

Bylaws

Northside Baptist Church of Mechanicsville Virginia, Inc.

Adopted July 26, 2009; Approved October 21, 2009
Revised and approved September 14, 2016

ARTICLE I NAME AND LOCATION

Section 1. The name of this Corporation shall be Northside Baptist Church of Mechanicsville Virginia, Inc. ["Church"].

Section 2. Its principle office shall be located in the County of Hanover.

ARTICLE II MEMBERSHIP

Section 1. General: The membership of this Church reserves the exclusive right to determine who shall be members and the conditions and requirements of such membership.

Section 2. Candidacy: Any person may offer himself/herself as a candidate for membership at any regular meeting or worship service. Following a conversation with and recommendation from the Pastor or Deacons, they will be presented at any meeting of the congregation for a vote. Persons may become members in any of the following ways:

- A. By profession of faith followed by ordinance of baptism, except in those cases where the Deacons determine that it is medically or physically inadvisable for the individual to be immersed.
- B. Through a request for a letter from a Baptist church of like faith and order.
- C. By statement of Christian experience, describing such membership and profession of faith and believer's baptism, preferably baptism by immersion.
- D. By restoration - any person whose membership has been terminated by exclusion may request his/her membership be restored after consideration and recommendation of the Deacons.

Section 3. Rights and Privileges of Members: Every member of this Church is entitled to:

- A. Participate in the ordinances of the Church as administered by the Church.
- B. Be eligible for consideration by the membership as a candidate for elective office in the Church to any position not prohibited in the procedure guide.
- C. Vote at all elections and on all questions submitted to the church in business session, provided the member is present. Upon vote by the Church, when critical issues are considered, absentee ballot votes may be available.
- D. Submit to the Nominating Committee names of members they would suggest be considered for elective office in the Church.

Section 4. Dismissal from Membership: Members may be dismissed from the Church rolls when any of the following occurs:

- A. Another church requests their membership letter.
- B. It is evident the member has united with another church.
- C. A member makes a request in writing to have his/her name removed from the Church roll.
- D. Any member who becomes an offense to this Church and to its good name by reason of immoral or un-Christian conduct may be dismissed from membership by 3/4 (three-fourths) vote of those present in a regular business meeting, but only after due notice and hearing, and after faithful efforts have been made to bring such member to repentance and amendment.
- E. The member dies.

Section 5. Responsibilities: The responsibility of members toward the Church and fellow members is defined in our covenant. Members are expected to be faithful in all the duties essential to the Christian life, to attend habitually the services of the Church, to give regularly for its support and its causes, and to share in its organized work.

Church Covenant

Having been led as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Savior, and on profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit,

We now in the presence of God, angels, and this church family, most humbly and joyfully enter into covenant with one another, as one body in Christ.

We promise, 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 care for each other.

To promote its growth and spirituality; to sustain its worship, ordinances, discipline, and doctrine, and to be zealous in our efforts to advance the kingdom of our Savior.

To contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the gospel through all nations.

We promise to maintain family and personal devotions; to religiously educate our children and to seek the salvation of our family and friends;

To live a morally upright life; to be fair in our dealings, faithful in our relationships, and exemplary in our conduct; avoiding tattling, gossip and excessive anger; and to avoid the use of any substances or habits abusive to the body or mind.

We promise to watch over one another in brotherly love, to remember each other in prayer; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and 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 further promise that when we move 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 III ORDINANCES

The ordinances of this Church are Baptism and The Lord's Supper.

Section 1. Baptism shall be by immersion, and shall be administered as an act of worship during any worship service of the Church by the Pastor or another person qualified to administer this ordinance. The Deacons shall assist in the preparation and observance of baptism.

Section 2. The Lord's Supper shall be observed at least monthly and on special occasions as recommended by the Pastor or Deacons. The Deacons shall be responsible for preparation of the elements for the Lord's Supper and shall assist the Pastor in administering the elements.

ARTICLE IV LICENSING AND ORDINATION

Section 1. Licensing: Any church member who gives evidence he/she has been called of God to the work of the gospel ministry may be licensed by the church to the ministry of the gospel of Jesus Christ. Licensing is simply a recognition of one's call and does not empower the individual to perform duties normally carried on by an ordained minister.

Section 2. Ordination: Any member giving evidence he/she has been called of God to the work of the ministry and has met the guidelines set forth by an ordaining council will be considered for ordination. Upon the request of said individual, Northside Baptist Church will convene an ordaining council, or use the council of the Dover Baptist Association or similar organization approved by the Church, to examine the qualifications of the candidate and advise the Church concerning his/her preparedness for ministry and ordination to the gospel ministry. Upon an affirmative vote of the Church, a service of ordination will ensue.

ARTICLE V CHURCH GOVERNMENT

The government of this Church is vested in its membership.

Section 1. Trustees: The Trustees of the Church shall be the legal representatives of the congregation and shall perform such duties as defined herein, including the Procedure Guide.

Section 2. Affiliation: While the Church is subject to control of no other ecclesiastical body, it recognizes the obligation of mutual counsel and cooperation among Baptist churches. The church shall cooperate with and support the ministries of the Dover Baptist Association, Baptist General Association of Virginia, the Southern Baptist Convention, the Cooperative Baptist Fellowship and any other Christian groups that will help the Church to accomplish its mission, while maintaining its own autonomy in all matters under leadership of the Holy Spirit.

Section 3. Property Rights: To accomplish its mission the Church will have full authority to purchase, lease, and acquire by gift, devise or bequest and to hold, mortgage, convey, and dispose its real and personal property.

Section 4. Organizations: All organizations created and empowered by the Church shall be subject to Church policies, report to the body at least annually, and be accountable to the Church as described in their organization descriptions.

ARTICLE VI MEETINGS AND DECORUM

Section 1. Worship: Services of worship shall be held on Sundays and other occasions as deemed appropriate.

Section 2. Meetings: Regular meetings shall be held at least quarterly. The regular meeting held in December of each year shall be considered the annual meeting of the Church. Special meetings shall be called by the Moderator at the written request of the Deacons, the Church Council, the Trustees, or upon a written petition signed by at least 25 (twenty-five) church members.

Section 3. Notice: The membership will be notified at least 7 (seven) days in advance of any special meeting. Notice shall describe the issue to be decided, and the day, time, and place of the meeting. Business not described in the notice of the special meeting may not be transacted without the unanimous consent of those assembled.

Section 4. Agenda: The proposed agenda for all regular meetings shall be published at least one week prior to the meeting.

Section 5. Rules of Order: All meetings are to be conducted according to the most recent published edition of Robert's Rules of Order.

Section 6. Voting Requirements: A vote of 3/4 (three-fourths) of the members voting at any meeting shall be required for the call or dismissal of ministerial staff (see Section 7, 'Quorum', for special requirements), to terminate an individual's membership by exclusion, any expenditure in excess of \$5,000 not included in the annual budget. Approval of unbudgeted amounts \$5,000 and below, and unbudgeted emergency expenditures shall be approved by the Finance Committee and reported to the Church at the next regular business meeting. Absentee ballots may be considered for any matter requiring a simple up or down vote that has not been

amended from its original motion. Unless otherwise specified herein, all matters presented to the membership of the Church shall require the consent of a simple majority for approval.

Section 7. Quorum: A quorum for any meeting shall be 10% of the active members. All matters (except the annual budget) directly related to the paid ministerial staff shall be voted with a written ballot and require a quorum of at least 75 (seventy-five) members.

Section 8. The Church Year: The Church year shall be the calendar year. The year for Church program organizations shall be determined by the individual organization, subject to the approval of the Church Council.

ARTICLE VII CORPORATE OFFICIALS

Directors and Officers: As provided in the Procedure Guide, the Trustees shall serve as the members of the Board of Directors of the Church. The corporate officers of the Church shall be elected by the Directors from the Board of Directors within 30 (thirty) days following the date of the election of the Directors, and shall consist of a Chairman, Vice Chairman, Secretary and Assistant Secretary. All officers shall be selected annually by the Board of Directors and shall serve for one (1) year, or until their successors are elected and qualified. The Directors shall fill any vacancy occurring in a corporate office during the term of such office.

ARTICLE VIII AMENDMENTS

Amendments to these Bylaws shall be offered in writing at a regular business meeting published to the membership following the meeting at which the amendment was offered, and voted upon at the next regular business meeting, or at a special business meeting called for that purpose. Amendments to the Bylaws require an affirmative vote of 2/3 (two thirds) of persons voting. The proposed amendment(s) shall be considered by the Church Council for grammar, consistency and such other corrections considered necessary for clarity prior to the vote of the membership.

Procedure Guide

Revised and approved June 8, 2016

Trustees

Purpose: In addition to their other duties specified herein, the Trustees shall also serve as the Directors of the Church. The terms “Directors” and “Trustees” shall be interpreted as the context of these Bylaws shall require.

Membership: There shall be 4 (four) Trustees, each of whom shall serve as a member of the Board of Directors for a term of 8 (eight) years. Trustees and their successors shall be elected each year as appropriate at the annual meeting of the Church for a term of service beginning January 1 of the next succeeding year. One Trustee will rotate off at the end of every even-numbered year, and his/her successors shall be elected by majority vote of the Church membership at the annual meeting of the Church preceding the year his/her term expires. Trustees shall be at least 25 (twenty-five) years of age and have been members of the congregation not less than 5 (five) years. Trustees must remain members of the Church in good standing during their elected term.

Responsibilities:

1. Serve as the legal representatives of the Church. All legal documents shall require two signatures. Documents must be signed by either the Chairman or Vice-Chairman and the Secretary or Assistant Secretary.
2. Examine insurance policies, legal contracts and operating policies, and advise the congregation as to their appropriateness and legal standing.
3. Execute all contracts (except office maintenance agreements, which are signed by the Office Administrator), deeds, mortgages or other instruments when authorized to do so by the Church in business meetings.
4. Administer the legal affairs of the Church as required by law for non-profit corporations as described in IRS regulations for 501(3)(c) and the laws of the Commonwealth of Virginia.
5. Call and preside at the annual meeting of the Church in December of each year.
6. When the term of a Director is to expire, the Nominating Committee shall nominate candidates for election by the membership. In the event a vacancy shall occur on the Board of Directors during a term, the name(s) of candidate(s) to fill the vacancy shall be submitted within (30) thirty days by the Nominating Committee. A special meeting of the membership of the Church shall then be called within (7) seven days in order that a replacement Director can be elected by the membership to serve the remaining portion of the vacated term.
7. The position of Moderator and Vice Moderator will be held by Trustees. These will be elected by and from the Trustee Board.
8. Work with the Church Council to suggest and recommend updates and revisions to this Procedure Guide.

Duties:

1. **Chairman of the Board:** It shall be the duty of the Chairman to preside at all meetings of the Board of Directors at which he/she is present; to call special meetings of the Board whenever he/she may think such meetings necessary, or as requested to do in accordance with these By-laws; to sign all contracts, leases, mortgages, deeds, conveyances and other documents on behalf of the Church.

He/she shall use reasonable efforts to see that all corporate officers of the Church perform their duties faithfully, and shall have general supervision and direction of the legal affairs of the Church. He/she shall submit a report to the annual meeting of the Church which shall review the operation of the Church for the preceding fiscal year and contain such recommendations as he/she may deem proper.

2. **Vice Chairman:** In the absence or disability of the Chairman, a Vice Chairman may perform any or all of the duties of the Chairman.
3. **Secretary:** The Secretary shall have the powers granted him/her under these Bylaws and shall either issue or instruct that another officer issue the calls for meetings of the Church or of the Directors when properly authorized; shall oversee the delivery of notice of such meetings to the members of the Church or to the Directors; shall see that full and accurate minutes are kept of all meetings of the Directors. He/she shall sign such instruments as require his/her signature, and shall make such reports and perform such other duties as are incidental to this office or may be required of him/her by the Board of Directors.
4. **Assistant Secretary:** In the absence or disability of the Secretary, an Assistant Secretary shall perform any or all of the duties of the Secretary.
5. One member of the Trustees will serve as a check signer for the church (in addition to the Chair of the Finance Committee and the Church Treasurer.)

Church Staff

Ordained Clergy: Ordained clergy shall be chosen and called by the church whenever a need exists. In the event of a vacancy, the Church Council, in consultation with the Nominating Committee, shall nominate a Search Committee, subject to ratification by the membership at a Special Business Meeting called for that purpose. The committee shall consist of at least five members of the church, representing so far as is practical, the principal age and interest groups within the church.

Non-ordained staff: The church shall employ non-ordained staff members as necessary and appropriate to assist the ordained clergy and the lay organization in carrying forward the work of the church. Candidates for such employment shall be presented to the church by the Personnel Committee as provided in their organization descriptions. All non-ordained staff members report administratively to the Pastor.

Lay Organization

It is the intention of this Church to utilize the talents of all the members and regular attendees in the ministry of the Church. With the exception of the Standing Committees (with fixed numbers of members), lay organizations shall actively encourage involvement of others in their ministries, and may enlist additional members as needed without the approval of the Church Council or the vote of the Church. Non-elected members do not have to be Church members but should be at least regular attendees.

Church Council:

The Church Council's responsibility is to assist with and coordinate the ministries of the Church, with membership and duties as further described under the "Councils" section of this Procedure Guide.

Nomination and Election:

The Church Council shall nominate to the Church candidates for the Nominating Committee, who shall in turn nominate candidates for election to all other elected lay positions. All nominees must be members of the Church. The Moderator shall in every instance entertain nominations from the floor. All nominees must be members of the Church in good standing.

No two persons from the same immediate household may serve as elected members of the same Standing Committee. No Church staff or their immediate family members may be elected to a Standing Committee, as a Corporate Director, or to a committee selected to call ordained clergy or other staff positions.

Should a member elected to a position fail to fulfill the duties for which elected, after being contacted to determine if the failure to perform is without just cause, the office may be declared vacant, and another member elected to serve.

Organization Structures:

Standing Committees (Personnel, Nominating, Finance) are comprised of elected members only, but they may enlist help for special projects or services without vote of the Church.

The Lay Ministries have a core of leaders elected for terms as described in the organization descriptions, and are to involve other Church members and regular attendees in their respective ministries.

All Church organizations shall have a chair, vice-chair and secretary as a minimum number of officers.

A quorum for voting purposes shall be 50 (fifty) percent of the voting membership.

The pastor or his designee will be non-voting members of all committees or teams.

All representatives of lay ministry, standing committees, councils and other church offices shall be elected at the annual meeting of the church for a term of service beginning January 1 of the next succeeding year.

Reports:

All committees, organizations and teams shall report to the Church at each regular business meeting. Minutes of all meetings of the committees, organizations and teams must be routinely copied to the Church office, with copies available to Church members upon request. Matters of confidence should not be included in the public records.

Finances:

All organizations funded through the annual budget will be responsible for establishing an annual ministry plan and communicate their plan, with their request for funding, to the Finance Committee. Should the Finance Committee find it is unable to fund the full financial request, the request should be returned to the organization with suggested adjustments. All groups will be allowed to manage the amount budgeted to their area of ministry, adjusting within their area as needs so determine.

Lay Ministries

Deacon Team

Purpose: The Deacons provide spiritual and practical ministry to Northside Church members and their families.

Membership: There shall be one Deacon serving for every 15 resident households. Individuals serving as Deacons will be nominated by the current Deacon Body. Prior to being nominated or elected by the Deacon Body, each individual will be interviewed by the Pastor and a Deacon to determine the individual's qualifications and willingness to serve if elected. Individuals nominated who have not been previously ordained by this Church as a Deacon will require approval by a majority vote of the congregation at a regular business meeting. Once an individual has been approved by the congregation, he/she shall serve as Deacon upon election by the then current Deacon Body. Deacons will serve 4 (four) year terms with 1/4 (one-fourth) being selected each year. Deacons may not succeed themselves. The Deacon Body will elect their own officers.

Responsibilities:

1. Provide ministry to the Church members and families of the congregation in times of celebration and need, either through individual Deacon relationships, or through various care groups.
2. At his request, assist the Pastor in securing a guest preacher when the Pastor is unavailable to fill the pulpit.
3. Select three persons from the diaconate to serve as an Interim Pastor Search Committee should the Pastor position become vacant.
4. Request funding from the church budget for the various Deacon ministries.
5. Develop guidelines for distributing benevolent funds when and where needs are determined. The Pastor and chair of Deacons will approve expenditures from the Fellowship Fund.
6. In support of our Church Covenant, promote the spirit of cooperation and peace within our Church.

All members of the congregation should be committed to the promotion of the spirit of cooperation and peace within our Church. In order to achieve this, our beliefs, thoughts, and actions should be based on the teachings of Christ and GOD's word which has been presented to us through the Bible. We should also be led by the Holy Spirit. Our dealings with others in the Church setting should be self-apparent; however, we should remember that:

- A. We believe that GOD has placed the shepherding of HIS flock into the hands of our Pastor, who has been called and appointed by the Holy Spirit. We all need to honor, encourage, and support our Pastor. [Hebrews 13:17 "Have confidence in your leaders and submit to their authority, because they keep watch over you as those who must give an account. Do this so that their work will be a joy, not a burden, for that would be of no benefit to you."]
- B. Disagreements with other members of the Church should be resolved based upon Matthew Chapter 18, Verses 15-17. [¹⁵"If your brother or sister sins, go and point out their fault, just between the two of you. If they listen to you, you have won them over. ¹⁶But if they will not listen, take one or two others along, so that 'every matter may be established by the testimony of two or three witnesses.' ¹⁷If they still refuse to listen, tell it to the church; and if they refuse to listen even to the church, treat them as you would a pagan or a tax collector."] If a matter relating to a conflict or disagreement needs to be brought before the Church, come to a Deacon and identify the issue. This issue may need to be discussed further with all the Deacons.
- C. A critical or divisive spirit is not a part of the Christian walk. Proverbs 6:16-19 lists seven things God detests. Included in that list is "a person who stirs up conflict in the community." As Paul writes in Ephesians 4:29, ["Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen."]

7. Elect a chair, vice-chair and secretary as a minimum number of officers. Report to the Church at each regular business meeting. Minutes of all deacons' meetings must be routinely copied to the Church office, with copies available to Church members upon request. Matters of confidence should not be included in the public records.

Facilities Team

Purpose: To assist the Church through the management of all physical facilities (buildings, furnishings, vehicles and grounds).

Membership: There will be 4 (four) persons elected to serve a 4 (four) year term. Those elected will select and recruit coordinators for the operation of the vehicles, kitchen, and furnishings/decorating, who will be members of the team.

Responsibilities:

1. To coordinate the maintenance and safe operations of all facilities of the Church.
2. To review as needed the policies related to the use of facilities, equipment and properties by Church members, organizations and outside groups.
3. Maintain a written and, if possible, a video inventory of all Church property and equipment including (to the best extent possible) the quantity, location and value of items. The inventory should be updated every three years. Other individuals, including the Office Administrator, may be recruited to help with this project.
4. Regularly inspect all buildings, grounds and equipment to insure the properties are suitable and safe for operations.
5. Develop a schedule for regular maintenance and/or replacement of buildings and equipment.
6. Recommend to the Finance Committee required funding for the operation and maintenance of the buildings, properties and grounds.
7. Select a Decorating Coordinator, and in consultation with her, approve all redecorating, painting, and furnishings of rooms and building.
8. Select a Hospitality Coordinator to have general supervision of and oversee the use and care of the kitchen, kitchen supplies and equipment.
9. In consultation with the Personnel Committee, make employment recommendations related to custodial personnel.
10. Elect a chair, vice-chair and secretary as a minimum number of officers. Report to the Church at each regular business meeting. Minutes of all team meetings must be routinely copied to the Church office, with copies available to Church members upon request. Matters of confidence should not be included in the public records.

Missions Team

Purpose: Lead the Church to fulfill its mission responsibilities locally and around the world.

Membership: Five persons will be elected to serve a 3 (three) year term for the purpose of visioning, managing and resourcing mission and outreach endeavors. The team will recruit and select persons to coordinate and staff all Church mission projects.

Responsibilities:

1. Take mission fundraising projects to Finance for approval. Determine mission offering goals, and the distribution of all funds designated for mission causes.
2. Enlist coordinators for the various mission projects of the Church and assist project coordinators in enlisting volunteers for the various projects.
3. Encourage mission involvement by the congregation. Select materials for and provide educational events and opportunities that focus on regular mission emphases and offerings supported by the Church. Coordinate the placement of special offering envelopes and materials in pew racks with the Worship Team.
4. Recommend to the Finance Committee adequate funding to cover the expenses of mission and outreach projects and organizations. Determine special mission offering goals and communicate to the congregation and church staff.
5. Assist the staff and congregation by making known to the community the life and ministry of the Church.
6. Follow the Missions Team Guidelines, kept on file and reviewed/updated by the team as appropriate, for monetary responsibilities and rules for mission trips.
7. Develop partnerships with other groups, churches, and agencies providing opportunities of involvement in association, state, national and international mission endeavors.
8. Elect a chair, vice-chair and secretary as a minimum number of officers. Report to the Church at each regular business meeting. Minutes of all team meetings must be routinely copied to the Church office, with copies available to Church members upon request. Matters of confidence should not be included in the public records.

Worship Team

Purpose: Assist the Pastor by providing guidance and coordination to enhance individual and corporate worship.

Membership: There will be 4 (four) team members will be elected to serve a 4 (four) year term.

Responsibilities:

1. The team will enlist and train persons to operate the sound, lighting and video equipment for all worship services and special events, and to provide for the maintenance and proper functioning of the technological equipment used by the Church.
2. Encourage the Church in supporting and providing a variety of worship opportunities, and recommend to the staff ways for improving the worship experience.
3. Provide and store sanctuary worship aids. Regularly maintain supplies in the pew racks.
4. Assist the church staff in selecting and training wedding consultants to work with couples in the planning and performance of wedding ceremonies in compliance with the Church's wedding policy.
5. Select and train individuals to assist in worship as ushers, worship readers, and other ways of participation in worship.

6. Assist the Director of Music Ministries in the maintenance and care of all musical instruments and equipment.
7. Present a plan to the Finance Committee, requesting budget support in all matters pertaining to worship and technology. Work with staff and other leaders in appropriating budgeted funds allocated for worship.
8. Elect a chair, vice-chair and secretary as a minimum number of officers. Report to the Church at each regular business meeting. Minutes of all team meetings must be routinely copied to the Church office, with copies available to Church members upon request. Matters of confidence should not be included in the public records.

Christian Education Team

Purpose: Assist the congregation and leadership in developing a plan for a morning Sunday School program and ongoing and special Bible studies. Provide opportunities of study and training in Christian discipleship and growth.

Membership: There will be 3 (three) members elected to serve a 3 (three) year term.

Responsibilities:

1. Coordinate the ongoing Bible study program on Sunday morning and/or at other times as directed by the Church.
2. Assist staff members in the selection of curriculum and leaders for small group and church-wide Bible studies and discipleship programs related to Christian faith and growth.
3. Work with staff members to select and train leaders and workers for Bible studies, discipleship programs, and other special events related to Bible study.
4. In the absence of a staff member whose focus is such, enlist a volunteer (with the advice of the Pastor) to be the Team Leader of the Vacation Bible School Program.
5. Maintain Sunday School attendance records.
6. Recommend to the Finance Committee annually the funding needed to provide for the educational and discipleship needs of the church.
7. Order and distribute materials and supplies for Sunday School classes.
8. Appoint a volunteer to organize and maintain the church library, in an effort to make current materials, books, videos, etc., available to the church membership.
9. Elect a chair, vice-chair and secretary as a minimum number of officers. Report to the Church at each regular business meeting. Minutes of all Committee meetings must be routinely copied to the Church office, with copies available to Church members upon request. Matters of confidence should not be included in the public records.

Standing Committees

Personnel Committee

Purpose: To assist the Church in matters pertaining to employed personnel relationships and administration.

Membership: There will be 3 (three) members elected to serve a 3 (three) year term.

Responsibilities:

1. Maintain the Personnel Manual and all job descriptions and operating procedures relating to the church staff.
2. Evaluate the Pastor annually by August 31st. Review and sign staff evaluations completed by the Pastor; assisting the Pastor with staff evaluations as requested. Perform an annual evaluation of *the* workload of staff.
3. Make employment recommendations to the Church regarding support and secretarial staff, either full- or part-time. In consultation with the Facilities Team, make employment recommendations related to custodial personnel.
4. Serve as liaisons between the staff and the congregation, sharing congregational concerns with the staff and staff concerns with the congregation.
5. Encourage the staff in ministry; recognize staff employment anniversaries, birthdays and other special events; and encourage the congregation to pray for the staff.
6. Recommend compensation adjustments and prepare an annual budget concerning these and other staff-related costs to the Finance Committee.
7. Elect a chair, vice-chair and secretary as a minimum number of officers. Report to the Church at each regular business meeting. Minutes of all committee meetings must be routinely copied to the Church office, with copies available to Church members upon request. Matters of confidence should not be included in the public records.

Finance Committee

Purpose: To assist the Church in the budgeting and financial management of money entrusted to the Church.

Membership: There will be 3 (three) members elected to serve a 3 (three) year term. The Treasurer and Assistant Treasurer will also serve as members.

Responsibilities:

1. Assist Church organizations in developing an annual budget for Church adoption. Refer to the “Finances” section of this Procedure Guide for more detail.
2. Develop guidelines for soliciting, receiving and using funds designated to non-budget accounts, including memorials and honoraria, but not including endowment accounts.
3. Appoint a Teller Chairman and consult with the Teller Team to assure that they are adequately staffed to fulfill their duties of receiving, counting, and depositing all funds. Work with the Teller Team to fill vacant positions as needed per the Financial Policies and Guidelines.

4. Approve all fundraising activities, special offerings and designated gifts according to established guidelines.
5. Provide educational opportunities to assist individuals and the congregation to develop as good stewards of God's possessions.
6. Select the financial institutions for the safe deposit and management of financial assets. In addition to the Treasurer and a member of the Trustees, the chair will serve as a signatory of bank accounts.
7. Provide for an annual audit of the Church finances.
8. Elect a chair, vice-chair and secretary as a minimum number of officers. Report to the Church at each regular business meeting. Minutes of all meetings of the committee must be routinely copied to the Church office, with copies available to Church members upon request. Matters of confidence should not be included in the public records.

Nominating Committee

Purpose: To prepare and submit a slate of nominees for all elective offices (except the Nominating Committee) to the Church two weeks prior to the elections at the annual December business meeting. Additionally, once advised of such, fill any vacancies occurring during the year within 45 days; the exception is that vacancies among the Trustees are to be filled within 30 days. The Pastor, and Committee and Team Chairs shall act in an advisory capacity and assist the Nominating Committee in identifying candidates for nominations for their ministries or areas of responsibility.

Membership: There will be 3 (three) members elected to serve a 3 (three) year term.

Responsibilities:

1. Be familiar with descriptions and responsibilities of the various Church elective positions. Be familiar with Church members, their experiences, abilities, and qualifications to serve the Church.
2. Assure that as close a match as possible is made between elective position responsibilities and the members' abilities and passions. As is reasonably possible, work to ensure that terms of service for those on the same team or committee end in consecutive years.
3. Assure that a reasonable cross-section of Church members is nominated to serve, and that new members are considered for positions commensurate with their experience and capabilities.
4. Assist the Church Council (as mentioned under "Church Staff: Ordained Clergy") in securing Search Committees as needed.
5. Refer to additional information under the "Nomination and Election" section of this Procedure Guide.
6. All correspondence and/or discussions regarding nominees will remain confidential.
7. Elect a chair, vice-chair and secretary as a minimum number of officers. Report to the Church at each regular business meeting, if needed. Minutes of all Committee meetings must be routinely copied to the Church office, with copies available to Church members upon request. Matters of confidence should not be included in the public records.

Councils

Church Council

Purpose: To assist with and coordinate the ministries of the Church and oversee the long-range planning and visioning processes.

Membership: The Church Council is composed of the ministry leaders, chair of ministry teams (Deacons, Facilities, Missions, Worship and Christian Education), chair of Finance Committee, chair of Personnel Committee, Treasurer, and Moderator (who also serves as a Trustee). The Pastor or his designee will serve as chair; a vice-chair and secretary will be elected by the Council.

Responsibilities:

1. Coordinate the ongoing ministries of the Church.
2. At the beginning of the Church year, provide for training and a review of responsibilities for new and returning committee chairpersons.
3. Oversee the initiating of phases of long-range planning and Church vision.
4. Assist in recruiting volunteers for team projects.
5. Assist the Nominating Committee (as mentioned under “Church Staff: Ordained Clergy”) in securing search committees as needed.
6. Select individuals for any vacancies that occur on the Nominating Committee with 45 days of being notified of such.
7. Work with the Finance Committee in developing long-range funding for ministries.
8. Keep the Bylaws and Procedure Guide current by recommending changes when necessary.
9. Minutes of all Church Council meetings must be routinely copied to the Church office, with copies available to Church members upon request. Matters of confidence should not be included in the public records.

Other Councils

Church staff and organizational leaders are encouraged to form councils to serve as support and advice related to their areas of ministry.

Other Church Offices

Members filling the following offices are elected annually, but may be re-elected indefinitely for consecutive terms of office. The position of Church Moderator and Vice Moderator will be held by Trustees. These will be elected by and from the Trustee Board.

Moderator

Purpose: To preside over all business meetings of the Church.

Responsibilities:

1. Preside over all Church meetings.

2. Appoint a Parliamentarian, if needed.
3. Notify the Church of the date, time and agenda of all meetings.
4. Have the Clerk record the minutes of all business meetings of the Church, including regular business meetings and special called meetings. Should the Church Clerk not be available, a substitute will be appointed by the Moderator.
5. Likewise, should neither the Moderator nor Vice-Moderator be available, the Moderator may select in advance an individual to serve as temporary Moderator.

Vice Moderator

Serve at the pleasure of the Moderator, or in the absence of the Moderator, perform the responsibilities of the Moderator.

Clerk

Purpose: Maintain the official active Church records.

Responsibilities:

1. Record the minutes of all Church meetings and promptly file written reports presented at business meetings with the church office.
2. Sign and verify membership documents as needed.
3. Correspond with the local, state and regional denominational offices, as appropriate, in providing names of meeting delegates, attendees, etc., or other matters of church business as requested.
4. Should the Clerk be unable to attend a business meeting, he/she is to inform the Moderator as soon as possible so that a replacement may be secured.

Treasurer

Purpose: The Treasurer is responsible for overseeing the recording of receipts and disbursements of all funds consistent with the financial policies of the Church.

Responsibilities:

1. Serve as a member of the Finance Committee.
2. Prepare a financial report to be presented to the Finance Committee at all regular meetings, and to the Church at each of its regular business meetings.
3. Work with the Finance Committee in establishing and updating financial policies and accounting procedures.
4. Serve as a signatory on all bank accounts.

Assistant Treasurer

Purpose: To serve as Treasurer should the elected Treasurer be unavailable to fulfill his/her responsibilities.

Responsibilities:

1. Assist with the duties of the Treasurer as necessary.

2. Review and reconcile the monthly bank statements and monitor checks for irregularities.
3. Assume other duties assigned by the Treasurer or Finance Committee.

Historian

Purpose: To preserve the continuing historical records of the Church.

Responsibilities:

1. Record the historical events of the Church.
2. At least annually submit a written report to the congregation summarizing events from the previous year.
3. Assist any committees or groups preparing celebrations which might benefit from the use of historical records.
4. Provide for the safe storage of historical records and artifacts in the Church, making them available for members to see and appreciate.
5. Work with the Virginia Baptist Historical Society to provide long-term storage of historical artifacts.

Dover Baptist Association Executive Committee Representative

The Church will elect members to serve on the Associational Executive Committee of the Dover Baptist Association as defined by the organizational guide of the Association.

Denominational Representatives

Representatives to affiliated Church bodies will be elected based on the guidelines established by the affiliate bodies (Associational, State, and National Conventions).

Ad Hoc Committees

As the need arises, the Church may elect ad hoc committees. These committees may be nominated by the Church Council, appointed by the Moderator, or elected in any other manner the Church deems appropriate. Persons serving as members of special committees may also serve as members of other elected positions. Ad hoc committees are elected for the duration of their assigned task. Recommendations to establish such committees should include their size, method of election and their assigned task.

Amendments to the Procedure Guide

Proposed amendments to the Procedure Guide shall be reviewed by the Church Council for presentation to the church membership. Amendments will be presented to the congregation for consideration at a regular business meeting or a special meeting called for that purpose. Any changes require an affirmative vote of a majority of persons voting. Position titles referred to within the Church may be updated as the need arises without a vote by the Church membership.