

Constitution and By-Laws

PALMER BAPTIST CHURCH

Ripley, Mississippi

**As of April 30, 2025
as amended**

PALMER BAPTIST CHURCH

INTRODUCTION

A Church Constitution and By-Laws document helps a Church preserve democratic procedures. This instrument serves as the guide for members to follow in carrying out the work of the Church. It must be rigid enough to guide and flexible enough to be usable.

Basic theology, organizational structure, and Church policies are contained in the Constitution. By-Laws, on the other hand, state the methods and procedures for expediting these principles and policies.

The basic advantages of a Constitution and By-Laws are:

1. To furnish members a written statement of their Church organization, fundamental guidelines, and theological beliefs;
2. To aid in preserving democracy and harmony, since predetermined guidelines have already been established by the membership;
3. To provide orderly procedures for guiding the transaction of Church business, and'
4. To serve as a basis for solving problems before the problems arise.

CONSTITUTION

PREAMBLE

We declare and establish this Constitution for the preservation and security of the principles of our faith, and so that this body may be governed in an orderly manner. This Constitution will preserve the liberties of each individual member of this Church and the freedom of action of this body in its relation to other Churches of the same faith and missionary concern.

ARTICLE I – ORGANIZATION

SECTION 1: CHURCH NAME

This body shall be known as Palmer Baptist Church, 3671 CR 813, Ripley, Tippah County, Mississippi 38663.

SECTION 2: OUR COVENANT

The established Covenant of this Church is as follows:

“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 Ghost, 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, the expenses of the Church, and relief of the poor, and the spread of the Gospel through all nations.

We also engage to maintain family and secret devotions; to religiously educate our children; to seek 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; to avoid all tattling, backbiting, and excessive anger; to abstain from the sale of, and use of, destructive drugs or intoxicating drinks as a beverage; to shun pornography, to be zealous in our efforts to advance the Kingdom of our Savior.

We further engage to watch over one another in brotherly love; to remember one another in prayer; to aid one other 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.”

ARTICLE II – DOCTRINE¹

SECTION 1: STATEMENT OF FAITH

The Holy Bible is the inspired Word of God and is our basis for any statement of faith. We band ourselves together as a body of baptized believers in Jesus Christ committed to sharing the good news of salvation to lost mankind.

SECTION 2: ARTICLES OF FAITH

Our belief concerning the definition of certain tenets of our faith is as is as follows:

- A. THE SCRIPTURES – The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine inspiration. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation. (*Exodus 24:4; Deuteronomy 4:1-2, 17:19, Joshua 8:34; Psalms 19:7-10, 119:11,89,105,140; Isaiah 34:16, 40:8; Jeremiah 15:16, 36:1-32; Matthew 5:17-18, 22-29; Luke 21:33, 24:44-46; John 5:39, 16:13-15, 17:17; Acts 2:16ff, 17:11; Romans 15:4, 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2, 4:12; 1 Peter 1:25; 2 Peter 1:19-21.*)
- B. GOD – There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.
 1. God the Father
God as Father reigns with providential care over His universe, His creatures, and the flow of the streams of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become the children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men. (*Genesis 1:1; Exodus 3:14, 6:2-3, 14:11ff, 20:1ff; Leviticus 22:2; Deuteronomy 6:4, 32:6; 1 Chronicles 29:10; Psalms 19:1-3; Isaiah 43:3,15, 53:8; Jeremiah 10:10, 17:13; Matthew 6:9ff, 7:11, 23:9, 28:19; Mark 1:9-11; John 4:24, 5:26, 14:6-13, 17:1-8; Acts 1:7; Romans 8:14-15; 1 Corinthians 8:6; Galatians 4:6; Ephesians 4:6; Colossians 1:15; 1 Timothy 1:17; Hebrews 11:6, 12:9; 1 Peter 1:17; 1 John 5:7.*)
 2. God the Son.

¹ Article II is based on the Baptist Faith and Message as adopted by the Southern Baptist Convention in 2000.

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever present Lord. (*Genesis 18:1ff; Psalms 2:7ff, 110:1ff; Isaiah 7:14, 53; Matthew 1:18-23, 3:17, 8:29, 11:27, 14:33, 16:16-27, 17:5, 27; 28:1-6,19; Mark 1:1, 3:11; Luke 1:35, 4:41, 22:70, 24:46; John 1:1-18,29, 10:30,38, 11:25-27, 12:44-50, 14:7-11, 16:15-16,28, 17:1-5,21_22, 20:1-28,28; Acts 1:9, 2:22-24, 7:55-56, 9:4-5,20; Romans 1:3-4, 3:34-36, 6:6-21, 8:1-3,34, 10:4; 1 Corinthians 1:30, 2:2, 8:9; Galatians 4:4-5; Ephesians 1:20, 3:11, 4:7-10; Philippians 2:5-11; Colossians 1:13-22, 2:9; 1 Thessalonians 4:14-18; 1 Timothy 2:5-6, 3:16; Titus 2:13-14; Hebrews 1:1-3, 4:14-15, 7:14-27, 9:12-15, 24-28, 12:2, 13:8; 1 Peter 2:21-25, 3:22; 1 John 1:7-9, 9:12-15, 5:9; 2 John 7:9; Revelation 1:13-16, 5:9-14, 12:10-11, 13:8, 19:16.*)

3. God the Holy Spirit.

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Saviour, and effects regeneration. At the moment of regeneration He baptizes every believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service. (*Genesis 1:2; Judges 14:6; Job 26:13; Psalms 51:11, 139:7ff; Isaiah 61:1-3; Joel 2:28-32; Matthew 1:18, 3:16, 4:1, 12:28-32; Mark 1:10,12; Luke 1:35, 4:1,18-19, 11:13, 12:12, 24:49; John 4:24, 14:16-17,26, 15:26, 16:7-14; Acts 1:8, 2:1-4,38, 4:31, 5:3, 6:3, 7:55, 8:17,39, 10:44, 13:2, 15:28, 16:6, 19:1-6; Romans 8:9-11,14-16,26-27; 1 Corinthians 2:10-14, 3:16, 12:3-11,13; Galatians 4:6; Ephesians 1:13-14, 4:30, 5:18; 1 Thessalonians 5:19; 1 Timothy 3:16, 4:1; 2 Timothy 1:14, 3:16; Hebrews 9:8,14; 2 Peter 1:21; 1 John 4:13, 5:6-7; Revelation 1:10, 22:17.*)

- C. MAN – Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is this part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God, and fell from his original innocence whereby his posterity inherit a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors

and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worth of respect and Christian love. (*Genesis 1:26-30, 2:5,6,18-22; Psalms 1:8,3-6, 32:1-5, 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32, 3:10-18,23, 5:6,12,19, 6:6, 7:14-25, 8:14-18,29; 1 Corinthians 1:21-31, 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22, 3:9-11.*)

D. SALVATION – Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Saviour, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

1. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace. Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Saviour.
2. 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.
3. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.
4. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

(*Genesis 3:15; Exodus 3:14-17, 6:2-8; Matthew 1:21, 4:17, 16:21-26, 27:22-28:6; Luke 1:68-69, 2:28-32; John 1:11-14,29, 3:3-21,36, 5:24, 10:9,28-29, 15:1-16, 17:17; Acts 2:21, 4:12, 15:11, 16:30-31, 17:30-31, 20:32; Romans 1:16-18, 2:4, 3:23-25, 4:3ff, 5:8-10, 6:1-23, 8:1-18,29-39, 10:9-10,13, 13:11-14; 1 Corinthians 1:18,30, 6:19-30, 15:10; 2 Corinthians 5:17-20; Galatians 2:20, 3:13, 5:22-25, 6:15; Ephesians 1:7, 2:8-22, 4:11-16; Philippians 2:12-13, Colossians 1:9-22, 3:1ff; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3, 5:8-9, 9:24-28, 11:1-12:8,14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20, 21:1-22:5.)*

E. GOD'S PURPOSE OF GRACE – Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their grace and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves, yet they shall be kept by the power of God through faith unto salvation. (*Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7,19-22; Isaiah 5:1-7; Jeremiah 31:31ff; Matthew 16:18-19, 21:28-45; 24:22,31, 25:34; Luke 1:68-79, 2:29,32, 19:41-44, 24:44-48; John 1:12-14, 3:16, 5:24, 6:44-45,65, 10:27-29, 15:16, 17:6,12,17-18; Acts 20:32; Romans 5:9-10, 8:28-39, 10:12-15, 11:5-7,26-36; 1 Corinthians 1:1-2, 15:24-28; Ephesians 1:4-23, 2:1-10, 3:1-11; Colossians 1:12-14; Thessalonians 2:13-14; 2 Timothy 1:12, 2:10,19; Hebrews 11:39-12:2; James 1:12; 1 Peter 1:2-5,13, 2:4-10; 1 John 1:7-9, 2:19, 3:2.*)

- F. THE CHURCH – A new Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of Christ, ²governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation each member is responsible and accountable to Christ as Lord. Its scriptural officers are pastors and deacons. While both men and women are gifted for service in the church, the office of pastor is limited to men as qualified by Scripture.

The New Testament speaks also of the church as the Body of Christ which includes all the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation. (*Matthew 16:15-19, 18:15-20; Acts 2:41-42,47, 5:11-14, 6:3-6, 13:1-3, 14:23,27, 15:1-30, 16:5, 20:28; Romans 1:7; 1 Corinthians 1:2, 3:16, 5:4-5, 7:17, 9:13-14, 12; Ephesians 1:22-23, 2:19-22, 3:8-11,21, 5:22-32; Philippians 1:1; Colossians 1:18; 1 Timothy 2:9-14, 3:1-15, 4:14; Hebrews 11:39-40; 1 Peter 5:1-4; Revelation 2:3, 21:2-3.*)

- G. BAPTISM AND THE LORD'S SUPPER – Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Saviour, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper.

The Lord's Supper is a symbolic act of obedience whereby members of the church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming. (*Matthew 3:13-17, 26:26-30, 28:19-20; Mark 1:9-11, 14:22-26; Luke 3:21-22, 22:19-20; John 3:23; Acts 2:41-42, 8:35-39; 16:30-33, 20:7; Romans 6:3-5; 1 Corinthians 10:16,21, 11:23-29; Colossians 2:12.*)

² This differs from the Baptist Faith and Message in that the words “observing the two ordinances of Christ” were omitted..

- H. THE LORD'S DAY. The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should include exercises of worship and spiritual devotion both public and private.³ (*Exodus 20:8-11; Matthew 12:1-12, 28:1ff; Mark 2:27-28, 16:1-7; Luke 24:1-3, 33-36; John 4:21-24, 20:1, 19-28; Acts 20:7; Romans 14:5-10; I Corinthians 16:1-2; Colossians 2:16, 3:16; Revelation 1:10.*)
- I. THE KINGDOM. The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age. (*Genesis 1:1; Isaiah 9:6-7; Jeremiah 23:5-6; Matthew 3:2, 4:8-10, 23, 12:25-28, 13:1-52, 25:31-46, 26:29; Mark 1:14-15, 9:1; Luke 4:43, 8:1, 9:2, 12:31-32, 17:20-21, 23:42; John 3:3, 18:36, Acts 1:6-7, 17:22-31; Romans 5:17, 8:19; I Corinthians 15:24-28; Colossians 1:13; Hebrews 11:10, 16, 12:28; I Peter 2:4-10, 4:13; Revelation 1:6, 9, 5:10, 11:15, 21-22.*)
- J. LAST THINGS. God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord. (*Isaiah 2:4, 11:9; Matthew 16:27, 18:8-9, 19:28, 24:27, 30, 36, 44, 25:31-46, 26:64; Mark 8:38, 9:43-48; Luke 12:40, 48, 16:19-26, 17:22-37, 21:27-28; John 14:1-3; Acts 1:11, 17:31; Romans 14:10; I Corinthians 4:5, 15:24-28, 35-58; II Corinthians 5:10; Philippians 3:20-21; Colossians 1:5, 3:4; I Thessalonians 4:14-18, 5:1ff; II Thessalonians 1:7ff, 2; I Timothy 6:14; II Timothy 4:1, 8; Titus 2:13; Hebrews 9:27-28; James 5:8; II Peter 3:7ff; I John 2:28, 3:2; Jude 14; Revelation 1:18, 3:11, 20:1-22:13.*)
- K. EVANGELISM AND MISSIONS. It is the duty and privilege of every believer 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 teaching of Christ. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by personal verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ. (*Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38, 10:5-15, 13:18-30, 37-43, 16:19, 22:9-10, 24:14, 28:18-20; Luke 10:1-18, 24:46-53; John 14:11-12, 15:7-8, 16, 17:15, 20:21; Acts 1:8, 2, 8:26-40, 10:42-48, 13:2-3; Romans 10:13-15; Ephesians 3:1-11; I Thessalonians 1:8; II Timothy 4:5; Hebrews 2:1-3, 11:39-12:2; I Peter 2:4-10; Revelation 22:17.*)
- L. EDUCATION. Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of

³ This differs from the Baptist Faith and Message in that The sentence "Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ" is omitted.

our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate with the cause of missions and general benevolence, and should receive along with these the liberal support of the churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists. (*Deuteronomy 4:1,5,9,14, 6:1-10,31, 12-13; Nehemiah 8:1-8; Job 28:28; Psalms 19:7ff, 119:11; Proverbs 3:13ff, 4:1-10, 8:1-7,11, 14:14; Ecclesiastes 7:19; Matthew 5:2, 7:24ff, 28:19-20; Luke 2:40; I Corinthians 1:18-31; Ephesians 4:11-16; Philippians 4:8; Colossians 2:3,8-9; I Timothy 1:3-7; II Timothy 2:15, 3:14-17; Hebrews 5:12-6:3; James 1:5,3:17.*)

- M. STEWARDSHIP. God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth. (*Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4,19-21, 23:23, 25:14-29; Luke 12:16-21,42, 16:1-13; Acts 2:44-47, 5:1-11, 17:24-25, 20:35; Romans 6:6-22, 12:1-2; I Corinthians 4:1-2, 6:19-20, 12, 16:1-4; II Corinthians 8-9, 12:15; Philippians 4:10-19; I Peter 1:18-19.*)
- N. COOPERATION. Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience of compromise of loyalty to Christ and His Word as revealed in the New Testament. (*Exodus 17:12, 18:17ff; Judges 7:21; Ezra 1:3-4, 2:68-69, 5:14-15; Nehemiah 4, u:1-5; Matthew 10:5-15, 20:1-16, 22:1-10, 28:19-20; Mark 2:3; Luke 10:1ff; Acts 1:13-14, 2:1ff, 4:31-37, 13:2-3, 15:1-35; I Corinthians 1:10-17, 3:5-15, 12; II Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.*)
- O. THE CHRISTIAN AND THE SOCIAL ORDER. All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among

men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Jesus Christ. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth. (*Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12, 27:17; Psalm 101:5; Micah 6:8; Zechariah 8:16; Matthew 5:13-15, 43-48, 22:36-40, 25:35; Mark 1:29-34, 2:3ff, 10:21; Luke 4:18-21, 10:27-37, 20:35; John 15:12, 17:15; Romans 12-14; I Corinthians 5:9-10, 6:1-7, 7:20-24, 10:23-11:1; Galatians 3:26-28; Ephesians 6:5-9; Colossians 3:12-17; I Thessalonians 3:12; Philemon; James 1:27, 2:8.*)

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

The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace. (*Isaiah 2:4; Matthew 5:9, 38-48, 6:33, 26:52; Luke 22:36, 38; Romans 12:18-19, 13:1-7, 14:19; Hebrews 12:14; James 4:1-12.*)

- Q. 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 by 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. It is, however, the duty of every Christian to understand issues of public policy, and to participate in the selection of and support of individuals who will govern according to Biblical principles, and thus fulfilling our role as salt and light in a secular society.⁴ (*Genesis 1:27, 2:7; Matthew 6:6-7, 24, 16:26, 22:21; John 8:36; Acts 4:19-20; Romans 6:1-2, 13:1-7; Galatians 5:1, 13; Philippians 3:20; I Timothy 2:1-2; James 4:12; I Peter 2:12-17, 3:11-17, 4:12-19.*)

⁴ This last sentence was added, and as such this paragraph differs from the Baptist Faith and Message.

R. THE FAMILY. God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption.

Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race.

The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents. (*Genesis 1:26-28, 2:15-25, 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; I Samuel 1:26-28; Psalms 5:1-5, 78:1-8, 127, 128, 139:13-16; Proverbs 1:8, 5:15-20, 6:20-22, 12:4, 13:24, 14:1, 17:6, 18:22, 22:6,15, 23:13-14, 24:3, 29:15,17, 31:10-31; Ecclesiastes 4:9-12, 9:9; Malachi 2:14-16; Matthew 5:31-32, 18:2-5, 19:3-9; Mark 10:6-12; Romans 1:18-32; I Corinthians 7:1-16; Ephesians 5:21-33, 5:1-4; Colossians 3:18-21; I Timothy 5:8, 14:2; II Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; I Peter 3:1-7.*)

ARTICLE III – BY-LAWS AND AMENDMENTS.

The Church may enact By-Laws and Operating Practices as necessary to carry out the mission of the Church based on the precepts enumerated in this Constitution.

This Constitution may be amended as needed by the membership in regular session or in special session called specifically for the purpose of consideration of amendments. However, proposed amendments shall be proposed in writing and copies distributed to the membership at least seven (7) days prior to their consideration. This Constitution may then be amended by a two-thirds (2/3) vote of the membership present at the proper business meeting.

The By-Laws may be amended as needed by the membership in regular session or in special session called specifically for the purpose of consideration of amendments to the By-Laws. However, proposed amendments shall be proposed in writing and copies distributed to the membership at least seven (7) days prior to their consideration. The By-Laws may then be amended by a majority vote of the membership present at the proper business meeting.

Operating Practices for the Church may be proposed and/or amended as needed at any called business meeting by a majority vote of the membership present at such meeting.

The standard for conducting business at meetings shall be based on Robert's Rules of Order.

ARTICLE IV – COMMITMENT

Having enacted this Constitution, we covenant with each other to faithfully and lovingly execute the mission of this Church as stated herein, and in accordance with the commands of our Lord and Savior Jesus Christ, and the precepts contained in the Holy Bible. To this end we commit ourselves this 5th day of May 2022.

PALMER BAPTIST CHURCH BY-LAWS

ARTICLE I

Church Membership

Palmer Baptist Church is an autonomous and democratic Baptist Church under the lordship of Jesus Christ. The membership retains unto itself the exclusive right of self-government in all phases of the spiritual and temporal life of this Church. Insofar as is practical, this Church will cooperate with and support the Benton-Tippah Baptist Association, the Mississippi Baptist Convention, and the Southern Baptist Convention.

A. Qualifications and Admission

Any person may offer himself as a candidate for membership in this Church. All such candidates shall be presented to the Church at any regular Church service for membership in any of the following ways:

1. By profession of faith in Jesus Christ as personal Lord and Savior and scriptural baptism according to the policies of this Church.
2. By promise of a letter of recommendation from another church of like faith.
3. By statement of prior conversion experience and scriptural baptism or an expressed willingness to comply with baptism by immersion when no letter is available.

B. Orientation

Orientation will be coordinated by the Pastor to acquaint new members with the beliefs, organization, and ministry opportunities of the Church.

C. Rights of Members

1. Members of the Church may be either active or inactive members.
2. Every active member of this Church is entitled to vote at all elections and on all questions submitted to the Church in conference, provided the member is present and is a resident member.
3. Every active member of this Church is eligible for consideration by the membership as candidates for elective offices, teaching positions, and committee membership.
4. Every member of the Church may participate in the ordinances of the Church as administered by the Church.

1. D. Membership Status

Members who have not attended at least one service in the previous quarter will be moved to inactive status. Exceptions include, but are not limited to members who:

1. Are home-bound or shut-in
2. Have been involuntarily and temporarily relocated
3. Are serving in a branch of the military away from home
4. Are full-time students attending an educational institution away from home.
5. Have other extreme circumstances to be determined by the Deacon body.

Attempts will be made to contact a member before he or she is removed from the active members list. If attempts to make contact are unsuccessful the member will be considered inactive. Determinations of membership status will be made on a regular basis by the Membership Committee.

E. Discipline

In case a member be guilty of conduct unbecoming to a Christian so that the Church and the name of Christ are brought in to disrepute, it will be the responsibility of the Deacons and Pastor to confer with such person in accordance with Matthew 18 in the hope of restoring that one. If the member will not hear these brethren, it will be their responsibility to report his attitude to the Church. If he will not hear the Church, a majority of the members present at any conference business meeting of the Church may vote to remove the name of the member in question from the Church membership roll.

F. Termination of Membership

Membership shall be terminated in the following ways:

1. Death of a Member
2. By letter of recommendation to another Baptist Church by majority vote by those present at any meeting upon the request of that Church. Church letters are words of recommendation to sister Churches, therefore, letters cannot be granted to individuals from this Church.
3. As a result of disciplinary process.
4. Deletion upon request or proof of membership in a Church of another denomination.
5. The Church may by majority vote, in a regular monthly business meeting, adjust the membership roll from time to time in a way it deems best for the purpose of keeping it current and accurate.

F. Restoration of Membership

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

ARTICLE II

Church Leadership

A. Spiritual Leadership

1. Pastor

a. Qualification. The Pastor shall be a born-again Christian, and ordained as a minister by a church affiliated with the Southern Baptist Convention. The Pastor shall set as a guidance of personal behavior the standard required in:

1. 1 Timothy 3:1-7, "This is a true saying, if a man desire the office of a bishop, he desireth a good work. A bishop then must be blameless, the husband of one wife, vigilant, sober, of good behaviour, given to hospitality, apt to teach; Not given to wine, no striker, not greedy of filthy lucre; but patient, not a brawler, not covetous"
2. 1 Peter 5:1-4, "The elders which are among you I exhort, who am also an elder, and a witness of the sufferings of Christ, and also a partaker of the glory that shall be revealed: Feed the flock of God which is among you, taking the oversight thereof, not by constraint, but willingly; not for filthy lucre, but of a ready mind; Neither as being lords over God's heritage, but being ensamples to the flock. And when the chief Shepherd shall appear, ye shall receive a crown of glory that fadeth not away.
3. Titus 1:5-9, "For this cause left I thee in Crete, that thou shouldest set in order the things that are wanting, and ordain elders in every city, as I had appointed thee: If any be blameless, the husband of one wife, having faithful children not accused of riot or unruly. For a bishop must be blameless, as the steward of God; not selfwilled, not soon angry, not given to wine, no striker, not given to filthy lucre; But a lover of hospitality, a lover of good men, sober, just, holy, temperate; Holding fast the faithful word as he hath been taught, that he may be able by sound doctrine both to exhort and to convince the gainsayers."

b. In the absence of a called pastor, the Deacon body shall be responsible for filling the pulpit until such time as an interim pastor recommended by the deacon body is chosen by the Church in a business meeting by a vote of at least eighty percent (80%) of the members present at such meeting.

c. Call.

1. After prayerfully seeking God's will, a pastor shall be chosen by the Church whenever a vacancy occurs. This shall be done with the use of a pastor search committee. The committee shall be elected in the following manner: The Deacon body shall select two members. The remaining three members shall be nominated and selected from the floor during a regular or special called business meeting.
2. When the Pastor Search Committee is ready to make its recommendations of a prospective pastor, the Church shall be notified one week in advance that the Pastor Search Committee will present its recommendation. In making such recommendation, only one name at a time shall be considered. After the Committee has made its

recommendation, the vote shall be taken by secret ballot and an affirmative vote of eighty percent (80%) of those members being present will be necessary to elect. The pastor, thus elected and called, shall serve until the relationship is terminated by his request or by the Church's request.

- d. Role of the Pastor. The Pastor shall serve the Church as it's spiritual leader. He shall provide leadership, vision, and challenge the Church in it's ministries and undertakings; he shall direct the work of the Church Staff; and He shall be responsible for supplying the pulpit at all regular services of the Church.
- e. Termination. The Pastor's services may be terminated upon recommendation of the Deacon body and by an affirmative vote of eighty percent (80%) of the members present and voting at a business meeting. One week's notice shall be given before the vote is taken.
- f. Departure.
 - 1. When the Pastor resigns his position, he shall continue to serve two (2) weeks after his resignation, unless a different length of time shall be agreed upon by himself and the Church.
 - 2. If the Church terminates the Pastor's services, he shall cease performing his pastoral duties immediately. He shall be given adequate time to move from the Pastorium, during which time he shall continue to receive his compensation for two (2) weeks, unless a different arrangement is agreed upon by himself and the Church.
(Section 5)
- g. Compensation
 - 1. The Pastor shall be given two (2) weeks paid vacation (including two (2) Sundays) annually.
 - 2. In case of the Pastor's illness, the Church shall pay for the pulpit supply. If the Pastor is absent for personal reasons, the Pastor shall pay for amounts in excess of the pulpit supply fund. The Pastor is requested to use reasonable consideration as to the number of times he is away for revivals.

2. Deacons.

- a. Qualifications:
 - 1. Nominees must have been a member of Palmer Baptist Church for at least one year prior to nomination.
 - 2. Perspective nominees shall satisfactorily answer the following Biblical qualifications:
 - a. Are you found "Full of the Spirit and Wisdom (Acts 6:3)?
 - b. Are you considered to be "Worthy of Respect" (I Timothy 3:8)?
 - c. Do you consider yourself to be "Not Double-tongued" (I Timothy 3:8)?
 - d. Are you "Addicted to Intoxicating Substances (I Timothy 3:8)?
 - e. Would you and others consider yourself to be "Not Greedy for Dishonest Gain" (I Timothy 3:8)?
 - f. Would you and others attest to having a "Godly Wife" (I Timothy 3:11)?
 - g. Are you "The Husband of One Wife" (I Timothy 3:12)?
 - h. Do you Faithfully "Manage your Children and Household? (I Timothy 3:12)?

- i. Have you repented of your sin and placed your faith in Jesus Christ, and have you been baptized as a believer?
- j. Are you committed to the mission of our church in making disciples of Jesus Christ (personal evangelism and disciple-making)?
- k. Will you faithfully demonstrate our core values of gospel transformation (repentance, prayer, bible study), Community (Actively involved, committed to caring for our church family, and guarding the unity of our church), and missional living (serving in our church ministries as well as supporting missions)?
- l. Are you financially committed to Palmer Baptist Church by regularly giving to our church family?

b. Selection and Nomination

Deacons for Palmer Baptist Church are selected and nominated per the following process:

1. Nomination by the Church Body via written ballot,
2. Deacon/Pastoral review of the nominees
3. The Nominee's Response
4. All nominees interview with Pastor and current Deacon Body
5. Personal individual interview for all first time Palmer Deacon candidates
6. Church votes individually for the appropriate candidates
7. Ordination (or re-installment of a previously ordained deacon)

c. Role of the Deacon

1. The Biblical Guidelines for the Deacon Ministry:

The word 'deacon' is a translation of the New Testament Greek term diakonos, which means servant or messenger, and is used three times in the New Testament in reference to the church office (Romans 16:1; Philippians 1:1; I Timothy 3:8,12). While the word 'deacon' is not used in Acts 6:1-4, this passage is widely viewed as the early church prototype for a deacon and serves as our pattern. The deacons serve in partnership with pastors as one of the two biblical offices in the church. Their primary focus is on the service-oriented, administrative tasks, and physical needs of the church (Acts 6:1-4).

2. The Duties and Responsibilities of the position of Deacon:

The deacons provide leadership in the service-oriented and administrative matters pertaining to the physical needs of the church (Acts 6:1-4; I Timothy 3:8-13). Based on the scriptural qualifications, deacons serve in areas like finances (I Timothy 3:8), Administration (I Timothy 3:12), Visitation (I Timothy 3:11), and ministering to the needs of the church family (Acts 6:1-4).

d. Termination

If a Deacon violates the qualifications and/or responsibilities as specified in the previous sections, he shall meet with the Deacon body to seek to resolve the matter. Failing a resolution the matter shall be brought before the Church for a resolution/termination. Termination procedures shall be the same as for Pastor Termination as specified in Section II.a.e,

e. Departure

When an active Deacon feels they can no longer serve in that capacity, for whatever reason, they shall submit a written notice of resignation from active service. Upon such resignation, the

Church body shall be informed at the next business meeting. After resignation, reinstatement would occur through the normal Deacon selection process.

f. Emergency/Temporary Authority

In the event adverse conditions arise that preclude the Church meeting together, such as natural disasters, pandemics, or other dangerous conditions, the Deacons, in consultation with the Pastor, shall inform the Membership through whatever means are available that services have been suspended until such time as the adverse condition has subsided. During such time of suspension the Deacons, in consultation with the Pastor, shall perform any tasks necessary to maintain Church property, finances, and other Church assets, and shall maintain records of such tasks until such time as the Church is able to meet again and conduct Church business, at which time the Church, in Business Session, shall make whatever adjustments are required in the Church's Budget and/or accounts to accommodate such changes.

3. Associate/Youth Pastor

a. Qualification.

The Associate/Youth Pastor shall have the same qualifications as the Pastor in Article II, Section 1(a).

b. Call.

The Call of the Associate/Youth Pastor shall be the same as the Call of the Pastor in Article II, Section c.

c. Roll of the Associate/Youth Pastor.

1. Associate Pastor. An Associate Pastor will:

- a. When requested, the Associate Pastor will coordinate with the Lead Pastor to create a well-planned and engaging Sunday Morning gathering that centers our congregation's hearts on the Gospel
- b. Coordinate with the Lead Pastor in other services throughout the week, either regularly scheduled services, or special services.
- c. Play a role in recruiting, training and coordinating with other worship leaders in the Church.
- d. Shepherd and lead members of Palmer Baptist in walking with Jesus.
- e. In the absence of the Lead Pastor, lead Sunday Morning and other weekly worship services

2. Youth Pastor – A Youth Pastor will:

- a. Serve as the leader in all youth activities to include Biblical instruction, youth activities and functions.
- b. Train and recruit volunteers for efficient implementation of church programs.
- c. Provide counseling to youths and help them realize their individual goals.
- d. Coordinate all Youth activities with the Lead Pastor and/or the Deacon Body to achieve the worship goals of Palmer Baptist Church
- e. Termination – same as Pastor in Article II, Section 1(e).

d. Departure:

1. When the Youth Pastor resigns his position, he shall continue to serve for two (2) weeks after his resignation, unless a different length of time shall be agreed upon by himself and the Church.
2. If the Church terminates the Youth Pastor's services, he shall cease performing his pastoral duties immediately. If applicable, he shall be given adequate time to move from the Pastorium.

B. Business Leadership

1. Moderator

The Moderator shall be a member of the active Deacon Body, or someone appointed by the active Deacon Body.

2. Clerk

The Church shall elect annually a clerk as its clerical officer. The clerk shall be responsible for keeping permanent minutes of all business meetings of this Church; a Church roll showing the dates of admission to and termination of membership, deaths and baptisms; issue letters of dismission voted by this Church; preserve on file all communications and written official reports; and the Clerk shall be the custodian of the Church Constitution and By-Laws, and Articles of Incorporation. The Clerk shall maintain a membership registry designating membership status, active or inactive, and bring such to each business meeting.

3. Treasurer

The Church shall elect annually a Church treasurer (corporate treasurer). It shall be the duty of the treasurer to receive, preserve, and pay out, upon receipt of invoice, according to the budget of the Church, all monies or things of value paid or given to the Church, keeping at all times an itemized account of all receipts and disbursements. The Treasurer shall pay bills not covered by the budget only when approved by the Church or Deacon Body. It shall be the duty of the treasurer to render to the Church at each regular business meeting an itemized report of the receipts and disbursements of the preceding month. The Treasurer shall file all tax forms on behalf of the Church, and maintain all records pertaining thereto. Upon rendering the annual account at the end of each Church year and its acceptance and approval by the Church, the records shall be delivered by the treasurer to the Church clerk, who shall keep and preserve the account as part of the permanent records of the Church.

4. Assistant Treasurer

The Assistant Treasurer shall be chosen annually by the Church, and shall perform the Treasurer's duties in the absence of the Treasurer.

5. Deacon Assistant to the Treasurer

The Deacon Assistant shall assist the Treasurer in any financial matter pertaining to the Deacon Body, and shall keep a duplicate of all records maintained by the Treasurer. The Deacon Assistant is chosen annually by the Deacon Body.

4. Trustees

The Deacons of the Church shall serve as trustees of the Church. They shall hold in trust the Church property. They shall have no power to buy, to sell, mortgage, lease, or transfer any Church property without a specific vote of the Church authorizing each action.

5. Associational Executive Committee Members

The Associational Executive Committee Members shall represent the Church to the Benton-Tippah Baptist Association between Annual Meetings. The Association By-Laws specify the Committee Members shall be the Pastor plus one lay member of the Church. The lay member shall be chosen by the Nominating Committee and approved by the Church.

6. Messengers to Associational Annual Meeting.

The Associational By-Laws specify the number of messengers to be sent from each Church. The Messengers are chosen annually from the floor at the business meeting prior to the Fall Associational Meeting, and shall represent the Church at both the Fall and Spring Associational Meetings.

ARTICLE III

Church Committees

A. Standing Committees

1. The Pastor is an ex officio member of each standing committee.
2. Committee members are recommended to the Church by the nominating committee and elected by the Church in the annual business meeting.
3. All Standing Committees will first meet with the Deacon Body at the start of the Church year, at which time the Chairman of each committee will be chosen, and the roles of the committees discussed.
4. At the end of the calendar year, each Committee will report to the Deacon Body on the status of each Committee's work during that year.

5. The Standing Committees are:

A. Baptism Committee. The Baptism Committee consists of four (4) members, two men and two women, whose responsibility is to assist the Pastor before, during, and after baptism ceremonies.

B. Cemetery Committee. The Cemetery Committee's ministry is to provide guidelines for the use of cemetery plots, assist families and funeral homes in burial and to guide maintenance and expansion of future areas to be considered for cemetery use. This committee shall consist of a minimum of four (4) members. The committee shall appoint one member as a secretary.

C. Children's Committee. The Children's Committee's ministry is to plan, prepare and execute Children's activities as related to the ministry of the Church. The Committee shall consist of a minimum of six (6) members.

D. Youth Committee. The Youth Committee's ministry is to plan, prepare and execute Youth activities as related to the ministry of the Youth. The Committee shall consist of a minimum of six (6) members.

E. Long Range Planning Group. The Long Range Planning Group is charged with the mission of considering and recommending to the Church items to insure long-term growth of the Church, including, but not limited to, facilities, Church growth, and associated financial considerations. The group will also oversee completion of any items the Church approves. Additionally:

1. The group will consist of a six (6) members
2. The chairman will only vote in case of a tie, but will set the meeting time and place, and set the meeting agendas.
3. The group may meet as often as necessary, but no less than four (4) times per year.

F. Facility and Event Committee. The Facility and Event Committee is responsible for coordinating Church-related events including, but not limited to, Church-wide meals and refreshments and other social activities on or in Church property, and for insuring the kitchen is stocked with necessary supplies and equipment. The Committee is also responsible for suggesting to the Church rules for the use of Church facilities. The Committee consists of six (6) members appointed annually at the start of the Church year.

G. Flower Committee. The Flower Committee maintains seasonal flowers in the Sanctuary, decoration during holiday seasons, and coordinates flowers for deceased Church members immediate family members such as Spouse, Child, Parent. The Committee consists of three (3) members appointed annually at the start of the Church year.

H. Homecoming Committee. The Homecoming Committee is responsible for the selection of the speaker for the Homecoming Service and coordinating the events for the day. The Committee consists of 6 members appointed annually at the start of the Church year.

I. Lord's Supper Committee. The Lord's Supper Committee is responsible for assisting the Pastor in preparation for the Lord's Supper whenever scheduled by the Church. The Committee consists of three (3) members appointed annually at the start of the Church year.

J. Finance Committee. It shall be the responsibility of this Committee to prepare the annual budget of the Church. It shall be presented in printed form before, and voted on at a Special Call Business meeting in December. The fiscal year of the Church shall be January through December. This Committee shall oversee spending from the Church treasury according to the Church Budget. Any spending outside the budget must have Church approval. The Committee shall consist of two Deacons chosen by the Deacon body, the Treasurer, and three (3) members elected by the Church a Special Call Business meeting in November.

K. Ministry of Christian Action. This Committee is responsible for presenting to the Church, upon approval by the Pastor or Deacon Body, current factual issues that may affect the Church, or where the Church may wish to take action. The Committee will coordinate with the Christian Action Commission of the Mississippi Baptist Convention. The Committee consists of two (2) members appointed annually at the start of the Church year.

L. Audio Visual Committee. This committee will operate and ensure proper maintenance of the sound and recording equipment in the Church. This includes all recording devices, all Televisions and recording devices. The function is to facilitate worship and Church activities by offering audio-visual equipment and services as necessary and feasible through volunteers.

Responsibilities:

1. Enlist, train and schedule and operators for all Church events that require sound operators
2. Purchase and maintain sound and recording equipment.
3. Purchase and maintain all audio-visual equipment
4. Request and administer budget expenditures
5. Maintain the Audio Visual room keeping it organized with all equipment and supplies
6. Maintain the Church's online presence
7. Membership: This committee shall consist of the Music Director, one Deacon, and four

(4) other members who have knowledge of sound and/or video equipment

M. Membership Committee. This Committee is responsible for validating the membership status as required in Article I Section D of the By-Laws. This Committee is to meet at least twice during each Church year, preferably at the beginning and in the middle of the Church year. The Committee will be appointed each year by the Nominating Committee and shall consist of six (6) members, two (2) of which shall be current Active Deacons.

N. Building and Grounds Committee. The Building and Grounds committee is responsible for overseeing the maintenance, repair and preventative maintenance of Church property. The committee will have access to the Repair/Maintenance funds as specified in the Church budget. Any repair/maintenance items that exceed the available budget shall require approval of the Deacon Body and/or the Church.

The Building and Grounds committee shall consist of four (4) members appointed by the Nominating Committee.

O. Nominating Committee. The Nominating Committee shall consist of:

The Pastor

The Chairman of the Deacons

The Sunday School Director

One member chosen by each Adult Sunday School Class.

P. Constitution and By-Laws Committee. The Constitution and By-Laws Committee shall be responsible for recommending any necessary changes to the Constitution and/or By-Laws. The Committee shall meet as necessary. The Committee shall consist of:

Two active deacons

The Church Secretary

Four (4) other members elected from the Church body

Additionally, all members of the Deacon Body may participate and contribute to the deliberations of the Committee.

Q. Church Security, Protection, and Emergency Preparedness Committee. The Church shall establish a Committee whose task is as follows:

1. Pursuant to The Mississippi Church Protection Act of 2016 (a copy of the law will be maintained in the Church Office), the Committee will establish and maintain a list of those authorized to act as an armed security team on Church property and during Church-related events. The Committee will ensure that members of the team meet all the requirements specified in State Law, and will review the status of members annually or update as needed. The Committee will also establish Standard Operating Procedures (SOP) which the Church will review and approve on an annual basis

2. The Committee shall also be responsible for developing a disaster/crisis intervention plan and an evacuation plan which shall be posted at appropriate locations throughout the Church property. These plans shall be reviewed and approved by the Church annually, or as needed.

B. Ad-Hoc Committees. The Church may appoint Ad-Hoc Committees, subject to approval by the Deacon Body, the parameters of which will be determined at the time of the Committee's creation.

ARTICLE IV

Church Program Organizations

A. Membership Education.

The Sunday School shall be the basic organization for the Bible teaching program. Its tasks shall be to teach the biblical revelation, reach persons for Christ and Church membership, perform the functions for the Church within its constituency, provide and interpret information regarding the work of the Church and denomination.

The Sunday School shall be organized by departments and/or classes, as appropriate for all ages, and shall be conducted under the direction of the Sunday School Director. The Sunday School Director, and the teachers and substitutes of the individual classes, shall be selected from active Church members by the nominating committee, subject to election by the Church.

B. The Baptist Women.

The Baptist Women 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; engaging in mission action; support world missions through praying and giving; and provide and interpret information regarding the work of the Church and denomination. The Baptist Women shall have such officers and organizations as the program requires, and shall schedule their meetings so as to complement, not replace, regular worship services..

C. Church Music.

Church Music shall be under the direction of the Music Director and Assistant(s) who are chosen by the nominating committee, subject to election by the Church.

ARTICLE V

Church Ordinances

A. Baptism.

This Church shall receive for baptism any person who has received Jesus Christ as Savior by personal faith, who professes Him publicly at any worship service, and who indicates a commitment to follow Christ as Lord.

1. Baptism shall be by immersion.
2. The Pastor, or whomever the Pastor authorizes, shall administer baptism. In the absence of a Pastor the Board of Deacons shall designate a person to perform the baptism.
3. Baptism shall be administered as an act of worship during any worship service of the Church.
4. Under extenuating circumstances where a candidate is unable to be baptized by immersion, the Deacons may recommend other appropriate measures.

B. The Lord's Supper.

The Lord's Supper is a symbolic act of obedience whereby any professing Christian, through partaking of the bread and the fruit of the vine, commemorates the death of Jesus and anticipates His second coming. The Lord's Supper shall be observed at least twice a year at the discretion of the Pastor and/or the Deacons. The Pastor and the active Deacons shall be responsible for administering the Lord's Supper.

ARTICLE VI

Church Worship Services

A. Regular Worship Services.

The Church shall meet regularly each Sunday morning and Wednesday evening for the worship of Almighty God. Prayer, praise, preaching, instruction, and evangelism shall be among the elements of these services. Sunday evening and other services may be scheduled by the Pastor and Deacon Body. The pastor shall direct the service for all the Church members and for all others who may choose to attend. Services may be dismissed and/or rescheduled when adverse conditions occur upon agreement by the Pastor and Deacon Body.

B. Special Services/Meetings.

Revival meetings, Ordinations, and other meetings deemed essential in the advancement of the objectives of the Church shall be the responsibility of the Pastor and the Deacons. The Pastor, with advice and consent of the Deacons, and when applicable the Music Director, shall select ministers and/or speakers for these meetings and scheduling of the same.

ARTICLE VII

Church Business

A. Conduct

1. The Moderator chosen by the Deacon body, shall moderate all business meetings.
2. Church business Meetings shall follow the generally accepted parliamentary rules as stated in Robert's Rules of Order, Revised. This will ensure fair and equal treatment of each member and the orderly transaction of Church business.
3. Items for business should be brought before the Deacon body before introduction. Any item not brought before the Deacon body may be tabled upon motion of any member and majority vote of the members present.

B. Regular Business Meetings

Regular business meetings shall be convened on a quarterly basis during the worship service on the third Wednesday evening on the following basis:

March:

- Approve financial report
- Act on any new or old business

June:

- Approve financial report
- Act on any new or old business

September:

- Approve financial report
- Appoint messengers to the October Associational Meeting
- Act on any new or old business

December:

- Approve financial report
- Present and approve the budget for the coming year
- Present and approve officers, teachers, and other church positions for the coming year
- Act on any new or old business

C. Special Business Meetings

The Church may conduct special business meetings to consider a matter of special nature and significance, provided a quorum is present. A one-week notice must be given, and announced at a regularly scheduled service, for the specially called business meeting unless urgency renders such notice impractical.

D. Quorum

A quorum consists of those eligible members who attend the business meeting, provided it is a regular meeting or one that has been properly called as in Article VII Section C above.

ARTICLE VIII

Church Finances

A. Budget

The Finance Committee shall prepare and submit to the Church for approval an inclusive budget, indicating by items and amount needed and sought for all local and other expenses. The Deacon body may authorize the expenditure of up to \$1,000.00 without the approval of the Church when necessary.

B. Accounting Procedures

1. Sunday School. The Sunday School Secretary shall receive the collections from the various Sunday School classes. The amount of the collections shall be recorded on a collections receipt (supplied by the Treasurer), bagged, and held for the Treasurer
2. Offering collections. Offering collections are defined as those collections at regular worship services, special worship services, and other services or events. At the time appointed during each service two ushers shall collect, count, and record the collections on a collections receipt (supplied by the Treasurer), bagged and held for the Treasurer.
3. Depositing. The Treasurer shall prepare a bank deposit slip and the Treasurer, or his or her designated representative, shall deposit the funds in the bank at the earliest opportunity.
4. Monies received by the Church shall be maintained in separate accounts; general fund, building fund, youth fund, and cemetery fund. Any designated gift beyond the established funds of the Church must be approved by the Church for acceptance by the Church. Any internal transfer of monies between accounts can be done only at the direction of the Church.

ARTICLE IX

Church Property

A. General.

Palmer Baptist Church is a non-profit religious society. Use of Palmer Baptist Church owned buildings, equipment, and grounds is restricted to activities consistent with the objectives of Palmer Baptist Church as outlined in the Church's Constitution, Section 2.

B. Church Building, Property, and Equipment Use.

1. Use of the Church Buildings, Property and Equipment is divided into two categories: (a) The Church Sanctuary and (b) The remainder of the Church property.
 - a. Use of the Sanctuary should be limited to use for worship activities in accordance with the beliefs and practices of the Church as specified in the Constitution, and must be approved by the Deacon Body or appropriate committee.
 - b. The remainder of the Church Property:
 1. Use of Church owned facilities for wedding ceremonies shall adhere to the biblical standards for marriage as stated in the Church's Constitution, Article II Section 2R.
 2. The Guidelines for use of the Family Life Center are as follows:
 - a. Church and Church related activities have first claim on the use of our facilities.
 - b. Church members may schedule activities as times are available.
 - c. Community events may be scheduled as times are available.
 - d. A calender of scheduled use and a reservation form is available in the Church office. This calender should be checked before scheduling any activities in the Family Life Center, and reservations should be entered on this calendar, and the completed form left on the desk in the Church office.
 - e. Use of the facilities will require a security deposit of \$25.00. If the facility is left clean in in good order, the deposit will be refunded.
 - f. Additionally, Palmer Baptist Church requires the following in using our Family Life Center:
 1. Park in the designated parking area only
 2. Furnish your own supplies.
 3. Clean the building and remove the trash.
 4. No use of alcohol or drugs permitted.
 5. No loud music or commotion.
 3. The Cemetery guidelines are as follows:
 - a. The Family is responsible for removal or disposition of any floral arrangements within the first 30 days following internment.
 - b. No animals may be buried in the cemetery
 - c. Palmer Baptist Church reserves the right to remove any object that interferes with the

upkeep of the Cemetery or is in conflict with the principles of our religious beliefs or our Constitution or By-Laws

- d. Neither Palmer Baptist Church or the Cemetery committee is responsible for any vandalism.

C. Maintenance of Church Facilities

Any maintenance issue should be immediately brought to the attention of the Deacon body, or the Building and Grounds Committee

D. Pastorium. This section will be added at a later date as an amendment to these By-Laws.

APPENDIX I

Amendments contained in this copy of the By-Laws:

Motion to amend passed 10/11/15:

The Nominating Committee moves to amend Article III Section A - "Standing Committees" to add the following:

"16. Membership Committee. This Committee is responsible for validating the membership status as required in Article I Section D of the By-Laws. This Committee is to meet at least twice during each Church year, preferably at the beginning and in the middle of the Church year. The Committee will be appointed each year by the Nominating Committee and shall consist of six (6) members, two (2) of which shall be current Active Deacons."

Motion to amend passed 05/19/18:

To address growing security concerns for churches, to conform with recently passed state law, and to address pending insurance issues, the Constitution and ByLaw Committee proposes the following Amendment to our Church ByLaws:

ARTICLE X

Church Security, Protection, and Emergency Preparedness

A. Security and Preparedness Committee

The Church shall establish a Committee whose task is as follows:

1. Pursuant to The Mississippi Church Protection Act of 2016 (a copy of the law will be maintained in the Church Office), the Committee will establish and maintain a list of those authorized to act as an armed security team on Church property and during Church-related events. The Committee will ensure that members of the team meet all the requirements specified in State Law, and will review the status of members annually or update as needed. The Committee will also establish Standard Operating Procedures (SOP) which the Church will review and approve on an annual basis
2. The Committee shall also be responsible for developing a disaster/crisis intervention plan and an evacuation plan which shall be posted at appropriate locations throughout the Church property. These plans shall be reviewed and approved by the Church annually, or as needed."

Motion to the following amendments passed 09/21/2022:

Note: Current language is in plain text, and changes are in italics. Lined-through text is text in the current By-Laws to be removed. Only portions of the By-Laws to be changed/amended are shown below. Questions should be addressed to members of the Constitution and By-Laws Committee.

ARTICLE II

Church Leadership

A. Spiritual Leadership

1. Pastor

g. Compensation

1. The Pastor shall be given two (2) weeks paid vacation (including two (2) Sundays) annually.
2. In case of the Pastor's illness, the Church shall pay for the pulpit supply. If the Pastor is absent for personal reasons, ***the Pastor shall pay for amounts in excess of the pulpit supply fund.*** The Pastor is requested to use reasonable consideration as to the number of times he is away for revivals.

ARTICLE VI

Church Worship Services

A. Regular Worship Services.

The Church shall meet regularly each Sunday morning, ~~Sunday evening~~ and Wednesday evening for the worship of Almighty God. Prayer, praise, preaching, instruction, and evangelism shall be among the elements of these services. ***Sunday evening and other services may be scheduled by the Pastor and Deacon Body.*** The pastor shall direct the service for all the Church members and for all others who may choose to attend. ***Services may be dismissed and/or rescheduled when adverse conditions occur upon agreement by the Pastor and Deacon Body.***

ARTICLE VII

Church Business

A. Conduct

1. ~~A Deacon~~ The Moderator, chosen by the Deacon body, shall moderate all business meetings.
2. Church business Meetings shall follow the generally accepted parliamentary rules as stated in Robert's Rules of Order, Revised. This will ensure fair and equal treatment of each member and the orderly transaction of Church business.
3. Items for business should be brought before the Deacon body before introduction. Any item not brought before the Deacon body may be tabled upon motion of any member and majority vote of the members present.

B. Regular Business Meetings

~~Regular business meetings shall be convened during the worship service, on the Second Sunday evening of each month unless a conflict arises, and then it shall be held at a later date.~~

Regular business meetings shall be convened on a quarterly basis during the worship service on the third Wednesday evening on the following basis:

March:

- ***Approve financial report***
- ***Act on any new or old business***

June:

- ***Approve financial report***
- ***Act on any new or old business***

September:

- ***Approve financial report***
- ***Appoint messengers to the October Associational Meeting***
- ***Act on any new or old business***

December:

- ***Approve financial report***
- ***Present and approve the budget for the coming year***
- ***Present and approve officers, teachers, and other church positions for the coming year***
- ***Act on any new or old business***

C. Special Business Meetings

The Church may conduct special business meetings to consider a matter of special nature and significance, provided a quorum is present. A one-week notice must be given, ***and announced at a***

regularly scheduled service, for the specially called business meeting unless urgency renders such notice impractical.

~~D. Annual Business Meetings~~

~~The regular business meeting of the Church in September shall be the annual business meeting, at which time the Annual Report to the Association and the State Convention is approved, and the messengers are chosen for the Associational meeting, as well as any other outstanding annual business to be conducted.~~

~~E. Public Notice~~

~~An announcement from the pulpit and/or notice in the Church bulletin shall suffice for public notice.~~

F. Quorum

A quorum consists of those eligible members who attend the business meeting, provided it is a regular meeting or one that has been properly called as in Article VII Section C above.

PROPOSED CHANGES IN THE CHURCH BY-LAWS

**The Constitution and By-Laws Committee proposes these changes to our existing By-Laws.
These will be presented for a vote during the next Business Meeting.**

Note: Current language is in plain text, and changes are in ***bold italics***. Lined-through text is text in the current By-Laws to be removed. Only portions of the By-Laws to be changed/amended are shown below. Questions should be addressed to members of the Constitution and By-Laws Committee.

ARTICLE II

Church Leadership

2. Deacons.

a. Qualifications:

- 1. Nominees must have been a member of Palmer Baptist Church for at least one year prior to nomination.***
- 2. Perspective nominees shall satisfactorily answer the following Biblical qualifications:***
 - a. Are you found “Full of the Spirit and Wisdom (Acts 6:3)?***
 - b. Are you considered to be “Worthy of Respect” (I Timothy 3:8)?***
 - c. Do you consider yourself to be “Not Double-tongued” (I Timothy 3:8)?***
 - d. Are you “Addicted to Intoxicating Substances (I Timothy 3:8)?***
 - e. Would you and others consider yourself to be “Not Greedy for Dishonest Gain” (I Timothy 3:8)?***
 - f. Would you and others attest to having a “Godly Wife” (I Timothy 3:11)?***
 - g. Are you “The Husband of One Wife” (I Timothy 3:12)?***
 - h. Do you Faithfully “Manage your Children and Household? (I Timothy 3:12)?***
 - i. Have you repented of your sin and placed your faith in Jesus Christ, and have you been baptized as a believer?***
 - j. Are you committed to the mission of our church in making disciples of Jesus christ (personal evangelism and disciple-making)?***
 - k. Will you faithfully demonstrate our core values of gospel transformation (repentance, prayer, bible study), Community (Actively involved, committed to caring for our church family, and guarding the unity of our church), and missional living (serving in our church ministries as well as supporting missions)?***
 - l. Are you financially committed to Palmer Baptist Church by regularly giving to our church family?***

b. Selection and Nomination

Deacons for Palmer Baptist Church are selected and nominated per the following process:

- 8. Nomination by the Church Body via written ballot,***

9. *Deacon/Pastoral review of the nominees*
10. *The Nominee's Response*
11. *All nominees interview with Pastor and current Deacon Body*
12. *Personal individual interview for all first time Palmer Deacon candidates*
13. *Church votes individually for the appropriate candidates*
14. *Ordination (or re-installment of a previously ordained deacon)*

c. *Role of the Deacon*

1. *The Biblical Guidelines for the Deacon Ministry:*

The word 'deacon' is a translation of the New Testament Greek term diakonos, which means servant or messenger, and is used three times in the New testament in reference to the church office (Romans 16:1; Philippians 1:1; I Timothy 3:8,12). While the word 'deacon' is not used in Acts 6:1-4, this passage is widely viewed as the early church prototype for a deacon and serves as our pattern. The deacons serve in partnership with pastors as one of the two biblical offices in the church. Their primary focus is on the service-oriented, administrative tasks, and physical needs of the church (Acts 6:1-4).

2. *The Duties and Responsibilities of the position of Deacon:*

The deacons provide leadership in the service-oriented and administrative matters pertaining to the physical needs of the church (Acts 6:1-4; I Timothy 3:8-13). Based on the scriptural qualifications, deacons serve in areas like finances (I Timothy 3:8), Administration (I Timothy 3:12), Visitation (I Timothy 3:11), and ministering to the needs of the church family (Acts 6:1-4).

d. *Termination*

If a Deacon violates the qualifications and/or responsibilities as specified in the previous sections, he shall meet with the Deacon body to seek to resolve the matter. Failing a resolution the matter shall be brought before the Church for a resolution/termination. Termination procedures shall be the same as for Pastor Termination as specified in Section II.a.e,

e. *Departure*

When an active Deacon feels they can no longer serve in that capacity, for whatever reason, they shall submit a written notice of resignation from active service. Upon such resignation, the Church body shall be informed at the next business meeting. After resignation, reinstatement would occur through the normal Deacon selection process.

f. *Emergency/Temporary Authority*

In the event adverse conditions arise that preclude the Church meeting together, such as natural disasters, pandemics, or other dangerous conditions, the Deacons, in consultation with the Pastor, shall inform the Membership through whatever means are available that services have been suspended until such time as the adverse condition has subsided. During such time of suspension the Deacons, in consultation with the Pastor, shall perform any tasks necessary to maintain Church property, finances, and other Church assets, and shall maintain records of such tasks until such time as the Church is able to meet again and conduct Church business, at which time the Church, in Business Session, shall make whatever adjustments are required in the Church's Budget and/or accounts to accommodate

such changes.

3. Director of Student Ministries (As/When Needed).

A Director of Student Ministries may be selected as/when the necessity is determined by the Deacon Body in consultation with the Church. Upon such determination, the Deacon Body will set forth the guidelines and responsibilities including, but not limited to:

- 1. Qualifications**
- 2. Selection Process**
- 3. Compensation**
- 4. Termination procedures**
- 5. Ministry Guidelines**

ARTICLE III

Church Committees

A. Standing Committees

1. The Pastor is an ex officio member of each standing committee.
2. Committee members are recommended to the Church by the nominating committee and elected by the Church in the annual business meeting.
3. ***All Standing Committees will first meet with the Deacon Body at the start of the Church year, at which time the Chairman of each committee will be chosen, and the roles of the committees discussed.***
4. ***At the end of the calendar year, each Committee will report to the Deacon Body on the status of each Committee's work during that year.***
5. ***The Standing Committees are:***

A. Baptism Committee. The Baptism Committee consists of four (4) members, two men and two women, whose responsibility is to assist the Pastor before, during, and after baptism ceremonies.

B. Cemetery Committee. The Cemetery Committee's ministry is to provide guidelines for the use of cemetery plots, assist families and funeral homes in burial and to guide maintenance and expansion of future areas to be considered for cemetery use. This committee shall consist of ***a minimum of four (4) 6*** members. The committee shall appoint one member as a secretary.

C. Children's Committee The Children's Committee's ministry is to plan, prepare and execute Children's activities as related to the ministry of the Church. The Committee shall consist of ***a minimum of six (6)*** members.

D. Youth Committee. The Youth Committee's ministry is to plan, prepare and execute Youth activities as related to the ministry of the Youth. The Committee shall consist of **a minimum of six (6) members**.

E. Long Range Planning Group. The Long Range Planning Group is charged with the mission of considering and recommending to the Church items to insure long-term growth of the Church, including, but not limited to, facilities, Church growth, and associated financial considerations. The group will also oversee completion of any items the Church approves. Additionally:

1. The group will consist of a six (6) members ~~who will server for a 3 term limit, with two members' terms expiring each year~~
- ~~2. Members who's term expires will be ineligible for reappointment for 1 year.~~
- ~~3. The Church will fill the expiring positions at the beginning of each Church year~~
- ~~4. Members will choose their own Chairman who will serve for a 1 year term.~~
- 5-2. The chairman will only vote in case of a tie, but will set the meeting time and place, and set the meeting agendas.
- 6 3. The group may meet as often as necessary, but no less than four (4) times per year.

F. Facility and Event Committee. The Facility and Event Committee is responsible for coordinating Church-related events including, but not limited to, Church-wide meals and refreshments and other social activities on or in Church property, and for insuring the kitchen is stocked with necessary supplies and equipment. The Committee is also responsible for suggesting to the Church rules for the use of Church facilities. The Committee consists of six (6) members appointed annually at the start of the Church year.

G. Flower Committee. The Flower Committee maintains seasonal flowers in the Sanctuary, decoration during holiday seasons, and coordinates flowers for deceased Church members immediate family members such as Spouse, Child, Parent. The Committee consists of three (3) members appointed annually at the start of the Church year.

H. Homecoming Committee. The Homecoming Committee is responsible for the selection of the speaker for the Homecoming Service and coordinating the events for the day. The Committee consists of 6 members appointed annually at the start of the Church year.

I. Lord's Supper Committee. The Lord's Supper Committee is responsible for assisting the Pastor in preparation for the Lord's Supper whenever scheduled by the Church. The Committee consists of three (3) members appointed annually at the start of the Church year.

J. Finance Committee. It shall be the responsibility of this Committee to prepare the annual budget of the Church. It shall be presented in printed form before, ~~the last Sunday of August~~ **and be voted on at a Special Call Business meeting in December** ~~the last Sunday of August.~~ The fiscal year of the Church shall be **January through December** ~~September through August.~~ This Committee shall oversee spending from the Church treasury according to the Church Budget. Any spending outside the budget must have Church approval. The Committee shall consist of two Deacons chosen by the Deacon body, the Treasurer, and ~~two~~ **three (3)** members elected by the Church ~~at the a Special Call Business meeting in November.~~ ~~July business meeting.~~

~~K. Publicist. The Publicist is responsible for publicity associated with Church events. This is a single-person position appointed annually at the start of the Church year.~~

~~L~~ **K. Ministry of Christian Action.** This Committee is responsible for presenting to the Church, upon approval by the Pastor or Deacon Body, current factual issues that may affect the Church, or where the Church may wish to take action. The Committee will coordinate with the Christian Action Commission of the Mississippi Baptist Convention. The Committee consists of two (2) members appointed annually at the start of the Church year.

~~M~~ **L. Audio Visual Committee.** This committee will operate and ensure proper maintenance of the sound and recording equipment in the Church. This includes all recording devices, all Televisions and recording devices. The function is to facilitate worship and Church activities by offering audio-visual equipment and services as necessary and feasible through volunteers.

Responsibilities:

1. Enlist, train and schedule and operators for all Church events that require sound operators
2. Purchase and maintain sound and recording equipment.
3. Purchase and maintain all audio-visual equipment
4. Request and administer budget expenditures
5. Maintain the Audio Visual room keeping it organized with all equipment and supplies
6. Maintain the Church's online presence
7. Membership: This committee shall consist of the Music Director, one Deacon, and four (4) other members who have knowledge of sound and/or video equipment

~~N~~ **M. Membership Committee.** This Committee is responsible for validating the membership status as required in Article I Section D of the By-Laws. This Committee is to meet at least twice during each Church year, preferably at the beginning and in the middle of the Church year. The Committee will be appointed each year by the Nominating Committee and shall consist of six (6) members, two (2) of which shall be current Active Deacons.

~~O~~ ***N Building and Grounds Committee. The Building and Grounds committee is responsible for overseeing the maintenance, repair and preventative maintenance of Church property. The committee will have access to the Repair/Maintenance funds as specified in the Church budget. Any repair/maintenance items that exceed the available budget shall require approval of the Deacon Body and/or the Church.***

The Building and Grounds committee shall consist of four (4) members appointed by the Nominating Committee.

P O. Nominating Committee. The Nominating Committee shall consist of:

The Pastor

The Chairman of the Deacons

The Sunday School Director

One member chosen by each Adult Sunday School Class.

Q P. Constitution and By-Laws Committee. The Constitution and By-Laws Committee shall be responsible for recommending any necessary changes to the Constitution and/or By-Laws. The Committee shall meet as necessary. The Committee shall consist of:

Two active deacons

The Church Secretary

Four (4) other members elected from the Church body

Additionally, all members of the Deacon Body may participate and contribute to the deliberations of the Committee.

(NOTE: Article X is deleted, and moved to Article III – Church Committees)

~~ARTICLE X³~~

~~Church Security, Protection, and Emergency Preparedness~~

~~A. Security and Preparedness Committee~~

~~R Q. Church Security, Protection, and Emergency Preparedness Committee. The Church shall establish a Committee whose task is as follows:~~

~~1. Pursuant to The Mississippi Church Protection Act of 2016 (a copy of the law will be maintained in the Church Office), the Committee will establish and maintain a list of those authorized to act as an armed security team on Church property and during Church-related events. The Committee will ensure that members of the team meet all the requirements specified in State Law, and will review the status of members annually or update as needed. The Committee will also establish Standard Operating Procedures (SOP) which the Church will review and approve on an annual basis~~

~~2. The Committee shall also be responsible for developing a disaster/crisis intervention plan and an evacuation plan which shall be posted at appropriate locations throughout the Church property. These plans shall be reviewed and approved by the Church annually, or as needed.~~

B. Ad-Hoc Committees. The Church may appoint Ad-Hoc Committees, subject to approval by the Deacon Body, the parameters of which will be determined at the time of the Committee's creation.

Amendment passed April 23, 2025:

~~* ORIGINAL LANGUAGE ***~~**

~~3. Director of Student Ministries (As/When Needed).~~

~~A Director of Student Ministries may be selected as/when the necessity is determined by the Deacon Body in consultation with the Church. Upon such determination, the Deacon Body will set forth the guidelines and responsibilities including, but not limited to:~~

~~1. Qualifications~~

~~2. Selection Process~~

~~3. Compensation~~

~~4. Termination procedures~~

~~Ministry Guidelines~~

***** New Language: *****

3. Associate/Youth Pastor

a. Qualification.

The Associate/Youth Pastor shall have the same qualifications as the Pastor in Article II, Section 1(a).

b. Call.

The Call of the Associate/Youth Pastor shall be the same as the Call of the Pastor in Article II, Section c.

c. Roll of the Associate/Youth Pastor.

1. Associate Pastor. An Associate Pastor will:

- a. When requested, the Associate Pastor will coordinate with the Lead Pastor to create a well-planned and engaging Sunday Morning gathering that centers our congregation's hearts on the Gospel**
- b. Coordinate with the Lead Pastor in other services throughout the week, either regularly scheduled services, or special services.**
- c. Play a role in recruiting, training and coordinating with other worship leaders in the Church.**
- d. Shepherd and lead members of Palmer Baptist in walking with Jesus.**
- e. In the absence of the Lead Pastor, lead Sunday Morning and other weekly worship services**

2. Youth Pastor – A Yout Pastor will:

- a. Serve as the leader in all youth activities to include Biblical instruction, youth activities and functions.**
- b. Train and recruit volunteers for efficient implementation of church programs.**
- c. Provide counseling to youths and help them realize their individual goals.**
- d. Coordinate all Youth activities with the Lead Pastor and/or the Deacon Body to achieve the worship goals of Palmer Baptist Church**
- e. Termination – same as Pastor in Article II, Section 1(e).**

d. Departure:

- 1. When the Youth Pastor resigns his position, he shall continue to serve for two (2) weeks after his resignation, unless a different length of time shall be agreed upon by himself and the Church.**
- 2. If the Church terminates the Youth Pastor's services, he shall cease performing his pastoral duties immediately. If applicable, he shall be given adequate time to move from the Pastorium.**

ARTICLE I

Church Membership

Palmer Baptist Church is an autonomous and democratic Baptist Church under the lordship of Jesus Christ. The membership retains unto itself the exclusive right of self-government in all phases of the spiritual and temporal life of this Church. Insofar as is practical, this Church will cooperate with and support the Benton-Tippah Baptist Association, the Mississippi Baptist Convention, and the Southern Baptist Convention.

A. Qualifications and Admission

Any person may offer himself as a candidate for membership in this Church. All such candidates shall be presented to the Church at any regular Church service for membership in any of the following ways:

1. By profession of faith in Jesus Christ as personal Lord and Savior and scriptural baptism according to the policies of this Church.
2. By promise of a letter of recommendation from another church of like faith.
3. By statement of prior conversion experience and scriptural baptism or an expressed willingness to comply with baptism by immersion when no letter is available.

B. Orientation

Orientation will be coordinated by the Pastor to acquaint new members with the beliefs, organization, and ministry opportunities of the Church.

C. Rights of Members

1. Members of the Church may be either active or inactive members.
2. Every active member of this Church is entitled to vote at all elections and on all questions submitted to the Church in conference, provided the member is present and is a resident member.
3. Every active member of this Church is eligible for consideration by the membership as candidates for elective offices, teaching positions, and committee membership.
4. Every member of the Church may participate in the ordinances of the Church as administered by the Church.

D. Membership Status

Members who have not attended at least one service in the previous quarter will be moved to inactive status. Exceptions include, but are not limited to members who:

1. Are home-bound or shut-in
2. Have been involuntarily and temporarily relocated
3. Are serving in a branch of the military away from home

4. Are full-time students attending an educational institution away from home.
5. Have other extreme circumstances to be determined by the Deacon body.

Attempts will be made to contact a member before he or she is removed from the active members list. If attempts to make contact are unsuccessful the member will be considered inactive. Determinations of membership status will be made on a regular basis by the Membership Committee.

E. Discipline

In case a member be guilty of conduct unbecoming to a Christian so that the Church and the name of Christ are brought in to disrepute, it will be the responsibility of the Deacons and Pastor to confer with such person in accordance with Matthew 18 in the hope of restoring that one. If the member will not hear these brethren, it will be their responsibility to report his attitude to the Church. If he will not hear the Church, a majority of the members present at any conference business meeting of the Church may vote to remove the name of the member in question from the Church membership roll.

F. Termination of Membership

Membership shall be terminated in the following ways:

1. Death of a Member
2. By letter of recommendation to another Baptist Church by majority vote by those present at any meeting upon the request of that Church. Church letters are words of recommendation to sister Churches, therefore, letters cannot be granted to individuals from this Church.
3. As a result of disciplinary process.
4. Deletion upon request or proof of membership in a Church of another denomination.
5. The Church may by majority vote, in a regular monthly business meeting, adjust the membership roll from time to time in a way it deems best for the purpose of keeping it current and accurate.

F. Restoration of Membership

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

ARTICLE II

Church Leadership

A. Spiritual Leadership

1. Pastor

a. Qualification. The Pastor shall be a born-again Christian, and ordained as a minister by a church affiliated with the Southern Baptist Convention. The Pastor shall set as a guidance of personal behavior the standard required in:

1. 1 Timothy 3:1-7, "This is a true saying, if a man desire the office of a bishop, he desireth a good work. A bishop then must be blameless, the husband of one wife, vigilant, sober, of good behaviour, given to hospitality, apt to teach; Not given to wine, no striker, not greedy of filthy lucre; but patient, not a brawler, not covetous"
2. 1 Peter 5:1-4, "The elders which are among you I exhort, who am also an elder, and a witness of the sufferings of Christ, and also a partaker of the glory that shall be revealed: Feed the flock of God which is among you, taking the oversight thereof, not by constraint, but willingly; not for filthy lucre, but of a ready mind; Neither as being lords over God's heritage, but being ensamples to the flock. And when the chief Shepherd shall appear, ye shall receive a crown of glory that fadeth not away.
3. Titus 1:5-9, "For this cause left I thee in Crete, that thou shouldest set in order the things that are wanting, and ordain elders in every city, as I had appointed thee: If any be blameless, the husband of one wife, having faithful children not accused of riot or unruly. For a bishop must be blameless, as the steward of God; not selfwilled, not soon angry, not given to wine, no striker, not given to filthy lucre; But a lover of hospitality, a lover of good men, sober, just, holy, temperate; Holding fast the faithful word as he hath been taught, that he may be able by sound doctrine both to exhort and to convince the gainsayers."

b. In the absence of a called pastor, the Deacon body shall be responsible for filling the pulpit until such time as an interim pastor recommended by the deacon body is chosen by the Church in a business meeting by a vote of at least eighty percent (80%) of the members present at such meeting.

c. Call.

1. After prayerfully seeking God's will, a pastor shall be chosen by the Church whenever a vacancy occurs. This shall be done with the use of a pastor search committee. The committee shall be elected in the following manner: The Deacon body shall select two members. The remaining three members shall be nominated and selected from the floor during a regular or special called business meeting.
2. When the Pastor Search Committee is ready to make its recommendations of a prospective pastor, the Church shall be notified one week in advance that the Pastor Search Committee will present its recommendation. In making such recommendation, only one name at a time shall be considered. After the Committee has made its

recommendation, the vote shall be taken by secret ballot and an affirmative vote of eighty percent (80%) of those members being present will be necessary to elect. The pastor, thus elected and called, shall serve until the relationship is terminated by his request or by the Church's request.

- d. Role of the Pastor. The Pastor shall serve the Church as it's spiritual leader. He shall provide leadership, vision, and challenge the Church in it's ministries and undertakings; he shall direct the work of the Church Staff; and He shall be responsible for supplying the pulpit at all regular services of the Church.
- e. Termination. The Pastor's services may be terminated upon recommendation of the Deacon body and by an affirmative vote of eighty percent (80%) of the members present and voting at a business meeting. One week's notice shall be given before the vote is taken.
- f. Departure.
 - 1. When the Pastor resigns his position, he shall continue to serve two (2) weeks after his resignation, unless a different length of time shall be agreed upon by himself and the Church.
 - 2. If the Church terminates the Pastor's services, he shall cease performing his pastoral duties immediately. He shall be given adequate time to move from the Pastorium, during which time he shall continue to receive his compensation for two (2) weeks, unless a different arrangement is agreed upon by himself and the Church.
(Section 5)
- g. Compensation
 - 1. The Pastor shall be given two (2) weeks paid vacation (including two (2) Sundays) annually.
 - 2. In case of the Pastor's illness, the Church shall pay for the pulpit supply. If the Pastor is absent for personal reasons, the Pastor shall pay for amounts in excess of the pulpit supply fund. The Pastor is requested to use reasonable consideration as to the number of times he is away for revivals.

2. Deacons.

- a. Qualifications:
 - 1. Nominees must have been a member of Palmer Baptist Church for at least one year prior to nomination.
 - 2. Perspective nominees shall satisfactorily answer the following Biblical qualifications:
 - a. Are you found "Full of the Spirit and Wisdom (Acts 6:3)?
 - b. Are you considered to be "Worthy of Respect" (I Timothy 3:8)?
 - c. Do you consider yourself to be "Not Double-tongued" (I Timothy 3:8)?
 - d. Are you "Addicted to Intoxicating Substances (I Timothy 3:8)?
 - e. Would you and others consider yourself to be "Not Greedy for Dishonest Gain" (I Timothy 3:8)?
 - f. Would you and others attest to having a "Godly Wife" (I Timothy 3:11)?
 - g. Are you "The Husband of One Wife" (I Timothy 3:12)?
 - h. Do you Faithfully "Manage your Children and Household? (I Timothy 3:12)?

- i. Have you repented of your sin and placed your faith in Jesus Christ, and have you been baptized as a believer?
- j. Are you committed to the mission of our church in making disciples of Jesus Christ (personal evangelism and disciple-making)?
- k. Will you faithfully demonstrate our core values of gospel transformation (repentance, prayer, bible study), Community (Actively involved, committed to caring for our church family, and guarding the unity of our church), and missional living (serving in our church ministries as well as supporting missions)?
- l. Are you financially committed to Palmer Baptist Church by regularly giving to our church family?

b. Selection and Nomination

Deacons for Palmer Baptist Church are selected and nominated per the following process:

- 1. Nomination by the Church Body via written ballot,
- 2. Deacon/Pastoral review of the nominees
- 3. The Nominee's Response
- 4. All nominees interview with Pastor and current Deacon Body
- 5. Personal individual interview for all first time Palmer Deacon candidates
- 6. Church votes individually for the appropriate candidates
- 7. Ordination (or re-installment of a previously ordained deacon)

c. Role of the Deacon

1. The Biblical Guidelines for the Deacon Ministry:

The word 'deacon' is a translation of the New Testament Greek term diakonos, which means servant or messenger, and is used three times in the New Testament in reference to the church office (Romans 16:1; Philippians 1:1; I Timothy 3:8,12). While the word 'deacon' is not used in Acts 6:1-4, this passage is widely viewed as the early church prototype for a deacon and serves as our pattern. The deacons serve in partnership with pastors as one of the two biblical offices in the church. Their primary focus is on the service-oriented, administrative tasks, and physical needs of the church (Acts 6:1-4).

2. The Duties and Responsibilities of the position of Deacon:

The deacons provide leadership in the service-oriented and administrative matters pertaining to the physical needs of the church (Acts 6:1-4; I Timothy 3:8-13). Based on the scriptural qualifications, deacons serve in areas like finances (I Timothy 3:8), Administration (I Timothy 3:12), Visitation (I Timothy 3:11), and ministering to the needs of the church family (Acts 6:1-4).

d. Termination

If a Deacon violates the qualifications and/or responsibilities as specified in the previous sections, he shall meet with the Deacon body to seek to resolve the matter. Failing a resolution the matter shall be brought before the Church for a resolution/termination. Termination procedures shall be the same as for Pastor Termination as specified in Section II.a.e,

e. Departure

When an active Deacon feels they can no longer serve in that capacity, for whatever reason, they shall submit a written notice of resignation from active service. Upon such resignation, the

Church body shall be informed at the next business meeting. After resignation, reinstatement would occur through the normal Deacon selection process.

f. Emergency/Temporary Authority

In the event adverse conditions arise that preclude the Church meeting together, such as natural disasters, pandemics, or other dangerous conditions, the Deacons, in consultation with the Pastor, shall inform the Membership through whatever means are available that services have been suspended until such time as the adverse condition has subsided. During such time of suspension the Deacons, in consultation with the Pastor, shall perform any tasks necessary to maintain Church property, finances, and other Church assets, and shall maintain records of such tasks until such time as the Church is able to meet again and conduct Church business, at which time the Church, in Business Session, shall make whatever adjustments are required in the Church's Budget and/or accounts to accommodate such changes.

3. Associate/Youth Pastor

a. Qualification.

The Associate/Youth Pastor shall have the same qualifications as the Pastor in Article II, Section 1(a).

b. Call.

The Call of the Associate/Youth Pastor shall be the same as the Call of the Pastor in Article II, Section c.

c. Roll of the Associate/Youth Pastor.

1. Associate Pastor. An Associate Pastor will:

- a. When requested, the Associate Pastor will coordinate with the Lead Pastor to create a well-planned and engaging Sunday Morning gathering that centers our congregation's hearts on the Gospel
- b. Coordinate with the Lead Pastor in other services throughout the week, either regularly scheduled services, or special services.
- c. Play a role in recruiting, training and coordinating with other worship leaders in the Church.
- d. Shepherd and lead members of Palmer Baptist in walking with Jesus.
- e. In the absence of the Lead Pastor, lead Sunday Morning and other weekly worship services

2. Youth Pastor – A Youth Pastor will:

- a. Serve as the leader in all youth activities to include Biblical instruction, youth activities and functions.
- b. Train and recruit volunteers for efficient implementation of church programs.
- c. Provide counseling to youths and help them realize their individual goals.
- d. Coordinate all Youth activities with the Lead Pastor and/or the Deacon Body to achieve the worship goals of Palmer Baptist Church
- e. Termination – same as Pastor in Article II, Section 1(e).

d. Departure:

1. When the Youth Pastor resigns his position, he shall continue to serve for two (2) weeks after his resignation, unless a different length of time shall be agreed upon by himself and the Church.
2. If the Church terminates the Youth Pastor's services, he shall cease performing his pastoral duties immediately. If applicable, he shall be given adequate time to move from the Pastorium.

B. Business Leadership

1. Moderator

The Moderator shall be a member of the active Deacon Body, or someone appointed by the active Deacon Body.

2. Clerk

The Church shall elect annually a clerk as its clerical officer. The clerk shall be responsible for keeping permanent minutes of all business meetings of this Church; a Church roll showing the dates of admission to and termination of membership, deaths and baptisms; issue letters of dismission voted by this Church; preserve on file all communications and written official reports; and the Clerk shall be the custodian of the Church Constitution and By-Laws, and Articles of Incorporation. The Clerk shall maintain a membership registry designating membership status, active or inactive, and bring such to each business meeting.

3. Treasurer

The Church shall elect annually a Church treasurer (corporate treasurer). It shall be the duty of the treasurer to receive, preserve, and pay out, upon receipt of invoice, according to the budget of the Church, all monies or things of value paid or given to the Church, keeping at all times an itemized account of all receipts and disbursements. The Treasurer shall pay bills not covered by the budget only when approved by the Church or Deacon Body. It shall be the duty of the treasurer to render to the Church at each regular business meeting an itemized report of the receipts and disbursements of the preceding month. The Treasurer shall file all tax forms on behalf of the Church, and maintain all records pertaining thereto. Upon rendering the annual account at the end of each Church year and its acceptance and approval by the Church, the records shall be delivered by the treasurer to the Church clerk, who shall keep and preserve the account as part of the permanent records of the Church.

4. Assistant Treasurer

The Assistant Treasurer shall be chosen annually by the Church, and shall perform the Treasurer's duties in the absence of the Treasurer.

5. Deacon Assistant to the Treasurer

The Deacon Assistant shall assist the Treasurer in any financial matter pertaining to the Deacon Body, and shall keep a duplicate of all records maintained by the Treasurer. The Deacon Assistant is chosen annually by the Deacon Body.

4. Trustees

The Deacons of the Church shall serve as trustees of the Church. They shall hold in trust the Church property. They shall have no power to buy, to sell, mortgage, lease, or transfer any Church property without a specific vote of the Church authorizing each action.

5. Associational Executive Committee Members

The Associational Executive Committee Members shall represent the Church to the Benton-Tippah Baptist Association between Annual Meetings. The Association By-Laws specify the Committee Members shall be the Pastor plus one lay member of the Church. The lay member shall be chosen by the Nominating Committee and approved by the Church.

6. Messengers to Associational Annual Meeting.

The Associational By-Laws specify the number of messengers to be sent from each Church. The Messengers are chosen annually from the floor at the business meeting prior to the Fall Associational Meeting, and shall represent the Church at both the Fall and Spring Associational Meetings.

ARTICLE III

Church Committees

A. Standing Committees

1. The Pastor is an ex officio member of each standing committee.
2. Committee members are recommended to the Church by the nominating committee and elected by the Church in the annual business meeting.
3. All Standing Committees will first meet with the Deacon Body at the start of the Church year, at which time the Chairman of each committee will be chosen, and the roles of the committees discussed.
4. At the end of the calendar year, each Committee will report to the Deacon Body on the status of each Committee's work during that year.

5. The Standing Committees are:

A. Baptism Committee. The Baptism Committee consists of four (4) members, two men and two women, whose responsibility is to assist the Pastor before, during, and after baptism ceremonies.

B. Cemetery Committee. The Cemetery Committee's ministry is to provide guidelines for the use of cemetery plots, assist families and funeral homes in burial and to guide maintenance and expansion of future areas to be considered for cemetery use. This committee shall consist of a minimum of four (4) members. The committee shall appoint one member as a secretary.

C. Children's Committee. The Children's Committee's ministry is to plan, prepare and execute Children's activities as related to the ministry of the Church. The Committee shall consist of a minimum of six (6) members.

D. Youth Committee. The Youth Committee's ministry is to plan, prepare and execute Youth activities as related to the ministry of the Youth. The Committee shall consist of a minimum of six (6) members.

E. Long Range Planning Group. The Long Range Planning Group is charged with the mission of considering and recommending to the Church items to insure long-term growth of the Church, including, but not limited to, facilities, Church growth, and associated financial considerations. The group will also oversee completion of any items the Church approves. Additionally:

1. The group will consist of a six (6) members
2. The chairman will only vote in case of a tie, but will set the meeting time and place, and set the meeting agendas.
3. The group may meet as often as necessary, but no less than four (4) times per year.

F. Facility and Event Committee. The Facility and Event Committee is responsible for coordinating Church-related events including, but not limited to, Church-wide meals and refreshments and other social activities on or in Church property, and for insuring the kitchen is stocked with necessary supplies and equipment. The Committee is also responsible for suggesting to the Church rules for the use of Church facilities. The Committee consists of six (6) members appointed annually at the start of the Church year.

G. Flower Committee. The Flower Committee maintains seasonal flowers in the Sanctuary, decoration during holiday seasons, and coordinates flowers for deceased Church members immediate family members such as Spouse, Child, Parent. The Committee consists of three (3) members appointed annually at the start of the Church year.

H. Homecoming Committee. The Homecoming Committee is responsible for the selection of the speaker for the Homecoming Service and coordinating the events for the day. The Committee consists of 6 members appointed annually at the start of the Church year.

I. Lord's Supper Committee. The Lord's Supper Committee is responsible for assisting the Pastor in preparation for the Lord's Supper whenever scheduled by the Church. The Committee consists of three (3) members appointed annually at the start of the Church year.

J. Finance Committee. It shall be the responsibility of this Committee to prepare the annual budget of the Church. It shall be presented in printed form before, and voted on at a Special Call Business meeting in December. The fiscal year of the Church shall be January through December. This Committee shall oversee spending from the Church treasury according to the Church Budget. Any spending outside the budget must have Church approval. The Committee shall consist of two Deacons chosen by the Deacon body, the Treasurer, and three (3) members elected by the Church a Special Call Business meeting in November.

K. Ministry of Christian Action. This Committee is responsible for presenting to the Church, upon approval by the Pastor or Deacon Body, current factual issues that may affect the Church, or where the Church may wish to take action. The Committee will coordinate with the Christian Action Commission of the Mississippi Baptist Convention. The Committee consists of two (2) members appointed annually at the start of the Church year.

L. Audio Visual Committee. This committee will operate and ensure proper maintenance of the sound and recording equipment in the Church. This includes all recording devices, all Televisions and recording devices. The function is to facilitate worship and Church activities by offering audio-visual equipment and services as necessary and feasible through volunteers.

Responsibilities:

1. Enlist, train and schedule and operators for all Church events that require sound operators
2. Purchase and maintain sound and recording equipment.
3. Purchase and maintain all audio-visual equipment
4. Request and administer budget expenditures
5. Maintain the Audio Visual room keeping it organized with all equipment and supplies
6. Maintain the Church's online presence
7. Membership: This committee shall consist of the Music Director, one Deacon, and four

(4) other members who have knowledge of sound and/or video equipment

M. Membership Committee. This Committee is responsible for validating the membership status as required in Article I Section D of the By-Laws. This Committee is to meet at least twice during each Church year, preferably at the beginning and in the middle of the Church year. The Committee will be appointed each year by the Nominating Committee and shall consist of six (6) members, two (2) of which shall be current Active Deacons.

N. Building and Grounds Committee. The Building and Grounds committee is responsible for overseeing the maintenance, repair and preventative maintenance of Church property. The committee will have access to the Repair/Maintenance funds as specified in the Church budget. Any repair/maintenance items that exceed the available budget shall require approval of the Deacon Body and/or the Church.

The Building and Grounds committee shall consist of four (4) members appointed by the Nominating Committee.

O. Nominating Committee. The Nominating Committee shall consist of:

The Pastor

The Chairman of the Deacons

The Sunday School Director

One member chosen by each Adult Sunday School Class.

P. Constitution and By-Laws Committee. The Constitution and By-Laws Committee shall be responsible for recommending any necessary changes to the Constitution and/or By-Laws. The Committee shall meet as necessary. The Committee shall consist of:

Two active deacons

The Church Secretary

Four (4) other members elected from the Church body

Additionally, all members of the Deacon Body may participate and contribute to the deliberations of the Committee.

Q. Church Security, Protection, and Emergency Preparedness Committee. The Church shall establish a Committee whose task is as follows:

1. Pursuant to The Mississippi Church Protection Act of 2016 (a copy of the law will be maintained in the Church Office), the Committee will establish and maintain a list of those authorized to act as an armed security team on Church property and during Church-related events. The Committee will ensure that members of the team meet all the requirements specified in State Law, and will review the status of members annually or update as needed. The Committee will also establish Standard Operating Procedures (SOP) which the Church will review and approve on an annual basis

2. The Committee shall also be responsible for developing a disaster/crisis intervention plan and an evacuation plan which shall be posted at appropriate locations throughout the Church property. These plans shall be reviewed and approved by the Church annually, or as needed.

B. Ad-Hoc Committees. The Church may appoint Ad-Hoc Committees, subject to approval by the Deacon Body, the parameters of which will be determined at the time of the Committee's creation.

ARTICLE IV

Church Program Organizations

A. Membership Education.

The Sunday School shall be the basic organization for the Bible teaching program. Its tasks shall be to teach the biblical revelation, reach persons for Christ and Church membership, perform the functions for the Church within its constituency, provide and interpret information regarding the work of the Church and denomination.

The Sunday School shall be organized by departments and/or classes, as appropriate for all ages, and shall be conducted under the direction of the Sunday School Director. The Sunday School Director, and the teachers and substitutes of the individual classes, shall be selected from active Church members by the nominating committee, subject to election by the Church.

B. The Baptist Women.

The Baptist Women 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; engaging in mission action; support world missions through praying and giving; and provide and interpret information regarding the work of the Church and denomination. The Baptist Women shall have such officers and organizations as the program requires, and shall schedule their meetings so as to complement, not replace, regular worship services..

C. Church Music.

Church Music shall be under the direction of the Music Director and Assistant(s) who are chosen by the nominating committee, subject to election by the Church.

ARTICLE V

Church Ordinances

A. Baptism.

This Church shall receive for baptism any person who has received Jesus Christ as Savior by personal faith, who professes Him publicly at any worship service, and who indicates a commitment to follow Christ as Lord.

1. Baptism shall be by immersion.
2. The Pastor, or whomever the Pastor authorizes, shall administer baptism. In the absence of a Pastor the Board of Deacons shall designate a person to perform the baptism.
3. Baptism shall be administered as an act of worship during any worship service of the Church.
4. Under extenuating circumstances where a candidate is unable to be baptized by immersion, the Deacons may recommend other appropriate measures.

B. The Lord's Supper.

The Lord's Supper is a symbolic act of obedience whereby any professing Christian, through partaking of the bread and the fruit of the vine, commemorates the death of Jesus and anticipates His second coming. The Lord's Supper shall be observed at least twice a year at the discretion of the Pastor and/or the Deacons. The Pastor and the active Deacons shall be responsible for administering the Lord's Supper.

ARTICLE VI

Church Worship Services

A. Regular Worship Services.

The Church shall meet regularly each Sunday morning and Wednesday evening for the worship of Almighty God. Prayer, praise, preaching, instruction, and evangelism shall be among the elements of these services. Sunday evening and other services may be scheduled by the Pastor and Deacon Body. The pastor shall direct the service for all the Church members and for all others who may choose to attend. Services may be dismissed and/or rescheduled when adverse conditions occur upon agreement by the Pastor and Deacon Body.

B. Special Services/Meetings.

Revival meetings, Ordinations, and other meetings deemed essential in the advancement of the objectives of the Church shall be the responsibility of the Pastor and the Deacons. The Pastor, with advice and consent of the Deacons, and when applicable the Music Director, shall select ministers and/or speakers for these meetings and scheduling of the same.

ARTICLE VII

Church Business

A. Conduct

1. The Moderator chosen by the Deacon body, shall moderate all business meetings.
2. Church business Meetings shall follow the generally accepted parliamentary rules as stated in Robert's Rules of Order, Revised. This will ensure fair and equal treatment of each member and the orderly transaction of Church business.
3. Items for business should be brought before the Deacon body before introduction. Any item not brought before the Deacon body may be tabled upon motion of any member and majority vote of the members present.

B. Regular Business Meetings

Regular business meetings shall be convened on a quarterly basis during the worship service on the third Wednesday evening on the following basis:

March:

- Approve financial report
- Act on any new or old business

June:

- Approve financial report
- Act on any new or old business

September:

- Approve financial report
- Appoint messengers to the October Associational Meeting
- Act on any new or old business

December:

- Approve financial report
- Present and approve the budget for the coming year
- Present and approve officers, teachers, and other church positions for the coming year
- Act on any new or old business

C. Special Business Meetings

The Church may conduct special business meetings to consider a matter of special nature and significance, provided a quorum is present. A one-week notice must be given, and announced at a regularly scheduled service, for the specially called business meeting unless urgency renders such notice impractical.

D. Quorum

A quorum consists of those eligible members who attend the business meeting, provided it is a regular meeting or one that has been properly called as in Article VII Section C above.

ARTICLE VIII

Church Finances

A. Budget

The Finance Committee shall prepare and submit to the Church for approval an inclusive budget, indicating by items and amount needed and sought for all local and other expenses. The Deacon body may authorize the expenditure of up to \$1,000.00 without the approval of the Church when necessary.

B. Accounting Procedures

1. Sunday School. The Sunday School Secretary shall receive the collections from the various Sunday School classes. The amount of the collections shall be recorded on a collections receipt (supplied by the Treasurer), bagged, and held for the Treasurer
2. Offering collections. Offering collections are defined as those collections at regular worship services, special worship services, and other services or events. At the time appointed during each service two ushers shall collect, count, and record the collections on a collections receipt (supplied by the Treasurer), bagged and held for the Treasurer.
3. Depositing. The Treasurer shall prepare a bank deposit slip and the Treasurer, or his or her designated representative, shall deposit the funds in the bank at the earliest opportunity.
4. Monies received by the Church shall be maintained in separate accounts; general fund, building fund, youth fund, and cemetery fund. Any designated gift beyond the established funds of the Church must be approved by the Church for acceptance by the Church. Any internal transfer of monies between accounts can be done only at the direction of the Church.

ARTICLE IX

Church Property

A. General.

Palmer Baptist Church is a non-profit religious society. Use of Palmer Baptist Church owned buildings, equipment, and grounds is restricted to activities consistent with the objectives of Palmer Baptist Church as outlined in the Church's Constitution, Section 2.

B. Church Building, Property, and Equipment Use.

1. Use of the Church Buildings, Property and Equipment is divided into two categories: (a) The Church Sanctuary and (b) The remainder of the Church property.
 - a. Use of the Sanctuary should be limited to use for worship activities in accordance with the beliefs and practices of the Church as specified in the Constitution, and must be approved by the Deacon Body or appropriate committee.
 - b. The remainder of the Church Property:
 1. Use of Church owned facilities for wedding ceremonies shall adhere to the biblical standards for marriage as stated in the Church's Constitution, Article II Section 2R.
 2. The Guidelines for use of the Family Life Center are as follows:
 - a. Church and Church related activities have first claim on the use of our facilities.
 - b. Church members may schedule activities as times are available.
 - c. Community events may be scheduled as times are available.
 - d. A calender of scheduled use and a reservation form is available in the Church office. This calender should be checked before scheduling any activities in the Family Life Center, and reservations should be entered on this calendar, and the completed form left on the desk in the Church office.
 - e. Use of the facilities will require a security deposit of \$25.00. If the facility is left clean in in good order, the deposit will be refunded.
 - f. Additionally, Palmer Baptist Church requires the following in using our Family Life Center:
 1. Park in the designated parking area only
 2. Furnish your own supplies.
 3. Clean the building and remove the trash.
 4. No use of alcohol or drugs permitted.
 5. No loud music or commotion.
 3. The Cemetery guidelines are as follows:
 - a. The Family is responsible for removal or disposition of any floral arrangements within the first 30 days following internment.
 - b. No animals may be buried in the cemetery
 - c. Palmer Baptist Church reserves the right to remove any object that interferes with the

upkeep of the Cemetery or is in conflict with the principles of our religious beliefs or our Constitution or By-Laws

- d. Neither Palmer Baptist Church or the Cemetery committee is responsible for any vandalism.

C. Maintenance of Church Facilities

Any maintenance issue should be immediately brought to the attention of the Deacon body, or the Building and Grounds Committee

D. Pastorium. This section will be added at a later date as an amendment to these By-Laws.

APPENDIX I

Amendments contained in this copy of the By-Laws:

Motion to amend passed 10/11/15:

The Nominating Committee moves to amend Article III Section A - "Standing Committees" to add the following:

"16. Membership Committee. This Committee is responsible for validating the membership status as required in Article I Section D of the By-Laws. This Committee is to meet at least twice during each Church year, preferably at the beginning and in the middle of the Church year. The Committee will be appointed each year by the Nominating Committee and shall consist of six (6) members, two (2) of which shall be current Active Deacons."

Motion to amend passed 05/19/18:

To address growing security concerns for churches, to conform with recently passed state law, and to address pending insurance issues, the Constitution and ByLaw Committee proposes the following Amendment to our Church ByLaws:

ARTICLE X

Church Security, Protection, and Emergency Preparedness

A. Security and Preparedness Committee

The Church shall establish a Committee whose task is as follows:

1. Pursuant to The Mississippi Church Protection Act of 2016 (a copy of the law will be maintained in the Church Office), the Committee will establish and maintain a list of those authorized to act as an armed security team on Church property and during Church-related events. The Committee will ensure that members of the team meet all the requirements specified in State Law, and will review the status of members annually or update as needed. The Committee will also establish Standard Operating Procedures (SOP) which the Church will review and approve on an annual basis
2. The Committee shall also be responsible for developing a disaster/crisis intervention plan and an evacuation plan which shall be posted at appropriate locations throughout the Church property. These plans shall be reviewed and approved by the Church annually, or as needed."

Motion to the following amendments passed 09/21/2022:

Note: Current language is in plain text, and changes are in italics. Lined-through text is text in the current By-Laws to be removed. Only portions of the By-Laws to be changed/amended are shown below. Questions should be addressed to members of the Constitution and By-Laws Committee.

ARTICLE II

Church Leadership

A. Spiritual Leadership

1. Pastor

g. Compensation

1. The Pastor shall be given two (2) weeks paid vacation (including two (2) Sundays) annually.
2. In case of the Pastor's illness, the Church shall pay for the pulpit supply. If the Pastor is absent for personal reasons, ***the Pastor shall pay for amounts in excess of the pulpit supply fund.*** The Pastor is requested to use reasonable consideration as to the number of times he is away for revivals.

ARTICLE VI

Church Worship Services

A. Regular Worship Services.

The Church shall meet regularly each Sunday morning, ~~Sunday evening~~ and Wednesday evening for the worship of Almighty God. Prayer, praise, preaching, instruction, and evangelism shall be among the elements of these services. ***Sunday evening and other services may be scheduled by the Pastor and Deacon Body.*** The pastor shall direct the service for all the Church members and for all others who may choose to attend. ***Services may be dismissed and/or rescheduled when adverse conditions occur upon agreement by the Pastor and Deacon Body.***

ARTICLE VII

Church Business

A. Conduct

1. ~~A Deacon~~ The Moderator, chosen by the Deacon body, shall moderate all business meetings.
2. Church business Meetings shall follow the generally accepted parliamentary rules as stated in Robert's Rules of Order, Revised. This will ensure fair and equal treatment of each member and the orderly transaction of Church business.
3. Items for business should be brought before the Deacon body before introduction. Any item not brought before the Deacon body may be tabled upon motion of any member and majority vote of the members present.

B. Regular Business Meetings

~~Regular business meetings shall be convened during the worship service, on the Second Sunday evening of each month unless a conflict arises, and then it shall be held at a later date.~~

Regular business meetings shall be convened on a quarterly basis during the worship service on the third Wednesday evening on the following basis:

March:

- ***Approve financial report***
- ***Act on any new or old business***

June:

- ***Approve financial report***
- ***Act on any new or old business***

September:

- ***Approve financial report***
- ***Appoint messengers to the October Associational Meeting***
- ***Act on any new or old business***

December:

- ***Approve financial report***
- ***Present and approve the budget for the coming year***
- ***Present and approve officers, teachers, and other church positions for the coming year***
- ***Act on any new or old business***

C. Special Business Meetings

The Church may conduct special business meetings to consider a matter of special nature and significance, provided a quorum is present. A one-week notice must be given, ***and announced at a***

regularly scheduled service, for the specially called business meeting unless urgency renders such notice impractical.

~~D. Annual Business Meetings~~

~~The regular business meeting of the Church in September shall be the annual business meeting, at which time the Annual Report to the Association and the State Convention is approved, and the messengers are chosen for the Associational meeting, as well as any other outstanding annual business to be conducted.~~

~~E. Public Notice~~

~~An announcement from the pulpit and/or notice in the Church bulletin shall suffice for public notice.~~

F. Quorum

A quorum consists of those eligible members who attend the business meeting, provided it is a regular meeting or one that has been properly called as in Article VII Section C above.

PROPOSED CHANGES IN THE CHURCH BY-LAWS

**The Constitution and By-Laws Committee proposes these changes to our existing By-Laws.
These will be presented for a vote during the next Business Meeting.**

Note: Current language is in plain text, and changes are in ***bold italics***. Lined-through text is text in the current By-Laws to be removed. Only portions of the By-Laws to be changed/amended are shown below. Questions should be addressed to members of the Constitution and By-Laws Committee.

ARTICLE II

Church Leadership

2. Deacons.

a. Qualifications:

- 1. Nominees must have been a member of Palmer Baptist Church for at least one year prior to nomination.***
- 2. Perspective nominees shall satisfactorily answer the following Biblical qualifications:***
 - a. Are you found “Full of the Spirit and Wisdom (Acts 6:3)?***
 - b. Are you considered to be “Worthy of Respect” (I Timothy 3:8)?***
 - c. Do you consider yourself to be “Not Double-tongued” (I Timothy 3:8)?***
 - d. Are you “Addicted to Intoxicating Substances (I Timothy 3:8)?***
 - e. Would you and others consider yourself to be “Not Greedy for Dishonest Gain” (I Timothy 3:8)?***
 - f. Would you and others attest to having a “Godly Wife” (I Timothy 3:11)?***
 - g. Are you “The Husband of One Wife” (I Timothy 3:12)?***
 - h. Do you Faithfully “Manage your Children and Household? (I Timothy 3:12)?***
 - i. Have you repented of your sin and placed your faith in Jesus Christ, and have you been baptized as a believer?***
 - j. Are you committed to the mission of our church in making disciples of Jesus christ (personal evangelism and disciple-making)?***
 - k. Will you faithfully demonstrate our core values of gospel transformation (repentance, prayer, bible study), Community (Actively involved, committed to caring for our church family, and guarding the unity of our church), and missional living (serving in our church ministries as well as supporting missions)?***
 - l. Are you financially committed to Palmer Baptist Church by regularly giving to our church family?***

b. Selection and Nomination

Deacons for Palmer Baptist Church are selected and nominated per the following process:

- 8. Nomination by the Church Body via written ballot,***

9. *Deacon/Pastoral review of the nominees*
10. *The Nominee's Response*
11. *All nominees interview with Pastor and current Deacon Body*
12. *Personal individual interview for all first time Palmer Deacon candidates*
13. *Church votes individually for the appropriate candidates*
14. *Ordination (or re-installment of a previously ordained deacon)*

c. *Role of the Deacon*

1. *The Biblical Guidelines for the Deacon Ministry:*

The word 'deacon' is a translation of the New Testament Greek term diakonos, which means servant or messenger, and is used three times in the New testament in reference to the church office (Romans 16:1; Philippians 1:1; I Timothy 3:8,12). While the word 'deacon' is not used in Acts 6:1-4, this passage is widely viewed as the early church prototype for a deacon and serves as our pattern. The deacons serve in partnership with pastors as one of the two biblical offices in the church. Their primary focus is on the service-oriented, administrative tasks, and physical needs of the church (Acts 6:1-4).

2. *The Duties and Responsibilities of the position of Deacon:*

The deacons provide leadership in the service-oriented and administrative matters pertaining to the physical needs of the church (Acts 6:1-4; I Timothy 3:8-13). Based on the scriptural qualifications, deacons serve in areas like finances (I Timothy 3:8), Administration (I Timothy 3:12), Visitation (I Timothy 3:11), and ministering to the needs of the church family (Acts 6:1-4).

d. *Termination*

If a Deacon violates the qualifications and/or responsibilities as specified in the previous sections, he shall meet with the Deacon body to seek to resolve the matter. Failing a resolution the matter shall be brought before the Church for a resolution/termination. Termination procedures shall be the same as for Pastor Termination as specified in Section II.a.e,

e. *Departure*

When an active Deacon feels they can no longer serve in that capacity, for whatever reason, they shall submit a written notice of resignation from active service. Upon such resignation, the Church body shall be informed at the next business meeting. After resignation, reinstatement would occur through the normal Deacon selection process.

f. *Emergency/Temporary Authority*

In the event adverse conditions arise that preclude the Church meeting together, such as natural disasters, pandemics, or other dangerous conditions, the Deacons, in consultation with the Pastor, shall inform the Membership through whatever means are available that services have been suspended until such time as the adverse condition has subsided. During such time of suspension the Deacons, in consultation with the Pastor, shall perform any tasks necessary to maintain Church property, finances, and other Church assets, and shall maintain records of such tasks until such time as the Church is able to meet again and conduct Church business, at which time the Church, in Business Session, shall make whatever adjustments are required in the Church's Budget and/or accounts to accommodate

such changes.

3. Director of Student Ministries (As/When Needed).

A Director of Student Ministries may be selected as/when the necessity is determined by the Deacon Body in consultation with the Church. Upon such determination, the Deacon Body will set forth the guidelines and responsibilities including, but not limited to:

- 1. Qualifications**
- 2. Selection Process**
- 3. Compensation**
- 4. Termination procedures**
- 5. Ministry Guidelines**

ARTICLE III

Church Committees

A. Standing Committees

1. The Pastor is an ex officio member of each standing committee.
2. Committee members are recommended to the Church by the nominating committee and elected by the Church in the annual business meeting.
3. ***All Standing Committees will first meet with the Deacon Body at the start of the Church year, at which time the Chairman of each committee will be chosen, and the roles of the committees discussed.***
4. ***At the end of the calendar year, each Committee will report to the Deacon Body on the status of each Committee's work during that year.***
5. ***The Standing Committees are:***

A. Baptism Committee. The Baptism Committee consists of four (4) members, two men and two women, whose responsibility is to assist the Pastor before, during, and after baptism ceremonies.

B. Cemetery Committee. The Cemetery Committee's ministry is to provide guidelines for the use of cemetery plots, assist families and funeral homes in burial and to guide maintenance and expansion of future areas to be considered for cemetery use. This committee shall consist of **a minimum of four (4) 6** members. The committee shall appoint one member as a secretary.

C. Children's Committee The Children's Committee's ministry is to plan, prepare and execute Children's activities as related to the ministry of the Church. The Committee shall consist of **a minimum of six (6)** members.

D. Youth Committee. The Youth Committee's ministry is to plan, prepare and execute Youth activities as related to the ministry of the Youth. The Committee shall consist of **a minimum of six (6) members**.

E. Long Range Planning Group. The Long Range Planning Group is charged with the mission of considering and recommending to the Church items to insure long-term growth of the Church, including, but not limited to, facilities, Church growth, and associated financial considerations. The group will also oversee completion of any items the Church approves. Additionally:

1. The group will consist of a six (6) members ~~who will server for a 3 term limit, with two members' terms expiring each year~~
- ~~2. Members who's term expires will be ineligible for reappointment for 1 year.~~
- ~~3. The Church will fill the expiring positions at the beginning of each Church year~~
- ~~4. Members will choose their own Chairman who will serve for a 1 year term.~~
- 5-2. The chairman will only vote in case of a tie, but will set the meeting time and place, and set the meeting agendas.
- 6 3. The group may meet as often as necessary, but no less than four (4) times per year.

F. Facility and Event Committee. The Facility and Event Committee is responsible for coordinating Church-related events including, but not limited to, Church-wide meals and refreshments and other social activities on or in Church property, and for insuring the kitchen is stocked with necessary supplies and equipment. The Committee is also responsible for suggesting to the Church rules for the use of Church facilities. The Committee consists of six (6) members appointed annually at the start of the Church year.

G. Flower Committee. The Flower Committee maintains seasonal flowers in the Sanctuary, decoration during holiday seasons, and coordinates flowers for deceased Church members immediate family members such as Spouse, Child, Parent. The Committee consists of three (3) members appointed annually at the start of the Church year.

H. Homecoming Committee. The Homecoming Committee is responsible for the selection of the speaker for the Homecoming Service and coordinating the events for the day. The Committee consists of 6 members appointed annually at the start of the Church year.

I. Lord's Supper Committee. The Lord's Supper Committee is responsible for assisting the Pastor in preparation for the Lord's Supper whenever scheduled by the Church. The Committee consists of three (3) members appointed annually at the start of the Church year.

J. Finance Committee. It shall be the responsibility of this Committee to prepare the annual budget of the Church. It shall be presented in printed form before, ~~the last Sunday of August~~ **and be voted on at a Special Call Business meeting in December** ~~the last Sunday of August.~~ The fiscal year of the Church shall be **January through December** ~~September through August.~~ This Committee shall oversee spending from the Church treasury according to the Church Budget. Any spending outside the budget must have Church approval. The Committee shall consist of two Deacons chosen by the Deacon body, the Treasurer, and ~~two~~ **three (3)** members elected by the Church ~~at the a Special Call Business meeting in November.~~ ~~July business meeting.~~

~~K. Publicist. The Publicist is responsible for publicity associated with Church events. This is a single-person position appointed annually at the start of the Church year.~~

~~L~~ **K. Ministry of Christian Action.** This Committee is responsible for presenting to the Church, upon approval by the Pastor or Deacon Body, current factual issues that may affect the Church, or where the Church may wish to take action. The Committee will coordinate with the Christian Action Commission of the Mississippi Baptist Convention. The Committee consists of two (2) members appointed annually at the start of the Church year.

~~M~~ **L. Audio Visual Committee.** This committee will operate and ensure proper maintenance of the sound and recording equipment in the Church. This includes all recording devices, all Televisions and recording devices. The function is to facilitate worship and Church activities by offering audio-visual equipment and services as necessary and feasible through volunteers.

Responsibilities:

1. Enlist, train and schedule and operators for all Church events that require sound operators
2. Purchase and maintain sound and recording equipment.
3. Purchase and maintain all audio-visual equipment
4. Request and administer budget expenditures
5. Maintain the Audio Visual room keeping it organized with all equipment and supplies
6. Maintain the Church's online presence
7. Membership: This committee shall consist of the Music Director, one Deacon, and four (4) other members who have knowledge of sound and/or video equipment

~~N~~ **M. Membership Committee.** This Committee is responsible for validating the membership status as required in Article I Section D of the By-Laws. This Committee is to meet at least twice during each Church year, preferably at the beginning and in the middle of the Church year. The Committee will be appointed each year by the Nominating Committee and shall consist of six (6) members, two (2) of which shall be current Active Deacons.

~~O~~ ***N Building and Grounds Committee. The Building and Grounds committee is responsible for overseeing the maintenance, repair and preventative maintenance of Church property. The committee will have access to the Repair/Maintenance funds as specified in the Church budget. Any repair/maintenance items that exceed the available budget shall require approval of the Deacon Body and/or the Church.***

The Building and Grounds committee shall consist of four (4) members appointed by the Nominating Committee.

P O. Nominating Committee. The Nominating Committee shall consist of:

The Pastor

The Chairman of the Deacons

The Sunday School Director

One member chosen by each Adult Sunday School Class.

Q P. Constitution and By-Laws Committee. The Constitution and By-Laws Committee shall be responsible for recommending any necessary changes to the Constitution and/or By-Laws. The Committee shall meet as necessary. The Committee shall consist of:

Two active deacons

The Church Secretary

Four (4) other members elected from the Church body

Additionally, all members of the Deacon Body may participate and contribute to the deliberations of the Committee.

(NOTE: Article X is deleted, and moved to Article III – Church Committees)

~~ARTICLE X³~~

~~Church Security, Protection, and Emergency Preparedness~~

~~A. Security and Preparedness Committee~~

~~R Q. Church Security, Protection, and Emergency Preparedness Committee. The Church shall establish a Committee whose task is as follows:~~

~~1. Pursuant to The Mississippi Church Protection Act of 2016 (a copy of the law will be maintained in the Church Office), the Committee will establish and maintain a list of those authorized to act as an armed security team on Church property and during Church-related events. The Committee will ensure that members of the team meet all the requirements specified in State Law, and will review the status of members annually or update as needed. The Committee will also establish Standard Operating Procedures (SOP) which the Church will review and approve on an annual basis~~

~~2. The Committee shall also be responsible for developing a disaster/crisis intervention plan and an evacuation plan which shall be posted at appropriate locations throughout the Church property. These plans shall be reviewed and approved by the Church annually, or as needed.~~

B. Ad-Hoc Committees. The Church may appoint Ad-Hoc Committees, subject to approval by the Deacon Body, the parameters of which will be determined at the time of the Committee's creation.

Amendment passed April 23, 2025:

~~* ORIGINAL LANGUAGE ***~~**

~~3. Director of Student Ministries (As/When Needed).~~

~~A Director of Student Ministries may be selected as/when the necessity is determined by the Deacon Body in consultation with the Church. Upon such determination, the Deacon Body will set forth the guidelines and responsibilities including, but not limited to:~~

- ~~1. Qualifications~~
- ~~2. Selection Process~~
- ~~3. Compensation~~
- ~~4. Termination procedures~~
- ~~Ministry Guidelines~~

***** New Language: *****

3. Associate/Youth Pastor

a. Qualification.

The Associate/Youth Pastor shall have the same qualifications as the Pastor in Article II, Section 1(a).

b. Call.

The Call of the Associate/Youth Pastor shall be the same as the Call of the Pastor in Article II, Section c.

c. Roll of the Associate/Youth Pastor.

1. Associate Pastor. An Associate Pastor will:

- a. When requested, the Associate Pastor will coordinate with the Lead Pastor to create a well-planned and engaging Sunday Morning gathering that centers our congregation's hearts on the Gospel**
- b. Coordinate with the Lead Pastor in other services throughout the week, either regularly scheduled services, or special services.**
- c. Play a role in recruiting, training and coordinating with other worship leaders in the Church.**
- d. Shepherd and lead members of Palmer Baptist in walking with Jesus.**
- e. In the absence of the Lead Pastor, lead Sunday Morning and other weekly worship services**

2. Youth Pastor – A Yout Pastor will:

- a. Serve as the leader in all youth activities to include Biblical instruction, youth activities and functions.**
- b. Train and recruit volunteers for efficient implementation of church programs.**
- c. Provide counseling to youths and help them realize their individual goals.**
- d. Coordinate all Youth activities with the Lead Pastor and/or the Deacon Body to achieve the worship goals of Palmer Baptist Church**
- e. Termination – same as Pastor in Article II, Section 1(e).**

d. Departure:

- 1. When the Youth Pastor resigns his position, he shall continue to serve for two (2) weeks after his resignation, unless a different length of time shall be agreed upon by himself and the Church.**
- 2. If the Church terminates the Youth Pastor's services, he shall cease performing his pastoral duties immediately. If applicable, he shall be given adequate time to move from the Pastorium.**