

Certificate of Formation

First Montgomery of Montgomery, Texas
A Texas Nonprofit Corporation

Article 1. Entity Name and Type. The name of the entity is First Montgomery Baptist Church of Montgomery, Texas. It is hereinafter sometimes referred to as "the Church." The entity being formed is a nonprofit corporation.

Article 2. Organizer. The name and address of the Organizer is Chris Gober, 20423 Eva St, Montgomery, TX 77356.

Article 3. Registered Agent and Registered Office. The initial registered agent is an individual resident of the state whose name is Chris Gober. The business address of the registered agent and the registered office address is: 20423 Eva St, Montgomery, TX 77356.

Article 4. Members. The Church shall be a nonprofit corporation, which has members.

Article 5. Governance. The Church is organized and is operated under a congregational system, and the management of the affairs of the corporation is to be vested in the Church's members.

Article 6. Purpose. The Church is organized for religious purposes. No part of the net earnings of the corporation shall inure to the benefit of or be distributable to its members, trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for service rendered and to make payments and distributions in furtherance of its purpose. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provision of this Certificate, the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or (b) by a corporation, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

Article 7. Dissolution. In order to dissolve the incorporated Church and distribute the assets, a three-fourths (3/4) majority vote of members present and voting at a Sunday morning called business conference is required. Such vote to dissolve the incorporated Church shall be preceded by a vote to distribute the assets in accordance with this article. Upon the dissolution of the corporation, after all liabilities and obligations are paid, satisfied, and discharged, the property of the corporation shall immediately be applied and distributed as follows: (1) property held by the corporation on a condition requiring return, transfer, or conveyance because of the winding up or termination shall be returned, transferred, or conveyed in accordance with that requirement; and (2) the remaining property shall be distributed to Tryon Evergreen Baptist Association of Conroe, Texas for one or more exempt purpose within the meaning of section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code. This clause may not be amended without approval from Tryon Evergreen Baptist Association executive board.

Article 8. Amendment. An amendment to this Certificate of Formation must be submitted to a vote of the members in a regular or special meeting. Notice containing the proposed amendment or a summary of the changes to be effected by the amendment shall be given to the members within the time and in the manner

provided by the Bylaws for giving notice of a meeting. The vote required for adoption of an amendment shall be at least two-thirds of the votes of members present at the meeting at which the action is submitted for a vote.

Article 9. This document becomes effective when the document is filed by the Secretary of State. The undersigned signs this document subject to the penalties imposed by law for the submission of a materially false or fraudulent instrument.

Date: _____

Signature of Organizer _____

Bylaws

First Montgomery Baptist Church, Montgomery, Texas

These Bylaws constitute the rules adopted by First Montgomery Baptist Church of Montgomery, Texas, (hereinafter sometimes referred to as, "the Church" or "First Montgomery"), a non-profit corporation under the Texas Business Organization Code, for the regulation and management of its affairs.

1. Purpose of the Church, Statement of Faith and Ordinances

1.1.Purpose. The Church is organized for religious purposes. No part of the net earnings of the corporation shall inure to the benefit of or be distributable to its members, trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for service rendered and to make payments and distributions in furtherance of its purpose. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provision of this Certificate, the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or (b) by a corporation, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

1.2.Statement of Faith. We, as a body of believers, individually and collectively, believe:

1.2.1.In the Holy Bible as the inspired, inerrant Word of God and as the basis for any statement of faith and practice.

1.2.2.In the deity of our Lord, Jesus Christ, God's Son, born of a virgin, and in the need to trust Him as our Savior.

1.2.3.In the total depravity of man and that Christ died in our place for the forgiveness of our sins. In the bodily resurrection of Christ and His personal return.

1.2.4.In the presence and power of the Holy Spirit in the Christian's life.

In the power of prayer and the priesthood of the believer.

1.3.We band ourselves together as a body of baptized believers in Jesus Christ, personally committed to sharing the Good News of salvation to lost mankind.

1.4.Ordinances. The ordinances of the Church are Baptism and the Lord's Supper.

1.5.Baptist Faith and Message. We ascribe to the most current version of the Baptist Faith and Message enacted by the Southern Baptist Convention.

2. Church Membership Covenant

2.1.Having been led, as we believe, by the Holy Spirit, 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 His Church, enter into covenant with one another as a local body in Christ.

2.2.We pledge, therefore, by the aid of the Holy Spirit:

2.2.1.To walk together in Christian love;

2.2.2.To strive for the growth of this Church in knowledge, holiness and ministry;

- 2.2.3. To promote the prosperity and spirituality of the Church; to sustain its worship, ordinances, discipline, and doctrines;
 - 2.2.4. To be faithful to the Church;
 - 2.2.5. To contribute cheerfully and regularly to the support of the ministry, the relief of the poor, and the spread of the Gospel through all nations;
 - 2.2.6. To maintain family and private devotions; to disciple and educate our children in Christian belief.
 - 2.2.7. To seek the salvation of our kindred and acquaintances;
 - 2.2.8. To serve God in all our relationships;
 - 2.2.9. To seek to be an example of Christ in word, thought, and deed;
 - 2.2.10. To be just in our dealings, faithful in our engagements, and zealous in our efforts to advance the kingdom of our Savior;
 - 2.2.11. To watch over one another in brotherly love;
 - 2.2.12. To remember one another in prayer;
 - 2.2.13. To aid one another in sickness and distress;
 - 2.2.14. To cultivate Christian sympathy in feeling and Christian courtesy in speech;
 - 2.2.15. To be slow to take offense, but always ready for reconciliation and mindful of the teachings of our Savior to secure it without delay.
- 2.3. We moreover pledge if we move from this place we will, as soon as possible, unite with another church of like faith where we can carry out the principles of God's Word.

3. Polity & Cooperating Church Relationships

- 3.1. Polity. The Church is organized and is operated under a congregational system, and the management of the affairs of the corporation is to be vested in the Church's members. The government of this Church is vested in the body of believers who compose it, owing allegiance only to its Head and Founder, the Lord Jesus Christ. It is subject to the control of no other ecclesiastical body, but it recognizes and sustains the obligations of mutual cooperation which are common among Southern Baptist churches.
- 3.2. Cooperating Relationships. The Church shall cooperate with the Southern Baptist Convention, the Baptist State Convention or Conventions, and the Tryon-Evergreen Baptist Association. However the Church's relationship with any convention or association is voluntary, and the action of such groups shall not be binding upon this Church except by the will of the members.
- 3.3. All internal groups created within the Church body and/or empowered by the Church shall report to and be accountable only to the Church unless otherwise specified in this document or by Church action under the authority of these documents.

4. Church Membership

- 4.1. Membership. The membership of the Church shall be composed of that body of persons having become members as described in 4.02 of this Article. The members shall be listed on the Church roll maintained in the Church office.
 - 4.1.1. The resident membership shall be defined as those living within a thirty (30) mile radius of the Church.
- 4.2. Forms of Admission to Membership.
 - 4.2.1. Baptism.
 - 4.2.1.1. Any person professing faith in Jesus Christ as Savior and Lord may be received as a candidate for baptism. Membership takes place after baptism and completion of the new member class.

4.2.1.2. Anyone from another denomination who: 1) has not been baptized by immersion; or 2) has been baptized by immersion as a work of grace rather than as a symbol of death, burial, and resurrection, but who 1) acknowledges faith in Jesus Christ as Savior and Lord; and 2) expresses a desire to be a member of the Church, may be received as a candidate for baptism by immersion. Membership takes place after baptism and completion of the New Member class.

4.2.2. Letter. A member of a Baptist church of like faith and order, having been baptized by immersion, and having completed the New Member class, may be received as a member. The action shall be contingent upon the securing of a letter of recommendation or proper credentials from the sister church in which the applicant presently holds membership. If a response from the sister church is not received, the person may still join via statement.

4.2.3. Statement or Restoration. Any person having been baptized by immersion by a Baptist church of like faith and order, but whose membership has terminated or been lost may, upon statement of facts and a vow of faith in, and love of Christ, and having completed the New Member class, be restored into membership.

4.2.3.1. Anyone who has at one time been a member of another denomination in which he or she publicly professed faith in Jesus Christ as Lord and Savior, and was baptized by immersion as a symbol of death, burial, and resurrection and not as a work of grace, and having completed the New Member class, may be received as a member of the Church.

4.2.4. Non-Member Affiliation. Any person is welcome to participate in the worship services, fellowship activities and Bible Study / Discipleship classes. A non-member may not hold church office, vote, teach, or serve in any position of leadership on any ministry/support team exclusive to the Church.

4.3. Membership Responsibilities and Privileges.

4.3.1. Membership Covenant.

Members are expected and accountable to live out the elements as well as the intentions of the Membership Covenant of the Church.

4.3.2. Participation. Members are encouraged to fully participate in the life of the church family including serving in its ministries, supporting its financial commitments, and demonstrating a willingness to reach its community and beyond with the Gospel of Jesus Christ.

4.3.3. Accountability. Members 16 years or older have the right to vote on matters brought before them in a regular or special meeting of the church body. A member, on written request stating the purpose of the request, is entitled to examine and copy (at the member's expense) in person or by agent, accountant, or attorney, at any reasonable time and for a proper purpose, the books and records of the corporation relevant to that purpose within a timely manner.

4.4. Termination of Membership.

4.4.1. Death.

4.4.2. Grant of Letter. Should any member unite with another Baptist church of like faith and order, the Church, by vote of the members at a regular business meeting, may grant a letter of recommendation if requested by that church.

4.4.3. Removal. Should any member of the Church unite with another church, which is not a Baptist Church of like faith and order, or present a written request to terminate his membership, his name shall be removed from membership by Church vote.

4.4.4. Church Disciplinary Action. Should a member or members become an offense to the Church and to its good name by reason of immoral or non-Christian conduct, or by persistent breach of their covenant vows, or non-support of the Church, the Church may terminate their membership by a two-thirds (2/3) majority vote of members present and voting, but only after due notice and hearing, and after faithful efforts have been made to bring such members to repentance.

4.4.4.1. Any person whose membership has been terminated for any offense may be restored to membership by vote of the Church, upon evidence of his repentance.

4.4.5. Inactivity. Senior Pastor may request an annual examination of the membership roll to compile a list of members who have not been actively attending the church over a period not less than 1 year. After editorial review by the Senior Pastor, this list may be presented to the church at a regularly called business meeting for a vote to remove the list from the roles. If a simple majority approves the list, the inactive members can be removed from the membership roll.

4.5. Discipline. Any member having cause of complaint against another must seek to resolve it as directed in Matthew 18:15-17. If this does not resolve the matter, the problem shall be brought to the attention and counsel of the Senior Pastor and/or his designees who, if they find it necessary, shall report their findings to the Church and recommend such action as may seem wise and proper. All discipline shall be formulated and carried out in the light of the teachings of Jesus Christ, with love, meekness and Godly fear. Should an adverse decision be reached, the Church may proceed to admonish, relieve of responsibilities, or declare the offender to be no longer in the membership of the church pursuant to Article 4.4.4, hereof.

5. Church Meetings

5.1. Worship. The Church will meet regularly for times of worship as often and at the times of its choosing. These gatherings will be generally held each week on Sunday or Wednesday but can be scheduled on alternate times as directed by the Sr. Pastor to fulfill the mission of the church.

5.2. Business Meetings. All Business Meetings will be held at the church.

5.2.1. Regular Business Meetings. Regular business meetings shall be held at least annually on Sunday evening. The Senior Pastor may reschedule the meeting if need arises. Notice of such rescheduled meetings shall be announced in all Sunday morning services prior to the meeting. Notice of the date and time and the proposed agenda of each regular business meeting shall be published and made available at all Sunday morning services immediately prior to the meeting.

5.2.2. Special Business Meetings. The Senior Pastor or the Deacon Body may, when needed, call special business meetings. A special business meeting may also be called in response to a written request of thirty percent (30%) of the average Bible Study attendance recorded in the previous year's Annual Church Profile as attested to by the Church Clerk. Notice of all special meetings specifying the purpose, date and time, shall be announced at all services beginning at least ten (10) days prior to the meeting.

5.2.3. Quorum. In all business meetings of the Church, those Church members present shall constitute a quorum.

5.2.4. Procedure. The latest edition of Robert's Rules of Order shall be the procedural guide for all Church business meetings except as stipulated elsewhere in these By-Laws.

5.2.4.1. The Senior Pastor shall be the moderator of all Church business meetings. Should he be unable to moderate, the Chairman of the Deacon Body shall moderate. In the absence of both the Senior Pastor and the Chairman of the Deacon Body, the

Vice-Chairman of the Deacon Body shall moderate. In absence of all three the members present may elect a Moderator by a two-thirds (2/3) majority vote.

5.2.4.2.Items of business may be submitted for Church action by either of two methods:

5.2.4.2.1.Recommendations generated within a ministry/support team. Any individual may submit an item to the appropriate ministry/support team for approval at least thirty (30) days prior to the regular scheduled business meeting. If approved, said item shall be placed on the agenda.

5.2.4.2.2.Items presented at a regular business meeting that are not on the agenda shall be referred to the appropriate ministry/support team for review. Referral to a ministry/support team may be suspended and action may be taken at the time of initial presentation if authorized by a two-thirds (2/3) majority vote of the Church members present and voting.

5.2.5.Determining Vote.

Each Church member at least 16 years of age shall have one vote and must be present to vote. A simple majority shall determine action on items of business except as stipulated elsewhere. In case of the following Motions a three-quarters (3/4) vote is required:

5.2.5.1.Dissolution of the Corporation

5.2.5.2.Merger or Consolidation with another Corporation

5.2.5.3.Sale of substantial or all of the Corporation's Assets

5.2.5.4.Amendment to the Corporation's Certificate of Formation or of its Bylaws.

5.2.5.5.Termination of the Senior Pastor

6. Church Organizations, Deacons, Officers and Personnel

6.1.Organizations. Various organizations may be established to fulfill the purposes of the Church. The organizational leaders of the Church shall be elected annually by the Church membership following nomination by the Ministry Engagement Team. Interim nominations shall be made by the Ministry Engagement Team.

6.2.Deacons.

6.2.1.Role: The group of active deacons serving the Church shall be known as the Deacon Body. The Deacon Body does not exist for the purpose of carrying on the business of the Church. However, it is expected that each deacon will keep himself informed as to the work and ministry of the Church. The Church believes that deacons were set apart in the New Testament for the primary purpose of ministry. In that regard, we believe that deacons serving the Church shall:

6.2.1.1.seek to lead lost souls to the Lord Jesus Christ;

6.2.1.2.minister to the believer and non-believer;

6.2.1.3.work and serve hand in hand with the Senior Pastor, the staff, and fellow deacons in order to promote and encourage a high level of spiritual vitality among the members;

6.2.1.4.be men of prayer and students of the Word of God;

6.2.1.5.exemplify spiritual leadership in the the Church and in family and business relationships;

6.2.1.6.encourage, support, and uphold the pastoral staff in their ministry; and

6.2.1.7.shall seek to maintain and enhance the unity of the body.

6.2.2.Qualifications. The qualifications for those who serve as deacons are set forth in Acts 6:1 - 7 and I Timothy 3:8 - 12. The Church requires a deacon to all of the following:

6.2.2.1.actively share his faith;

6.2.2.2.be a leader in stewardship and tithe at least 10 percent to the Church;

6.2.2.3.maintain sobriety (interpreted as the avoidance of drunkenness);

- 6.2.2.4.maintain integrity in his business, purity in his life, and Christian courtesy in all his relationships;
- 6.2.2.5.have demonstrated faithfulness in his marriage.
- 6.2.2.6.The Deacon Body may establish guidelines for prospective deacons consistent with this Article and that do not contradict Acts 6:1 - 7 or I Timothy 3:8 - 12.
- 6.2.3.New Deacons. The New Deacons will be selected according to the procedures for selection of Deacons as laid out by the Deacon Body and adopted by the Church.

6.3.General Church Officers.

- 6.3.1.General Officers. General Officers of the Church may consist of but not be limited to the following: Church Clerk, Church Treasurer, Church Trustees, Church Parliamentarian
 - 6.3.1.1.General Officers will be elected at a business meeting prior to the beginning of the Church fiscal year.
 - 6.3.1.2.General Officers may be terminated by a simple majority of the members present and voting at a business meeting of the Church.
- 6.3.2.Term of Office.
 - 6.3.2.1.The Church Treasurer shall be elected annually following nomination by the Ministry Engagement Team. These officers may be elected for consecutive terms. The term of office follows the Church fiscal year.
 - 6.3.2.2.The Church Trustees shall serve staggered terms of five years, with one Trustee being replaced each year. A Trustee may be re - elected after a period of one year. The term of office follows the Church fiscal year.
 - 6.3.2.3.The Church Parliamentarian, and Church Clerk shall be elected to serve three-year terms. These officers may be elected for consecutive terms. The term of office follows the Church fiscal year.
- 6.3.3.Duties of Officers.
 - 6.3.3.1.Church Clerk
 - 6.3.3.1.1.The Clerk shall keep an accurate record of each Church business meeting which shall be submitted for Church approval at the next regular business meeting.
 - 6.3.3.1.2.The Clerk, at the moderator's request, shall compute the number of votes needed for a specified majority vote as required elsewhere in these Bylaws.
 - 6.3.3.1.3.The Clerk is responsible for maintaining a backup off-premise copy of the Church Membership Roll.
 - 6.3.3.1.4.The Clerk is responsible for requesting Church Letters, and for issuing letters of recommendation as voted by the Church.
 - 6.3.3.1.5.At the October business meeting, the Clerk shall present a statistical report of the membership for the past year, which report shall be presented as a portion of the annual letter to the Tryon Evergreen Baptist Association.
 - 6.3.3.2.Church Treasurer
 - 6.3.3.2.1.The Treasurer shall be responsible for the disbursement of all funds by ensuring that appropriate approvals for expenditures have been secured.
 - 6.3.3.2.2.The Treasurer shall be knowledgeable of general accounting procedures.
 - 6.3.3.2.3.The Treasurer shall be an ex-officio member of the Finance Team.
 - 6.3.3.3.Church Trustees

- 6.3.3.3.1.The Church Trustees shall consist of up to five members with any three authorized to act.
- 6.3.3.3.2.The Trustees shall have legal/business experience and be responsible, as directed by the Church, for action concerning contracts, loans, mortgages, releases and other action of legal nature.
- 6.3.3.3.3.The Trustees may buy and sell or otherwise dispose of property belonging to the Church, but only as specifically authorized by the Church.
- 6.3.3.3.4.The Trustees shall report as necessary to the Church at regular business meetings.
- 6.3.3.4.Church Parliamentarian
 - 6.3.3.4.1.The Church Parliamentarian shall assist the moderator at all Church business meetings concerning parliamentarian rules and procedures.
 - 6.3.3.4.2.The Parliamentarian shall be knowledgeable in parliamentary rules and procedures according to the latest edition of Robert's Rules of Order.

6.4.Church Staff.

6.4.1.Senior Pastor.

6.4.1.1.Qualifications

- 6.4.1.1.1.The Senior Pastor shall meet the Biblical qualifications found in I Timothy 3:2 - 7 and other Biblical references.
- 6.4.1.1.2.The Church requires a Senior Pastor to:
 - 6.4.1.1.2.1.Be an ordained minister of the Gospel of Jesus Christ.
 - 6.4.1.1.2.2.Not be divorced for any reason or be married to a woman so divorced.
 - 6.4.1.1.2.3.Believe in the Holy Bible as the inspired, inerrant Word of God and as the basis for any statement of faith and practice.
 - 6.4.1.1.2.4.Subscribe to the Baptist Faith and Message, a statement adopted by the Southern Baptist Convention.
 - 6.4.1.1.2.5.Be a leader in stewardship and tithe at least 10 percent to the Church.

6.4.1.2.Duties of the Sr. Pastor

- 6.4.1.2.1.His primary responsibilities are to proclaim the Gospel of Jesus Christ, to lead the Church to fulfill its purpose in the world and to minister to the needs of the people.
- 6.4.1.2.2.The Pastor shall lead the congregation, the organizations, and the Church staff in performing their tasks. The Pastor shall be the Senior Minister of pastoral ministries in the Church; and as such, he shall work with the leadership of the Church to lead the Church in performing its tasks. The Pastor shall be the leader in administering the business of the Church.
- 6.4.1.2.3.He shall administer the ordinances of Baptism and the Lord's Supper, and have the authority to designate a person to act in his stead.
- 6.4.1.2.4.He shall be responsible for the selection of those who shall fill the pulpit in his absence. The person chosen will profess faith in Jesus Christ as Lord and Savior, and have a zeal for the gospel and ministry of the Lord Jesus Christ.
- 6.4.1.2.5.He shall supervise all employees of the Church. The pastor shall have authority for termination of all employees with the understanding that those staff members called by the Church body may only be terminated in

consultation with the Personnel Team. Specific personnel matters will be carried out according to the personnel policies as adopted by the Church.

6.4.1.2.6. He shall moderate all business meetings of the Church and shall be an ex-officio member of all Church teams, committees, and bodies.

6.4.1.2.7. The duties of the Pastor as outlined herein shall not be construed in any way to limit his ministry.

6.4.1.3. Procedures for the Call of the Sr. Pastor

6.4.1.3.1. In the event the Church becomes pastorless, the procedure for selecting a Pastor Search Team, which shall recommend a pastor to the Church, shall be as follows:

6.4.1.3.1.1. The Pastor Search Team shall consist of six (6) members, three (3) men and three (3) women. They shall be selected from twenty (20) members, elected by secret ballot at a business meeting of the Church. Notice of the meeting, whether regular or called, shall be emailed to the resident membership and posted via all regularly-used electronic communication means used by the church. Notice must be given at least fifteen (15) days in advance of the meeting, stating that a Pastor Search Team will be elected at that time. It shall also be announced at all worship services on the Lord's Day at least seven (7) days prior to the meeting.

6.4.1.3.1.2. Members of the Church voting must be present at the meeting. They will vote by so marking the ballot as to indicate the twenty (20) members whom they prefer as nominees for a Pastor Search Team. The ten (10) men and ten (10) women receiving the highest number of votes and willing to serve, as confirmed by the Ministry Engagement Team, will comprise the nominees of the Pastor Search Team.

6.4.1.3.1.3. The nominees of the Pastor Search Team shall select from among themselves the final six (6) members, three (3) men and three (3) women, and one (1) man and one (1) woman as alternates, to serve as the Pastor Search Team. The Team will elect its own chairman and secretary.

6.4.1.3.1.4. The alternates shall sit in the meetings until they are called to replace a search team member.

6.4.1.3.1.5. Alternates shall have no vote or voice in the meetings nor shall they attend any off-campus search meetings.

6.4.1.3.2. The duties and procedures of the Pastor Search Team shall be as follows:

6.4.1.3.2.1. Compensation – The Personnel Team in consultation with the Finance Team shall advise the Pastor Search Team of acceptable ranges of compensation and benefits for the prospective Pastor. Matters of compensation and benefits for the prospective Pastor shall be negotiated by the Pastor Search Team within said range.

6.4.1.3.2.2. Records and Reports – The secretary of the Pastor Search Team shall keep minutes of the meetings; however, the minutes shall be confidential and shall be destroyed at the successful completion of the search and after the summary report

has been prepared. After the Pastor has been called by the Church, the secretary shall prepare said summary report of the procedures used by the Pastor Search Team. Such summary report shall be made a part of the official church records. The Pastor Search Team shall make periodic reports of its activities to the Church.

6.4.1.3.2.3. The Pastor Search Team shall not make a recommendation for a Pastor without an affirmative vote of five (5) members of the Team.

6.4.1.3.2.4. When the Pastor Search Team is ready to recommend the prospective pastor, the following procedure will be followed:

6.4.1.3.2.4.1. The resident membership shall be emailed and the announcement posted via all regularly-used electronic communication means used by the church. This notice shall be at least fifteen (15) days prior to the designated Sunday on which the prospective pastor is to preach and that a vote on his call will be taken.

6.4.1.3.2.4.2. Announcement will be made in all worship services during the week prior to the visit.

6.4.1.3.2.4.3. On the Sunday night prior to the initial visit of the prospective pastor, the Pastor Search Team will hold an open forum with the members present for a full discussion of the Team's recommendation.

6.4.1.3.2.4.4. During the week prior to the Sunday on which the prospective pastor is to preach, the Church will hold an open forum with him for a full discussion.

6.4.1.3.2.4.5. The prospective pastor will preach at all Sunday morning worship services on the date he comes in view of a call. A vote by secret ballot will be taken at the end of each service. Results will be announced at the conclusion of the service.

6.4.1.3.2.4.6. Acceptance of the team's recommendation, constituting the call of a pastor, must have the affirmative vote of at least eighty percent (80%) of the members present and voting.

6.4.1.3.3. The Pastor shall be called to serve indefinitely at the will of the Church, and shall have the right to resign the office at his discretion. It is requested that a thirty (30) day notice be given of his resignation.

6.4.1.4. Termination of the Senior Pastor. The procedure for termination of the Senior Pastor is outlined in the Personnel Manual. It includes a written notice be submitted to the congregation by electronic mail at least 2 weeks prior to date of a Special Called Business Meeting for that purpose alone. Termination will require a three-fourths (3/4) majority vote of the resident members present and voting at the special called business meeting.

6.4.2. Interim Pastor.

6.4.2.1. Guest Preacher, Interim Pastor. Until such time as the Pastor Search Team is chosen by the Church, the Deacon Body shall arrange for guest preachers. Once chosen, the Pastor Search Team, in cooperation with the Deacon Body, shall have

the responsibility for securing guest preachers as needed. An interim pastor may be recommended by the Pastor Search Team until the Church calls a new Senior Pastor. The person chosen will profess faith in Jesus Christ as Lord and Savior, and have a zeal for the gospel and ministry of the Lord Jesus Christ.

6.4.2.1.1.Compensation – The Personnel Team in consultation with the Finance Team shall advise the Pastor Search Team of acceptable ranges of compensation and benefits for the prospective Interim Pastor. Matters of compensation and benefits for the prospective Interim Pastor shall be negotiated by the Pastor Search Team within said range.

6.4.2.1.2.Recommendation - When the Pastor Search Team is ready to recommend the prospective interim pastor, the following procedure will be followed:

6.4.2.1.2.1.The resident membership will be notified by email at least fifteen (15) days prior to the designated Sunday on which the prospective pastor is to preach, that a vote on his call will be taken.

6.4.2.1.2.2.Announcement will be made in all worship services during the week prior to the visit.

6.4.2.1.2.3.On the Sunday night prior to the initial visit of the prospective pastor, the Pastor Search Team will hold an open forum with the members present for a full discussion of the Team's recommendation.

6.4.2.1.2.4.During the week prior to the Sunday on which the prospective pastor is to preach, the Church will hold an open forum with him for a full discussion.

6.4.2.1.2.5.The prospective pastor will preach at all Sunday morning worship services on the date he comes in view of a call. A vote by secret ballot will be taken at the end of each service. Results will be announced at the conclusion of the service.

6.4.2.1.2.6.Acceptance of the team's recommendation, constituting the call of a pastor, must have the affirmative vote of at least eighty percent (80%) of the members present and voting.

6.4.2.1.2.7.The Interim Pastor shall be called to serve indefinitely at the will of the Church, or until a Senior Pastor is called. The Interim Pastor cannot be considered for Pastor of the Church. He shall have the right to resign the office at his discretion. It is requested that a thirty (30) day notice be given of his resignation.

6.4.3.Other Staff.

6.4.3.1.All other called staff and employees shall be employed according to the procedures as laid out in the Personnel Manual and adopted by the Church.

6.4.3.2.All Pastoral Staff shall meet the spiritual and moral qualifications found in I Timothy 3:2 - 7 and other Biblical references.

7. Ministry/Support Teams

7.1.General.

7.1.1.The Senior Pastor or Church may establish such permanent and ad hoc teams as it deems appropriate and shall elect the members of the teams and their chairmen.

7.1.2. The teams serve to advise the Church and to make recommendations for Church action.

The chairman of each team, or any member in the absence of the chairman, is responsible for reporting to the Church the work and recommendations of the team.

7.1.3. The action of any and all teams shall be subject to approval by the Church in business session. The authority of each individual team is advisory to the Church except where the Church has specifically delegated authority. Such authority includes the overseeing of budgeted funds allocated to each team.

7.1.4. All teams shall have a staff liaison, as appointed by the Senior Pastor.

7.2. Permanent Teams.

7.2.1. A permanent team is one, which, once established, continues in existence and assignment until the Church deems otherwise. A list of permanent teams, and the responsibilities of each, shall be maintained in the ministry/support team document published by the Ministry Engagement Team and adopted by the Church. The permanent teams shall consist of no less than the Ministry Engagement Team, the Personnel Team, and the Finance Team.

7.2.2. Team personnel serve for three years with approximately one - third (1/3) being replaced each year. Team service is according to the Church fiscal year. A member may not be re-elected for a consecutive three-year term to the same team without a one-year absence from the team.

7.2.3. Annual nominations for members of permanent teams and their chairmen shall be made by the Ministry Engagement Team. Interim nominations to fill vacancies shall be made by the Ministry Engagement Team. Members of permanent teams shall be members of the Church and Chairmen shall have at least one (1) year of service on that team whenever possible.

7.3. Team Meetings.

7.3.1. The Finance Team shall meet at least once each month and shall have authority to manage the financial affairs, including cash flow, of the approved Church budget. It shall advise the Senior Pastor, staff, and the Church members of the financial status of the Church.

7.3.2. All other teams shall meet as needed.

7.3.3. Any team, as determined by a majority vote of the members present, may enter into executive session.

7.4. Ad Hoc Teams.

7.4.1. An ad hoc team is one which is established for a specific purpose, and its existence ceases when its final report is made to the Church or when terminated by Church action.

7.4.2. Members and chairmen of ad hoc teams are nominated by the Ministry Engagement Team and elected by the Church. Members of ad hoc teams may: a) Serve throughout the life of the team, b) succeed themselves if the team expires and is later reactivated. c) serve on permanent teams.

7.5. Ministry Engagement Team.

7.5.1. Purpose

7.5.1.1. The purpose of the Ministry Engagement Team is to lead the church in filling all church - elected leadership positions served by volunteers in consultation with the Sr. Pastor or designated Staff liaison. The Ministry Engagement Team selects, enlists and nominates persons to serve on all ministry teams and church teams, standing and Ad hoc. The Ministry Engagement Team establishes guidelines for team ministries and coordinates the formation and/or updating of team and ministry team descriptions. The Ministry Engagement Team works closely in conjunction with the church leadership to place people according to their giftedness and ability.

7.5.2.Duties:

- 7.5.2.1.Submit all ministry leaders to the church for affirmation in the annual business meeting for service beginning on September 1 of the coming fiscal year. These leaders need to be members of the Church for at least six (6) months, unless otherwise recommended by the Sr. Pastor.
- 7.5.2.2.Recommend job description changes, deletions and/or additions for each team or ministry team.
- 7.5.2.3.Recommend annually in the annual business meeting all church officers. Recommend replacements for church officers and team members who cannot complete their term.
- 7.5.2.4.Recognize and affirm all teachers or leaders of regular Sunday School Classes prior to each church calendar year.
- 7.5.2.5.Members of the Ministry Engagement Team shall be made up of 6 members with 2 members rotating off every year with replacements recommended by the Ministry Engagement Team in consultation with the Sr. Pastor.
- 7.5.2.6.In the event a member is unable to serve his/her full term on this team, the Ministry Engagement Team will recommend replacements, which then will be approved by the church during the next business meeting.

7.5.3.Team Members and Tenure.

- 7.5.3.1.The Ministry Engagement Team shall consist of six (6) members. Members shall serve one (1) three (3) year term. The Team operates on a rotation system, which will involve two (2) new members each year. The chairperson shall have served on the team the previous year whenever possible. The Sr. Pastor is an ex - officio member.

7.6.Ministry/Support Teams.

- 7.6.1.These teams are defined in the team and ministry/support team document published by the Ministry Engagement Team and adopted by the Church.
- 7.6.2.Ministry/support teams shall meet as needed.
- 7.6.3.Any ministry/support team, as determined by a majority of the members present, may enter into executive session.

8. Licensing & Ordaining

- 8.1.Licensing. Any man who gives evidence of a call to the ministry and upon the recommendation of the Senior Pastor of the Church may be licensed by the Church to preach the Gospel of Jesus Christ. A three - fourths (3/4) majority vote of members present and voting at any business meeting is required.
- 8.2.Ondaining. Any man who is licensed to preach by this or any church of like faith and order, and who possesses the scriptural qualifications of a pastor found in 6.4.1.1 of these Bylaws, and who has the recommendation of the ordination council, may be ordained by a three-fourths (3/4) majority vote of members present and voting at any business meeting. The ordination council, as invited by the Senior Pastor, shall consist of ordained ministers and deacons of this Church or any church of like faith and order who shall examine the qualifications of the candidate and, by a simple majority vote of such council, recommend such candidate to the Church for ordination.

9. Church Finance and Contributions

- 9.1.Tithes and offerings, not otherwise designated, will be accepted to the approved Church budget for which an individual contribution shall be acknowledged.

9.2. Offerings made to the Church where the clear intent of the contributor is to support a specific cause of the Church shall be accepted as designated funds for which an individual contribution shall be acknowledged as allowed by law.

9.3. Designated funds shall be limited to:

 9.3.1. Gifts to authorized Church fund drives and ministries.

 9.3.2. Gifts to Church approved causes and Southern Baptist Institutions.

 9.3.3. Gifts to specific ministries or programs supported by the Church.

9.4. Non - cash gifts may be accepted as follows:

 9.4.1. Gifts of S.E.C. listed stock, bonds and other marketable equity securities.

 9.4.2. Gifts of personal property may be accepted by the Trustees as stated in 9.5 below.

9.5. All gifts to the Church other than those as defined in Section 9.3 above must be tendered to the Trustees for acceptance on behalf of the Church. At their discretion, the Trustees may accept the gift, decline the gift, or defer said decision until receiving approval from the Church. If the Trustees decline the gift, at the request of the donor they shall offer the gift to the Church at a business meeting. If accepted by the Church, the donor's contribution will be acknowledged as allowed by law. All gifts accepted by the Trustees or the Church shall be disbursed through the appropriate channels according to the donor's wishes pursuant to 9.2 above. Any excess designated gifts over two years old may, upon recommendation of the Finance Team, and with church approval, be redistributed.

9.6. Trustees, in accepting gifts, will accept them only in the name of the Church. However, with the establishment of suitable safeguards stocks, bonds, and other securities may be accepted without actually transferring such securities into the name of the Church if said securities are to be promptly sold by the Church. Securities meeting the guidelines in 9.4 above may be accepted for the Church.

9.7. Trustees in conjunction with the Finance Team shall be permitted to expend such funds to preserve or protect such gifts as may be reasonably required, but only in an amount reasonably related to the value of the gift.

 9.7.1. No Church team, Church staff member, or other Church organization shall solicit gifts to enlarge a specific Church program beyond the Church approved budget without first obtaining approval of the Finance Team, or the Church in a regular or called business meeting. If approved, the solicitation then becomes an authorized Church fund drive within the definition of 9.3.1.

 9.7.2. The Church finances shall receive the following periodic reviews:

 9.7.2.1. A full review or audit of the previous fiscal year to be conducted at the request of the Finance Team or Ministry Engagement Team

 9.7.2.2. Both the audit and the review shall be conducted by a certified public accounting firm.

10. Amendment Procedures

10.1. Procedure. Amendments to the Bylaws may be made by the following procedure:

 10.1.1. Proposed amendment s may be initiated by a ministry/support team by presentation at a business meeting.

 10.1.2. All proposed amendments must be submitted to an ad hoc Constitution and Bylaws Team for review and report to the Church.

 10.1.3. After review by the ad hoc Constitution and Bylaws Team, the proposed amendments(s) and report must be printed in a Church publication and announced at all Sunday morning worship services.

10.1.4. At least two weeks after publication, the proposed amendment(s) will be submitted to the Church in a business meeting, for approval/disapproval. Approval to move the proposed Amendment(s) forward requires a two - thirds (2/3) majority vote of the members present and voting.

10.1.5. At least two weeks after approval has been given and the proposed amendment(s) printed in a Church publication, the amendment(s) must be affirmed as printed by the Church, in a business meeting by a three-quarters (3/4) majority vote of the members present and voting.

10.1.6. In conjunction with the foregoing, the ad hoc Constitution and Bylaws Team may recommend and the Church may adopt temporary Bylaws to effectuate any transition necessitated by the proposed amendment(s) to the Bylaws. These temporary Bylaws, if so designated, shall not become part of the permanent Bylaws, and shall have force and effect only for the indicated transition period.

Constitution

First Montgomery Baptist Church, Montgomery, Texas

PREAMBLE

Believing that First Montgomery Baptist Church consists of a group of baptized believers in the Lord Jesus Christ, banded together for worship, service, and fellowship, we declare and establish this Constitution. This Constitution will (1) preserve the liberties of each individual church member, (2) preserve the freedom of action of this body in relation to other churches of like faith, (3) preserve and secure the principles of our faith, and (4) govern the body in an orderly manner.

This Constitution takes precedence over and supersedes all prior actions, policies, and governing instruments.

Article 1. Church Name and Origin

This body shall be known as First Montgomery Baptist Church, Montgomery, Texas. It began as a mission on _____, _____, was constituted as a church on _____, and was duly incorporated on _____.

Henceforth within this document the "Church" shall mean First Montgomery Baptist Church, Montgomery, Texas.

Article 2. Purpose

The purpose of the Church is derived from the foundational purpose established in the early New Testament church. The five-fold purpose demonstrated in Acts 2:41 - 47 is:

- Share the gospel with every person
- Disciple believers to be mature followers of Christ
- Minister to the physical, emotional, and spiritual needs of people
- Strengthen the fellowship of the Body of Christ
- Worship God in spirit and in truth.

We believe that all five facets of the single purpose are equally necessary for a healthy New Testament Church.

In keeping with the mission spirit of its founding, the Church will endeavor to continue starting new churches and strengthening existing congregations locally, nationally and internationally.

Article 3. Statement of Faith

We, as a body of believers, individually and collectively, believe:

- In the Holy Bible as the inspired, inerrant Word of God and as the basis for any statement of faith and practice.
- In the deity of our Lord, Jesus Christ, God's Son, born of a virgin, and in the need to trust Him as our Savior.
- In the total depravity of man and that Christ died in our place for the forgiveness of our sins.
- In the bodily resurrection of Christ and His personal return.
- In the presence and power of the Holy Spirit in the Christian's life.
- In the power of prayer and the priesthood of the believer.

We band ourselves together as a body of baptized believers in Jesus Christ, personally committed to sharing the Good News of salvation to lost mankind.

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

Article 4. Church Covenant

Having been led, as we believe, by the Holy Spirit, 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 His Church, enter into covenant with one another as a local body in Christ.

We pledge, therefore, by the aid of the Holy Spirit:

- To walk together in Christian love;
- To strive for the growth of this Church in knowledge, holiness and ministry;
- To promote the prosperity and spirituality of the Church; to sustain its worship, ordinances, discipline, and doctrines;
- To be faithful to the Church;
- To contribute cheerfully and regularly to the support of the ministry, the relief of the poor, and the spread of the Gospel through all nations;
- To maintain family and private devotions; to disciple and educate our children in Christian belief.
- To honor the body as the temple of the Holy Spirit and to avoid being a stumbling block to any person through our actions or speech.
- To seek the salvation of our kindred and acquaintances;
- To serve God in all our relationships;
- To seek to be an example of Christ in word, thought, and deed;
- To be just in our dealings, faithful in our engagements, and zealous in our efforts to advance the kingdom of our Savior;
- 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 teachings of our Savior to secure it without delay.

We moreover pledge if we move from this place we will, as soon as possible, unite with another church of like faith where we can carry out the principles of God's Word.

Article 5. Polity and Relationships

The government of this Church is vested in the body of believers who compose it, owing allegiance only to its Head and Founder, the Lord Jesus Christ. It is subject to the control of no other ecclesiastical body, but it recognizes and sustains the obligations of mutual cooperation which are common among Southern Baptist churches. Insofar as is practical, this Church will cooperate with and support the Southern Baptist Convention. The basis of our cooperation is our sharing in the ministerial support of state, national and international missions, benevolent causes, and Christian education through our gifts to the Cooperative Program of the Southern Baptist Convention.

All internal groups created within the Church body and/or empowered by the Church shall report to and be accountable only to the Church unless otherwise specified by Church action under the authority of this Constitution.

Article 6. Statement of Amendments

This Constitution may be amended, modified, or repealed by the following:

(1) The proposal must be presented in writing at all Sunday morning worship services and laid aside for a minimum of thirty (30) days. The proposal will be discussed at a business conference following the thirty (30) day period. A date for the discussion will be given at the time of the presentation.

(2) The proposal will be voted on without discussion at all worship services on the Sunday morning following the date of discussion.

(3) Approval requires a three - fourths (3/4) majority vote of members present and voting.

There shall be no business transaction contrary to the Constitution.

Article 7. Statement of Amendments

Title to all property, either real or personal, purchased or otherwise acquired by the Church, shall be held in trust for the benefit of its membership in the name of the Trustees or in the name of the incorporated Church as determined at the time of acquisition.

In order to dissolve the incorporated Church and distribute the assets, a three - fourths (3/4) majority vote of members present and voting at a Sunday morning called business conference is required. Such vote to dissolve the incorporated Church shall be preceded by a vote to distribute the assets in accordance with this article.

Upon dissolution of the incorporated Church or the conclusion of its affairs, the assets of the incorporated Church shall be distributed exclusively to Tryon Evergreen Baptist Association.

Article 8. Sole Constitutional Authority

All rules, regulations, Constitution and Bylaws, if any, of this Church, in conflict with this Constitution are each and all hereby repealed, set aside and superseded, and this Constitution, shall be and is, hereby established as the sole Constitution for this Church.