better acquainted with the church and the church to become better acquainted with him.) An affirmative vote of those members present at a regular business meeting is required for election.

SECTION 4. CLERK

The church shall annually elect a clerk as its clerical officer. The person filling this position usually will be one of the paid secretarial staff unless otherwise agreed upon by the church. The clerk shall be responsible for keeping a suitable record of all official actions of the church. The clerk shall be responsible for keeping a register of names of members with dates of admission, dismissal, death, or erasure, together with a record of baptisms. The clerk shall issue letters of dismissal voted by the church, preserve on file all communications and written official reports, and give required notice of all meetings where notice is necessary. The clerk shall be responsible for preparing the annual letter of the church to the association.

SECTION 5. TRUSTEES

The church shall annually elect three trustees to serve as legal officers for the church. They shall hold in trust the church property. Upon a specific vote of the church authorizing each action, they shall have the power to buy, sell, mortgage, lease, or transfer any church property. A minimum of two trustees' signatures are required to complete a business transaction. When the signatures of trustees are required, they shall sign legal documents involving the sale, mortgage, purchase, or rental of property, or other legal documents related to church-approved matters.

SECTION 6. TREASURER

The church shall annually elect a church treasurer as its financial officer. The treasurer shall receive and disburse funds upon the authority of the church budget or upon action of the church following a recommendation from the Finance Committee. A financial report shall be prepared according to modified cash basis accounting procedures and be presented to the church at its monthly business meeting. An audit shall be made of the treasurer's books annually.

SECTION 7. MESSENGERS

The church messenger or messengers shall represent the church at all denominational meetings and shall be given the privilege and authority to cast votes at such meetings as our official representatives. A messenger will be allowed to vote according to the dictates of his or her heart, after reasonable consideration of the general attitude and feeling of the church as a whole. The messenger will make periodic reports to the church in a regular business meeting.

The number of messengers elected by the church will depend upon the number of votes allowed our church in denominational business meetings.

BYLAWS

VII. CHURCH PROGRAM ORGANIZATIONS

The church shall maintain programs of Bible teaching; church member training; church leader training; new member orientation; mission education, action, and support; music education, training and performances; and pastoral ministries. All organizations related to the church programs shall be under church control. All officers elected by the church shall report regularly to the church. All program activities are subject to church coordination and approval.

SECTION I. SUNDAY SCHOOL

The Sunday School shall be the basic organization for the Bible teaching program. Its tasks shall be to teach biblical revelation, reach persons for Christ and church membership, perform the functions of the church within its constituency, and provide information regarding the work of the church and denomination. The Sunday School shall be organized by divisions, departments, and/or classes for all ages. All teachers, officers, and leaders must be members of and approved by the church.

SECTION II. THE DISCIPLESHIP TRAINING ORGANIZATION

The Discipleship Training organization shall serve as the training unit of the church. Its tasks shall be to train church members to perform the functions of the church; train church leaders; conduct new member orientation; teach Christian theology, Christian ethics, Christian history and church polity and organization; and provide information regarding the work of the church and denomination.

Discipleship Training shall be organized by departments for all ages and conducted under the direction of a general director, who is a church member and approved by the church.

SECTION III. WOMEN'S MISSIONARY UNION

Women's Missionary Union (WMU) shall be the mission education, mission action and mission support organization of the church for women, young women, girls and preschool children. Its tasks shall be to teach missions, engage in mission action, support world missions through praying and giving, and provide information regarding the work of the church and denomination.

WMU shall have such officers and organization as the programs require.

SECTION IV. BROTHERHOOD

The Brotherhood shall be the church's organization for mission education, mission action, and mission support for men, young men and boys. Its tasks shall be to teach missions, engage in mission action, support world missions through praying and giving, and to provide information regarding the work of the church and denomination.

The Brotherhood shall have such officers and organizations as the programs require.

SECTION V. CHURCH MUSIC

There shall be a Church Music program under the direction of the Minister of Music. Such officers and/or organizations shall be included as needed. The music tasks shall be to teach music, to train persons to lead, to sing, and to play music; and to provide information regarding the work of the church and the

denomination.

SECTION VI. AUXILIARY MINISTRIES

Village Parkway Christian School and Mother's Day Out Program are auxiliary ministries of the church. The church will elect a School Committee of Management (COM) and a Mother's Day Out (MDO) Committee to administer and manage these ministries in accordance with established church policies.

These are to be financially self-supporting ministries, be accountable to the Finance Committee, and maintain financial records in accordance with modified cash accounting procedures. An audit shall be made of the Christian School's and MDO's books annually.

VIII. CHURCH COMMITTEES

All church committees, unless otherwise specified, shall be recommended by the Committee on Committees and approved by the church. Committees may be permanent or special. All committee members must be church members. When new committees are created, a job description shall be written. Committees shall elect their own officers. Information concerning committees and their duties and responsibilities shall be maintained in the Committee manual.

A. Permanent Committees shall be established by the church to exist permanently or until the church deems otherwise. Members shall be elected for a term of three years with one-third rotating off each year. Terms begin on June 1. The Pastor or a pastor-designated staff member shall serve as an ex-officio member of each committee.

B. Special Committees may be created by the church and shall serve until the purpose of their creation has been fulfilled or until additional church action is taken.

IX. CHURCH MEETINGS

SECTION I. WORSHIP SERVICES

The church shall meet regularly on Sunday mornings, Sunday evenings, and Wednesday evenings for the worship of Almighty God. Preaching, prayer, praise, instruction, and evangelism shall be among the ingredients of these services. The Pastor shall direct the services for all the church.

SECTION II. SPECIAL SERVICES

Revival services and any other church meetings essential to the advancement of the church's objectives shall be held when appropriate.

SECTION III. REGULAR BUSINESS MEETINGS

Regular business meetings shall be held monthly on the fourth Sunday evening.

SECTION IV. SPECIALLY CALLED BUSINESS MEETINGS

The church may conduct called business meetings to consider matters of special nature and

significance. These meetings may be called by the Pastor or Chairman of Deacons. A one-week notice must be given for the specially called business meeting. A special business meeting shall not be called unless at least one notice has been given during a Sunday morning service. The notice shall include the subject of the business to be conducted, the date, time and place of the meeting, and it must be given in such a manner that all resident members have opportunity to know of the meeting.

SECTION V. QUORUM

The quorum consists of those members who attend the business meeting, provided it is a stated meeting or one that has been properly called.

SECTION VI. PARLIAMENTARY RULES

The latest edition of *Robert's Rules of Order (Revised Edition)* is the authoritative guide for parliamentary rules of procedures for all business meetings of the church.

SECTION VII. VOTING

At all regular or special business meetings of the church, each member present shall be entitled to one vote.

A two-thirds majority of those present shall be required to carry a motion or vote, or to constitute an affirmative vote.

SECTION VIII. MODERATOR

The Pastor shall preside at all meetings of the church and serve as moderator in all business meetings unless otherwise agreed upon by the church. In his absence the senior staff person or the Chairman of Deacons will preside. In the absence of all of these a regular business meeting may be called to order by the Church Clerk who shall be responsible for leading the church to elect a moderator pro tem to preside.

XI. AMENDMENTS

This constitution may be amended or revised by a two-thirds majority vote of members present at a regular business meeting. A written copy of the proposed amendment or revision must be presented to the membership not less than one regular business meeting prior to the action on the same.