

**Constitution and Bylaws**  
of  
**Haven Baptist Church/Mosaic City Church [TBD]**

**DRAFT**

**13 May 2026**

**(including changes from 13 May Business Meeting)**

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## **CHURCH (TBD) CONSTITUTION**

### **CONSTITUTION. ARTICLE 1 - NAME**

The name of this Church shall be *Haven Baptist Church/Mosaic City Church [TBD]*

### **CONSTITUTION. ARTICLE 2 - ORGANIZATION**

We declare and establish these Constitution and Bylaws for the preservation and security of the principles of our faith, in order that this Church body may be governed in an orderly manner consistent with the generally accepted tenets of the churches of the Southern Baptist Convention. These Constitution and Bylaws shall preserve the liberties inherent in each individual member of this Church and the freedom of action of this Church body with respect to its relationship to other

churches of the same faith. These Constitution and Bylaws shall be for the governing of the affairs of this Church and shall in no way encroach upon the preaching of the Gospel.

### **CONSTITUTION. ARTICLE 3 - FOUNDATION**

The foundation of Haven Baptist Church/Mosaic City Church [TBD] is the Lord Jesus Christ (1 Corinthians 3:11). The guidance of this Church in all its affairs is the Word of God. This Church affirms its faith that the Scriptures of the Old and New Testament are the infallible, inerrant Word of God.

### **CONSTITUTION. ARTICLE 4 - AUTHORITY**

Haven Baptist Church/Mosaic City Church [TBD] is organized pursuant to the Non-Profit Corporation Law of the State of Alabama; the property of this Church is irrevocably dedicated to religious and charitable purposes.

As such, Haven Baptist Church/Mosaic City Church [TBD] is autonomous and maintains the right to govern its own affairs, independent of any denomination control. Recognizing, however, the benefit of mutual counsel and cooperation with other churches in missions, this Church may choose ministry/mission groups/organizations to partner with for the furtherance of the Gospel Message and the Kingdom of God.

In order to better fulfill the commands of Jesus Christ and to fulfill the Great Commission, the Church elects to be affiliated with the Southern Baptist Convention and the Madison Baptist Association. The Church will participate in giving to the Southern Baptist Convention cooperative program. The Church may appoint messengers as representatives to conferences and conventions.

### **CONSTITUTION. ARTICLE 5 - MISSION**

*Our Mission Statement: Together for the glory of God!*

Having been led, as we believe, by the Spirit of God to receive the Lord Jesus Christ as our Saviour and, on the profession of our faith, having been baptized in the name of Jesus Christ, we do now in the presence of God and this Church, most solemnly and joyfully enter into covenant with one another as one body in Christ while expressing our beliefs by upholding the Statement of Faith (Appendix A).

Haven Baptist Church/Mosaic City Church [TBD] exists by the grace of God. We glorify God through Jesus Christ and are empowered by the Holy Spirit to:

- a. love and obey His commandments;
- b. worship the Lord in unity according to the teachings of the Holy Bible;
- c. pray unceasingly;
- d. administer the ordinances of Baptism and the Lord's Supper;
- e. sustain Biblical doctrines;
- f. practice God's precepts and examples of the church of our Lord Jesus Christ as set forth in the New Testament;
- g. proclaim the Gospel of God's salvation by personal faith in Jesus Christ;

- h. lead people into a relationship with Jesus Christ;
- i. equip and motivate believers for spiritual growth and service in the church, community, and the world; and
- j. provide for physical, emotional, and spiritual needs in the name of Jesus Christ.

**CONSTITUTION. ARTICLE 6 - STATEMENT OF FAITH**

We affirm the Holy Bible - Old and New Testament - as the inspired, inerrant Word of God and the basis for our beliefs. We hold to the Southern Baptist Convention 2000 Baptist Faith and Message (BF&M) as our statement of faith (Appendix A).

**CONSTITUTION. ARTICLE 7 - MEMBERSHIP**

The membership of Haven Baptist Church/Mosaic City Church [TBD] shall consist of persons who confess faith in Jesus Christ as their Lord and Savior, who give evidence of regeneration, who have been obedient to Christ through baptism by immersion following his or her regeneration, who wholeheartedly believe in the Christian faith as revealed in the Bible, and who fulfill the new member qualification and process as delineated in the Bylaws, Article 1, Section 1.1. The collective members of Haven Baptist Church/Mosaic City Church [TBD] shall be known as the Church.

**CONSTITUTION. ARTICLE 8 - LEADERSHIP AND GOVERNMENT**

Haven Baptist Church/Mosaic City Church [TBD] operates under the Lordship of Jesus Christ, the leadership of the Holy Spirit, the Word of God, and under the authority of its Lead Pastor and Pastoral Team as delegated by the membership. The final human authority of this Church rests with this local Church as outlined and adopted in the Church's Bylaws.

# BYLAWS

## **BYLAWS. ARTICLE 1. MEMBERSHIP**

Each person who desires membership at Haven Baptist Church/Mosaic City Church [TBD] shall meet the qualifications and complete the membership process. Furthermore, each member must agree to submit to the teaching of scripture as expressed in the Statement of Faith and must promise to keep the commitments expressed in the Member's Covenant for Haven Baptist Church/Mosaic City Church [TBD]. Each prospective new member shall be required to sign the Member's Covenant (Appendix B). By signing the Member's Covenant, each person is indicating that they understand and agree to abide by and be held accountable to the Church's beliefs, positions, and policies as outlined in the Constitution, Bylaws, and Member's Covenant.

### **1.1 Qualification and Process**

Membership at Haven Baptist Church/Mosaic City Church [TBD] shall consist of persons who:

- a. identify a personal commitment of faith to follow Jesus Christ as a disciple, having received the gift of salvation;
- b. have been baptized by immersion following conversion as a testimony of faith;
- c. complete the church membership orientation and interview; and
- d. agree with, sign, and submit to the Member's Covenant (Appendix B).

Membership may be granted following completion of the membership process and approval by the Pastoral Team.

### **1.2 Member Privileges and Responsibilities**

Members are expected to be faithful in all spiritual matters essential to the Christian life as stated in the Member's Covenant. Any member may voluntarily withdraw their membership from Haven Baptist Church/Mosaic City Church [TBD] at any time.

Active members may vote on business presented at a properly called meeting. The following responsibilities fall solely to the membership:

- a. Approve the annual budget of the Church
- b. Approve any transaction regarding the purchase or sale of real-estate
- c. Adopt, amend, or repeal the Constitution and/or Bylaws of this Church
- d. Change or establish the denominational affiliation of the Church
- e. Approve the hiring or firing of Lead Pastor and other Pastoral Team members
- f. Approve a purchase or transaction at or above the amount as outlined in the Stewardship Policy
- g. Remove a Church membership for reasons of Church discipline
- h. Dissolve the Church
- i. Purchase for or sell / disperse the real estate of the Church
- j. Other items the Lead Pastor believes to be of significant importance

### **1.3 Stewardship**

It is understood that membership in this Church involves a financial commitment to support

the Church and its causes with regular, proportionate, and joyful giving (Proverbs 3:9-10; Malachi 3:8-10; 2 Corinthians). Each member shall be encouraged in Scriptural giving. Special offerings may be sought by the Church with the approval of the Lead Pastor. This shall not prevent individuals from making special offerings or designated gifts at any time as the Spirit of God may move them; however, it is encouraged that such additional gifts not take away from their regular giving. Those who give to Haven Baptist Church/Mosaic City Church [TBD] shall be provided a report of their giving annually.

#### **1.4 Discipline and Removal**

The purpose of church discipline is to affect a return to a Biblical standard of conduct and doctrine in a member who errs, to maintain purity in the Church, and to deter sin while doing so with compassion and care. Every member of Haven Baptist Church/Mosaic City Church [TBD], by virtue of such membership, consents to the process of church discipline and removal, as set forth in the Bible (Matthew 18:15-17, Galatians 6:1, Ephesians 5:11, Titus 3:10, 2 Thessalonians 3:14-15, 1 Corinthians 5:1-13). Haven Baptist Church/Mosaic City Church [TBD] can pursue church discipline for members who are overcome with sin (in accordance with Biblical procedure). Membership may be terminated as an act of church discipline (ordinarily, but not necessarily, at the recommendation of the Lead Pastor) upon the vote of at least two-thirds of the members present at any regular or special meeting of the members.

A member who has been inactive for 6 months or more (not attending a worship gathering nor Bible study) will be considered inactive and will retain no voting rights, except in special circumstances and approved by the Church. Inactive members will remain so until they are deemed reactivated by the Pastoral Team.

#### **1.5 Restoration**

Before any formal disciplinary action is taken, members of the Church shall attempt to reconcile and restore erring members. Any person whose membership has been terminated because of an offense may be restored by a majority of the members voting, upon evidence of repentance and reformation.

Should disagreement in any of these areas ever occur, members will hold Haven Baptist Church/Mosaic City Church [TBD] and its leadership "harmless." There will be no appeal to any court.

### **BYLAWS. ARTICLE 2. MEETINGS**

#### **2.1 Worship Meetings**

As a general rule, worship services shall be held on Sunday, the Lord's Day, and may be held throughout the week and at other times as determined by the Pastoral Team.

#### **2.2 Member Meetings**

Membership shall gather at least once per quarter. A member of the Pastoral Team may call for additional meetings as deemed necessary. All meetings require at least a seven day notice to members by prominent display in the Church, electronic notification, and placement in the general announcements at a Sunday service. A special meeting may be called by a petition signed by not less than one-fourth of the Church's active members. The Lead Pastor, or a person designated by the Lead Pastor, shall serve as moderator for

the meeting. Member meetings may generally follow Robert's Rules of Order, but is not mandatory.

### **2.3 Decisions**

Decisions requiring vote by the active members as outlined in these Constitution and Bylaws shall be considered with a quorum. A quorum consists of those active members present. All matters will be decided by a simple majority vote except as otherwise stated in these Bylaws.

## **BYLAWS. ARTICLE 3. CHURCH ORDINANCES**

### **3.1 Baptism**

Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit, publicly representing the believer's identification with Christ's death, burial and resurrection. This Church shall receive for baptism any person who has received Jesus Christ as Savior by personal faith, who professes Him publicly, and who indicates a commitment to follow Christ as Lord.

- a. Baptism shall be by immersion in water.
- b. The Lead Pastor, Pastoral Team member, or individual approved by the Pastoral Team, shall administer baptism.
- c. Baptism shall be administered as an act of worship and held with a gathering of members of the Church.

### **3.2 Lord's Supper**

The Lord's Supper is a symbolic act of obedience, through partaking of the bread and fruit of the vine, wherein believers remember the life, death, resurrection, and return of Jesus Christ. This Church shall observe the Lord's Supper at any service the Lead Pastor deems appropriate. The Lead Pastor, or whomever the Lead Pastor may authorize, shall administer the Lord's Supper and may call upon the deacons for assistance.

This Church practices open communion in which any professing believer of Christ may participate and is not required to be a member of Haven Baptist Church/Mosaic City Church [TBD].

## **BYLAWS. ARTICLE 4. CHURCH ORGANIZATIONAL STRUCTURE**

The basic organization of Haven Baptist Church/Mosaic City Church [TBD] rests in seven groups, as described within these Bylaws:

1. The Members who constitute the Church and fulfills its purpose (Article 1).
2. The Lead Pastor who teaches and preaches the Word, shepherds, leads, and equips the ministry of the Church (Section 5.2).
3. The Pastoral Team who assist in leading and equipping the ministry of the Church (Section 5.3).
4. The Deacons who facilitate and serve the ministry of the Church (Article 6).
5. The Trustees who hold in trust the property of the Church (Article 7).
6. The **Pastoral Pastors'** Support Team which functions as an advisory and accountability body to the Pastoral Team (Article 8).

7. The Ministry Teams who direct and organize specific ministries of the Church (Article 9).

## **BYLAWS. ARTICLE 5. PASTOR(S) AND PASTORAL TEAM**

The purpose of the pastor(s) of the Church is to lovingly lead and equip the membership to do the work of ministry under the leadership of Christ. The pastor(s) will be responsible for the overall leading of the Church and teaching the Word. There is neither a preset number of pastor(s), nor a definite preset term of service.

The Lead Pastor and other members of the Pastoral Team are responsible for leading the Church to function as a New Testament church. The Lead Pastor and all Pastoral Team members, and their spouses shall be Covenant members of the Church.

### **5.1 Pastor Qualifications**

While both men and women are gifted for service in the church, the office of Lead Pastor is limited to men as qualified by scripture. All pastors are required to meet the character qualifications as outlined in 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-4, and agree with and adhere to the Southern Baptist Faith and Message 2000.

The Lead Pastor and members of the Pastoral Team are charged with the duty of spiritually leading the Church through mutual counsel and Biblical direction.

### **5.2 Lead Pastor**

The Church shall have a Lead (or “senior”) Pastor who is recognized by the Church as gifted and called to the ministry of preaching and teaching the Word of God. He shall be responsible for the Church’s public services, including preaching, the administration of the ordinances of baptism and communion, and performing such other duties as usually pertain to that office, or as set forth in the Constitution and Bylaws. The Lead Pastor shall have primary responsibility for the supervision and evaluation of the staff members. This responsibility may, on a case-by-case basis, be delegated to another Pastoral Team member. In the absence or incapacity of the Lead Pastor, the remaining members of the Pastoral Team shall assume responsibility for his duties, any of which can be appropriately delegated.

#### **5.2.1 Hiring of Lead Pastor**

Should the position of Lead Pastor become vacant, the current Pastoral Team shall nominate a Search Committee from the Church membership. The proposed committee shall be presented to the Church at a membership meeting and shall be approved by majority vote of those members present.

Upon approval, the Search Committee, in cooperation with the Pastoral Team, will exercise due diligence in identifying, screening, and selecting a qualified candidate consistent with the doctrinal convictions and ministry needs of the Church. Once a candidate has been selected, he shall participate in a courtesy meeting with the deacon body and ~~Pastoral~~ Pastors’ Support Team. The Search Committee will collect and verify relevant information and perform a background check on the candidate. The congregation and candidate shall be provided a question-and answer forum. The candidate shall also preach before the congregation in view of a call.

A special called members meeting will be scheduled with at least two consecutive Sundays notification to the members by posting, electronic notification, and general Sunday announcement. Approval for the hiring of a Lead Pastor will require the affirmative vote of three-fourths of those members present. The Lead

Pastor shall serve in that capacity for an indefinite term, contingent upon remaining in good standing as a pastor with Haven Baptist Church/Mosaic City Church [TBD].

### **5.3 Pastoral Team**

The Pastoral Team shall consist of Haven Baptist Church's/Mosaic City Church's [TBD] Lead Pastor, Associate Pastor, Youth Minister, Worship Leader, and any other pastor(s)/minister(s), as needed. The addition of other individuals as pastors, minister(s), leader(s) qualified for service will be considered as Haven Baptist Church/Mosaic City Church [TBD] grows, evolves and matures, and incorporated into the Pastoral Team.

The purpose of this group is to teach the Word, provide spiritual leadership, guide programming, give vision to the various ministries of the organization, and oversee the day-to-day operations.

#### **5.3.1 Hiring of Pastoral Team Members**

When a Pastoral Team member is needed, the Lead Pastor will take appropriate action to secure a qualified candidate to serve. The candidate shall participate in a courtesy meeting with the Pastoral Team, deacon body and ~~Pastoral~~ Pastors' Support Team. Relevant candidate information will be obtained and verified as deemed appropriate, and a background check will be performed. The congregation and the candidate shall be provided a question-and-answer forum.

A special called members meeting will be scheduled with two consecutive Sundays notification to the members by posting, electronic notification, and general announcement. Approval of the hiring of a Pastor Team member will require the approval of the Lead Pastor and the affirmative vote of three-fourths of those members in attendance. Pastoral Team members shall serve in that capacity for an indefinite term, contingent upon remaining in good standing with Haven Baptist Church/Mosaic City Church [TBD].

#### **5.3.2 Pastoral Team Member Evaluation**

The Lead Pastor will provide evaluation criteria and annually review each member of the Pastoral Teams' conduct and leadership with respect to his fulfillment of the Holy Scriptures and these Bylaws. The Lead Pastor may consult the ~~Pastoral~~ Pastors' Support Team as needed. Should the annual review find that a Pastoral Team member is not fulfilling the qualifications and duties, action will be taken to include, but not be limited to, counseling, continuing education, or removal (Section 5.5).

### **5.4 Benefits**

The Stewardship Team with input from the Lead Pastor and/or ~~Pastoral~~ Pastors' Support Team will recommend to the Church body such information and recommendations as Lead Pastor and other Pastoral Team member salaries, vacation, leave, meetings, education, and other fiscal agreements. The Church body will vote to approve, modify, or disapprove these items as part of the annual Church budget approval process, or at the time of hiring.

### **5.5 Pastor or Pastoral Team Member Removal**

The position of the Lead Pastor or any other member of the Pastoral Team may be terminated by resignation or by dismissal. An action for dismissal shall be done in accordance with the instructions of our Lord in Matthew 18:15-17 and 1 Timothy 5:17-21 (rf. Section 10.4).

Any Church member(s) with reason to believe that the Lead Pastor or any other member of the Pastoral Team has failed to fulfill the qualifications and requirements of his position, or behaved in a manner unbefitting his position, should express such concern to the Pastoral Team and/or ~~Pastoral~~ Pastors' Support Team in writing. The Team to whom the matter is referred shall make sufficient inquiry to determine to their satisfaction that the concern raised is credible and, if so, shall forward the matter to the deacon body and ~~Pastoral~~ Pastors' Support Team who will act as a council.

The council will thoroughly review and examine the matter. The Pastoral Team member being reviewed shall be afforded an opportunity to speak to the council prior to a vote on removal. Conditions for removal will be based upon failure to maintain the qualifications described in 1 Timothy 3:1-7, Titus 1:5-9, these Bylaws, or any other disqualifying actions or behavior. Following review, the council, with a three-fourths vote, will bring the matter before the Church members at a regular or special called meeting for final action. Final action to remove the Lead Pastor or any other member of the Pastoral Team will require three-fourths vote of the Church membership at a special called meeting.

## **BYLAWS. ARTICLE 6. DEACONS**

The purpose of the deacons is to lovingly serve the needs of the members through ministries organized by Haven Baptist Church/Mosaic City Church [TBD] and to protect the unity of the Church. A minimum of three deacons shall be elected unless a fewer number agree to serve. There is no required number of deacons.

### **6.1 Deacon Election**

As the need arises for additional deacon(s), the Pastoral Team, along with the current deacons, shall prayerfully select qualified candidates as outlined in Section 6.2 of these Bylaws. The Lead Pastor and current deacons will examine each candidate to determine if he meets the qualifications and, if found qualified, present him to the membership to be appointed as a deacon candidate by majority vote. A newly appointed deacon candidate will be placed on watch-care for 1 year after which time he, in cooperation with the Lead Pastor and current deacons will decide if the individual will continue to serve as a deacon. If a deacon candidate is found suitable and is not already ordained, following their 1 year of watch-care, an ordination council will be convened by the Lead Pastor.

An elected deacon shall serve for three years, after which he may be re-elected to serve a consecutive or any other term.

### **6.2 Deacon Qualifications**

The office of deacon is described in 1 Timothy 3:8-13 and Acts 6:1-7 and candidates shall meet the qualifications therein. Every candidate for the office of deacon shall be individually examined in regard to qualifications. Deacons shall consist of men who also:

- a. Have demonstrated a significant level of spiritual maturity and have been a member of Haven Baptist Church/Mosaic City Church [TBD] for a minimum of one year;
- b. Are giving of themselves in service to the Church by functioning in ministry of the Church;
- c. Possess and are demonstrating particular gifts of service; and
- d. Agree with and sign the Deacon Covenant (Appendix C).

### **6.3 Deacon Responsibilities**

Deacons shall take particular responsibility in assisting the Lead Pastor and Pastoral Team

in ministering to the members. They serve the Church by administering benevolence, comforting the sick and afflicted, counseling the troubled and needy, and visiting the lost. They shall assist the Pastor in administering the church ordinances and other ministries according to their individual gifts. The Deacon body shall recommend to the Pastoral Team any business matter requiring attention or church action. The Deacons shall keep members informed of Church business and activities.

#### **6.4 Deacon Removal**

A Deacon may voluntarily resign or may be removed by two-thirds vote of the Membership. Removal will be based only upon failure to maintain the qualifications of, or perform the duties of the position held as described in these Bylaws, or behavior unbefitting the position. The matter should first be addressed in accordance with the instructions of our Lord in Matthew 18:15-17, prior to going to the Membership for vote.

### **BYLAWS. ARTICLE 7. TRUSTEES**

Trustees are responsible for the legal affairs of Haven Baptist Church/Mosaic City Church [TBD] and to hold in trust the property of the Church.

#### **7.1 Trustee Qualification and Election**

The Pastoral Team shall recommend active Church members to serve in the role of Trustees for the Church, subject to Church approval. Candidates shall be persons who have been active members of Haven Baptist/Mosaic City Church [TBD] for greater than one year and exhibit spiritual maturity in relation to the scripture, interaction with Church members and the community, and should be well respected by Church members and the leadership. There shall be a minimum of three (3) Trustees.

#### **7.2 Trustee Responsibilities**

Trustees shall have no power to buy, sell, mortgage, lease, or transfer any property of the Church without a specific vote of the Church authorizing each action. It shall be the function of the Trustees to sign any, and all legal documents involving the sale, mortgage, purchase, or lease of Church property or any other legal document requiring the signature of the Trustees for and on behalf of the Church. Their authority and methods of conducting business shall be in accordance with the statutes of the state of Alabama.

#### **7.3 Trustee Removal**

A Trustee may voluntarily resign or may be removed by two-thirds vote of the Membership. Removal will be based only upon failure to maintain the qualifications of, or perform the duties of the position held as described in these Bylaws, or Membership Covenant, or behavior unbefitting the position. The matter should first be addressed in accordance with the instructions of our Lord in Matthew 18:15-17, prior to going to the Membership for vote.

#### **7.4 Limitation of Liability**

No Trustee shall have any personal liability to the corporation for monetary damages for breach of duty of care or other duty as a Trustee, by reason of any act or omission occurring subsequent to the date when this provision becomes effective, except that this provision shall not eliminate or limit the liability of a Trustee for (a) any appropriation, in violation of his duties, of any business opportunity of the corporation; (b) acts or omissions which involve intentional misconduct or knowing violation of law; or (c) any transaction from which

the Trustee knowingly derived an improper personal benefit.

## **BYLAWS. ARTICLE 8. ~~Pastoral~~ PASTORS' SUPPORT TEAM**

The ~~Pastoral~~ Pastors' Support Team shall serve as an accountability and advisory team to the Lead Pastor and Pastoral Team, and assist in important decisions related to this Church. Members of the ~~Pastoral~~ Pastors' Support Team shall be individuals who have been active members of Haven Baptist/Mosaic City Church [TBD] for greater than one year, who demonstrate spiritual maturity in relation to the scripture, interaction with Church members and the community, and should be well respected by Church members and the leadership.

The ~~Pastoral~~ Pastors' Support Team shall have a minimum of three qualified members who will be selected by the Pastoral Team, and recommended to the Church for approval.

### **8.1 Pastor Evaluation**

The ~~Pastoral~~ Pastors' Support Team will provide evaluation criteria and annually review the Lead Pastor's conduct and leadership with respect to his fulfillment of the Holy Scriptures and these Bylaws. Should the annual review find that the Lead Pastor is not fulfilling the qualifications and duties, action will be taken to include, but not be limited to, counseling, continuing education, or removal (Section 5.5).

### **8.2 ~~Pastoral~~ Pastors' Support Team Member Removal**

A member of the ~~Pastoral~~ Pastors' Support Team may voluntarily resign or may be removed by two-thirds vote of the Membership. Removal will be based only upon failure to maintain the qualifications of, or perform the duties of the position held as described in these Bylaws, or behavior unbefitting the position. The matter should first be addressed in accordance with the instructions of our Lord in Matthew 18:15-17, prior to going to the Membership for vote.

## **BYLAWS. ARTICLE 9. MINISTRY TEAMS**

### **9.1 Ministry Team Qualifications**

All ministry team members are required to be good standing members of Haven Baptist Church/Mosaic City Church [TBD], be well respected by the membership, and have the appropriate skills necessary to perform their assigned tasks. Every ministry team shall have an ex-officio member from the Pastoral Team.

### **9.2 Stewardship Team**

The Stewardship Team oversees all financial matters related to Haven Baptist Church/Mosaic City Church [TBD]. The primary role of the Stewardship Team is to ensure the wise stewardship of the Church's resources in accordance with Scripture and the vision of the Church and oversee the financial health of the organization. The Stewardship Team shall operate in a faith based manner and in cooperation with the leadership of the Lead Pastor.

The Stewardship Team shall, at minimum, meet quarterly for a review of the annual income and expenditures.

#### **9.2.1 Stewardship Team Selection**

Members to the Stewardship Team will be selected by the Pastoral Team and ~~Pastoral~~ Pastors' Support Team. Candidates shall be persons who exhibit spiritual

maturity in all matters and be respected by Church members and the leadership. The Lead Pastor is an ex-officio member.

The chair of the Stewardship Team shall be approved by the Church membership at a regular or special called meeting, and shall serve as Church Treasurer.

### **9.2.2 Reporting**

The Stewardship Team shall provide monthly financial reports to the Pastoral Team, as well as a quarterly financial report to Haven Baptist Church/Mosaic City Church [TBD] membership at large. Monthly financial reports will be made available to any member upon request.

### **9.2.3 Budgeting**

The Stewardship Team, in conjunction with the Lead Pastor, will develop an annual budget. The Lead Pastor and Stewardship Team will present the annual budget to the Church for approval by two-thirds vote of the membership present at the annually scheduled members meeting for business. The budget shall be seen as a guide for spending and can be adjusted according to the Stewardship Policy of the Church.

### **9.2.4 Stewardship Terms of Service**

Stewardship Team members will serve a term of service of three (3) years and will be eligible for reelection after one year in inactive status. Extensions of service beyond three (3) consecutive years must be approved by the Church.

## **9.3 Building and Grounds Ministry Team**

The Building and Grounds Team shall provide care and maintenance of Church facilities and grounds. Team members will be appointed by the Pastoral Team and ~~Pastoral~~ Pastors' Support Team.

The team shall review and update the Facilities Use Agreement at least every five (5) years. The team shall continually inspect the church facilities for needed maintenance, repairs, and custodial care, discharging them through voluntary or paid workers. In the event of Church dissolution, the team shall compile a list of real and physical assets.

## **9.4 Other Ministry Teams**

It may be necessary for the Church to have other ministry teams in order to manage the organization or other resources, or fulfil a ministry. The Church is not limited to the teams above, and may have as many teams as deemed necessary to fulfill the work the Lord has given. These teams can exist either temporarily or permanently based on the needs of the Church.

## **9.5 Other Paid Staff**

The Pastoral Team has the authority for locating, interviewing and hiring qualified persons for all other paid staff positions within the confines of the approved budget.

## **BYLAWS. ARTICLE 10. GENERAL**

### **10.1 Ordination, Licensing and Commissioning**

Haven Baptist Church/Mosaic City Church (TBD) reserves the right to ordain, license, or commission pastors as ministers of the gospel to perform the ordinances and ceremonies of the church including, but not limited to, marriage, baptism, communion, and funerals. Candidates must have the recommendation of the Lead Pastor and be presented to the Ordination Council for vetting and approval.

#### **10.1.1 Ordination Council**

A group of pastors and other ordained leaders who evaluate a candidate's readiness for ordination by examining their doctrine, character, and calling. The Council will make a recommendation regarding ordination to the Church for vote at a regular or special called meeting.

### **10.2 Background Check**

A routine background check will be conducted on any candidate for the position of Lead Pastor, Pastoral Team member, and any volunteer or person hired who will be working with children or individuals under the age of 18. Thereafter, periodic background checks will be conducted as deemed appropriate or as dictated by policy.

### **10.3 Marriage And Sexuality**

We believe the term "marriage" has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, **exclusive** union, as prescribed in Scripture. We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity should occur outside of a marriage between a man and a woman.

We believe that any form of sexual immorality, such as adultery, fornication, homosexuality, bisexual conduct, bestiality, child abuse, incest, pornography or any attempt to change one's sex or disagreement with one's biological sex, is sinful and offensive to God.

Because we believe in the Biblical teaching that marriage is between one man and one woman, marriages outside those parameters shall not be performed by Church pastors or on Church property.

Any couple desiring to be married in the Church facility or by one of the Church's Pastoral Team is required to complete premarital counselling prior to the wedding. Only Christian weddings may take place within the Church facilities.

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of the Church.

We believe that to preserve the function and integrity of the Church as the local Body of Christ, and to provide a Biblical role model to the Church members and the community, it is imperative that all persons employed by the Church in any capacity, or who serve as volunteer, shall abide by and agree to this Statement on Marriage and Sexuality and conduct themselves accordingly.

#### **10.4 Dispute Resolution**

Believing that the Bible commands Christians to make every effort to live at peace and to resolve disputes with each other in private or within the Church (see Matthew 18:15-20, 1 Corinthians 6:1-8), the Church shall require its membership to resolve conflict among themselves according to Biblically based principles, without reliance on the secular courts. Consistent with its call to peacemaking, the Church shall encourage the use of Biblically based principles to resolve disputes between itself and those outside the Church, whether Christian or non-Christian and whether individual or corporate entities.

#### **10.5 Amendments**

This Constitution and Bylaws shall be reviewed at least every three years. Should the need arise to amend the Constitution and Bylaws, the amendment shall first be approved by the Pastoral Team, ~~Pastoral~~ Pastors' Support Team, and deacon body by a three-fourths vote respectively. If approved, a copy of the proposed amendment, along with the original wording, must be provided to the membership at least two Sundays prior to the member meeting. All amendments require a three-fourths affirmative vote of those members present.

#### **10.6 Church/Fiscal Year**

The Fiscal year will be from January through December.

#### **10.7 Political Campaigning**

Haven Baptist Church/Mosaic City Church [TBD] shall not participate in, or intervene in any political campaign on behalf of any candidate or party for public office nor shall we have any affiliation with a political party.

#### **10.8 Dissolution**

Haven Baptist Church/Mosaic City Church [TBD] is not organized for profit. Dissolution of the corporation requires a three-quarters vote of those members present in a special called meeting with a one-month notice (by posting in the Church, electronic notification, and placement in general Sunday announcements). All voting regarding dissolution shall be by secret ballot. Ballots shall be prepared that allow acceptance or rejection of the proposed motion.

10.8.1 In the event of the passage of a dissolution of the corporation, the Building and Grounds Team and Stewardship Team shall compile a list of all Haven Baptist/Mosaic Church's [TBD] fiscal, physical, and real property assets remaining after payment and satisfaction of all its costs and indebtedness, including all expenses of such dissolution.

10.8.2 The Trustees shall pay or make provision for the payment of all of the liabilities of the corporation and shall thereafter transfer all of its assets and property to the chosen recipient(s) subject to membership approval.

10.8.3 Distribution of physical and real property shall be to non-profit corporation(s) and/or organization(s) which are qualified for tax exemption under Section 501(c)(3) of the United States Internal Revenue Code of Regulations or any successor to said Section. Any non-profit corporation(s) and/or organization(s) designated to receive assets under this provision shall be affiliated with the Southern Baptist Convention and/or the Alabama Baptist Convention and/or Madison Baptist Association and/or another Southern Baptist Association and/or another Southern Baptist Church

and/or entity which subscribes to and practices the Haven Baptist/Mosaic City Church [TBD] Statement of Faith, unless exempted by an three-fourths approval vote of the Church membership at a regular or special called meeting.

- 10.8.4 The final decisions regarding dissolution and transferring of all its assets will be decided by the membership, and upon liquidation, dissolution, or abandonment, shall not enure to the benefit of any private person except a fund, foundation, or corporation organized and operated for religious or charitable purposes.

## **10.9 Restrictions**

No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to, its trustees, officers or other private persons; except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in this document and within the bounds of the vision of the Church.

# **Appendix A**

## **STATEMENT OF FAITH**

### **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 instruction. 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.*

### **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.

## **A. GOD THE FATHER**

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

*Genesis 1:1; 2:7; Exodus 3:14; 6:2-3; 15:11ff.; 20:1ff.; Leviticus 22:2; Deuteronomy 6:4; 32:6; 1 Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3,15; 64:8; 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.*

## **B. GOD THE SON**

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself 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; 20:1-20,28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5,20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3,34; 10:4; 1 Corinthians 1:30; 2:2; 8:6; 15:1-8,24-28; 2 Corinthians 5:19-21; 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; 7:14-28; 9:12-15,24-28; 12:2; 13:8; 1 Peter 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Revelation 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16.*

## **C. 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 Savior, 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; 28:19; 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.*

## **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 thus 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 worthy of respect and Christian love. *Genesis 1:26-30; 2:5,7,18-22; 3; 9:6; 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.*

## **SALVATION**

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

- A. 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 Savior.
- B. 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 unto a relationship of peace and favor with God.
- C. 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.
- D. 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; 6:19-20; 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.*

### **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 graces 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; 2 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.*

### **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 the gospel; observing the two ordinances of Christ, governed 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. 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.*

### **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 Savior, 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.

The Lord's Supper is a symbolic act of obedience whereby, 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.*

### **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. Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ.

*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.*

## **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; 1 Corinthians 15:24-28; Colossians 1:13; Hebrews 11:10,16; 12:28; 1 Peter 2:4-10; 4:13; Revelation 1:6,9; 5:10; 11:15; 21-22.*

## **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; 1 Corinthians 4:5; 15:24-28,35-58; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-18; 5:1ff.; 2 Thessalonians 1:7ff.; 2; 1 Timothy 6:14; 2 Timothy 4:1,8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7ff.; 1 John 2:28; 3:2; Jude 14; Revelation 1:18; 3:11; 20:1-22:13.*

## **EVANGELISM AND MISSIONS**

It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others.

Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life, and is expressly and repeatedly commanded in the teachings of Christ. 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 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; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17.*

## **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 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 coordinate with the causes 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; 15:14; Ecclesiastes 7:19; Matthew 5:2; 7:24ff.; 28:19-20; Luke 2:40; 1 Corinthians 1:18-31; Ephesians 4:11-16; Philippians 4:8; Colossians 2:3,8-9; 1 Timothy 1:3-7; 2 Timothy 2:15; 3:14-17; Hebrews 5:12-6:3; James 1:5; 3:17.*

## **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; 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; 1 Corinthians 4:1-2; 6:19-20; 12; 16:1-4; 2 Corinthians 8-9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19.*

## **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 or 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; 8:1-5; 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; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.*

## **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 5:13-16,43-48; 22:36-40; 25:35; Mark 1:29-34; 2:3ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Romans 12:14; 1 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; 1 Thessalonians 3:12; Philemon; James 1:27; 2:8.*

## **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 4:1-2.*

## **RELIGIOUS LIBERTY**

God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

*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; 1 Timothy 2:1-2; James 4:12; 1 Peter 2:12-17; 3:11-17; 4:12-19.*

## **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; 1 Samuel 1:26-28; Psalms 51:5; 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; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.*



## Appendix B

### Member's Covenant for Haven Baptist Church/Mosaic City Church [TBD]

**It is my desire to make Haven Baptist Church/Mosaic City Church [TBD] my church home. I testify that I confess faith in Jesus Christ as my Lord and Savior and have been obedient to Christ through baptism by immersion. I wholeheartedly believe in the Christian faith as revealed in the Bible and have a personal commitment of faith to follow Jesus Christ as a disciple. As a follower of Christ and a member of this Church, I make the following commitments to do my part in being an active and productive member of this faith family:**

• **I commit to regularly attend our worship gatherings.** I understand that I am an important part of the body of our Church and commit to being there for my brothers and sisters in Christ. (Acts 2:42-47; Hebrews 10:25; Ephesians 2:19)

• **I commit to seeking spiritual growth.** I understand that Salvation is not the end but the beginning of my commitment to and walk with the Lord. I will maintain a close relationship with Jesus Christ through regular spiritual disciplines including Bible reading, prayer, and fellowship. I will seek to grow in my knowledge and understanding of the Scriptures and to become the person God created me to be. I will take advantage of opportunities given through my Church to help me in this area. (Romans 12:1-2; 1 Peter 1:5-8; 2 Peter 3:18)

• **I commit to support the ministries and missions of my Church by giving regularly of tithe and offerings.** I understand that although the Lord does not need my money, it is a matter of trust and love that I offer back to Him a portion of what He has blessed me. I pray that the Lord will bless and multiply my offering to further His Kingdom. (Proverbs 3:9-10; 1 Corinthians 16:2; 2 Corinthians 8-9)

• **I commit to spend time regularly praying for the ministries and mission of my Church and for my pastors.** I understand that there is power in prayer and that the Lord desires for me to lift up requests. I will pray especially for the harvest and that the Lord will send more harvesters. (1 Thessalonians 1:2; Matthew 9:38; Colossians 4:2-4)

• **I commit to being actively involved in the ministries and mission of my Church.** I understand that the Lord has given me Spiritual Gifts to be used for the building up of the body of Christ and has commissioned me to be personally involved in making Disciples. My Church depends on me to do my part in carrying out the ministries that the Lord is leading us. (1 Peter 4:10; Matthew 28:18-20; Ephesians 2:10; 4:11-12; 1 Corinthians 12:7)

• **I commit to be actively involved in making disciples.** I understand that the Great Commission is for me and that God expects me to personally be involved in sharing the Gospel and helping followers of Christ grow in their faith. I understand that if every member of my Church does their part, we will make a great impact for the Kingdom. (Matthew 28:18-20; Hebrews 10:24)

• **I commit to represent the Lord and my Church well.** I understand that my actions and words will reflect on the Lord and my Church. I will seek to live a life that is a good witness to the Lord and my Church body. (Galatians 5:22-23, Ephesians 4:25-32, Philippians 1:27, Colossians 3:5-4:6)

~~I believe the Lord has called me to make Haven Baptist Church/Mosaic City Church [TBD] my church home and I make the above commitments to do my part in being an active and productive member of this faith family.~~ (Reworded and moved to the top of this page)

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Print Name

Signature \_\_\_\_\_

Date \_\_\_\_\_

## Deacon Ministry: Qualifications and Expectations

God has commissioned two formal offices for His church; pastors (used interchangeably with elders or overseer) and deacons. Pastors are called to lead the church through shepherding the congregation, focusing on prayer, preaching the Word, providing spiritual oversight, protecting sound doctrine, and providing pastoral care. Deacons serve the church by caring for specific needs of the church, its members, and the city it seeks to love, assisting in church administration, supporting the pastoral ministry, and promoting unity and peace in the church. Together these offices equip the church to accomplish the God-given commands to preach the gospel, love God, and love our neighbors.

Deacons are primarily servants of the church who work in unity with the Pastors. They do not serve as a governing body, but their input is greatly valued. While every member of the local church is called to serve in some capacity, Deacons aid the pastors in ministries and are accountable to the Pastors. Deacons are appointed to lead and carry out specific and crucial tasks according to the needs of the Church as it pertains to the ministry of the Pastors and the Church's mission in the city, to include administering benevolence, comforting the sick and afflicted, counseling the troubled and needy, and visiting the lost. They shall assist the Pastor in administering the church ordinances and other ministries according to their individual gifts. The Deacon body shall recommend to the Pastoral Team any business matter requiring attention or Church action. The Deacons shall keep members informed of Church business and activities.

### Biblical Qualifications:

**1 Timothy 3:8-13** <sup>8</sup> Deacons, likewise, should be worthy of respect, not hypocritical, not drinking a lot of wine, not greedy for money, <sup>9</sup> holding the mystery of the faith with a clear conscience. <sup>10</sup> They must also be tested first; if they prove blameless, then they can serve as deacons. <sup>11</sup> Wives, likewise, should be worthy of respect, not slanderers, self-controlled, faithful in everything. <sup>12</sup> Deacons are to be husbands of one wife, managing their children and their own households competently. <sup>13</sup> For those who have served well as deacons acquire a good standing for themselves and great boldness in the faith that is in Christ Jesus.

1. **“Worthy of respect”** – I will strive to be a man worthy of respect and emulation. This means that I will submit to the word of God concerning my character and conduct in all things and strive to submit to the standards of Scripture for deacons as understood by this Church. Because my fellow deacons and the pastoral leaders of the church are also described as men worthy of respect, I will not attempt to be divisive to the deacon body or undermine the leadership of my pastors. I will handle any disagreement that exists with grace and always according to the instructions of Jesus in Matthew 18:15-17.

\*\* Paul tells Timothy that deacons are to be men “worthy of respect” or “above reproach.” All of the other qualifications listed here are further explanations of the character of a man who is “worthy of respect.” In this section of the covenant, a word is included about the treatment of pastors and other deacons because the way a man handles conflict is a significant factor in determining the respectability of his character. A hot-tempered man who is prone to incite division and undermine leadership is not worthy of emulation. On the other hand, a man who can handle disagreements with charity and grace is a man to be emulated.

2. **“Not Hypocritical”** – I will strive to demonstrate consistency of character, conviction, conduct, and speech. In particular, my speech will be reflective of my convictions so that what I say is what I genuinely mean.

\*\* The wording Paul uses here literally means not “double worded.” Deacons are to be the kind of people whose speech and conduct are the same in all contexts.

3. **“Not drinking a lot of wine”** – I understand that being intoxicated by foreign substances is unbecoming for any Christian, particularly one who is a deacon in the church. I am agreeing that I will not drink to the point where I get buzzed or drunk.

4. **“Not greedy for money”** – Greed is an inordinate desire for worldly satisfaction and the denial of the hope of our glorious resurrection. The Lord has made it clear in his word that he desires his people to find great joy in generosity. Therefore, I will be faithful to give of my tithes and offerings regularly for the work of the Lord through the church where I serve as a deacon.

\*\* Paul’s concern here is that deacons, as men “worthy of respect,” not be swept away into the alluring evil of greed because, as he says elsewhere, “the love of money is a root of all kinds of evil, and by craving it, some have wandered away from the faith” (1 Timothy 6:10). One of the main ways Scripture calls upon us to avoid the sin of greed is to be generous with our money. In Scripture, God commands his people to give to the work of his kingdom “not reluctantly or of necessity, for God loves a cheerful giver” (2 Corinthians 9:7). Furthermore, “It is more blessed to give than to receive” (Acts 20:35). Thus, the deacon who is not “greedy for money” will demonstrate generosity by being faithful in the giving of tithes and offerings for carrying out the work of the kingdom through the ministries of the church.

5. **“Holding the mystery of the faith with a clear conscience”** – I believe that God has revealed himself truthfully and sufficiently in Scripture, and I confirm the belief statements of Haven Baptist Church/Mosaic City Church [TBD].

\*\* The word “mystery” is consistently used by the authors of the New Testament to refer to truth that was previously hidden but has now been made known by the Holy Spirit through Jesus Christ. The phrase “mystery of the faith” refers to the entire content of God’s finished revelation of himself through Christ as contained in Scripture. The main concern here is that deacons be men of firm belief in the truth of Scripture, not unbelievers and not easily led astray into false beliefs (see Ephesians 4:13- 14).

6. **“Must first be tested”** – I recognize that it is the responsibility of the deacons and pastors of Haven/Mosaic [TBD] to consider each nominated deacon candidate with respect to the qualifications of Scripture and sound doctrine. I joyfully yield to such examination and will faithfully participate in the examination of other potential deacon candidates unless hindered to do so.

\*\* Men who are being considered for the office of deacon in the church must be examined in light of the qualifications listed in 1 Timothy 3:8-13. This covenant presents the interpretation of 1 Timothy 3:8-13 by which each deacon candidate will be evaluated by the deacons and pastors at Haven/Mosaic [TBD]. Each candidate approved by this testing and appointed by the pastors will be required to sign the deacon covenant. In this way, the deacons, pastors, and church are assured that each deacon is aware of the standard of qualifications for deacons and is committed to continue pursuing a lifestyle consistent with those qualifications once appointed as a deacon.

7. **“Husbands of only one wife”** – I will strive to live out my life as a husband with integrity. I will be committed to my wife until death parts us. The pleasures of intimacy will be reserved for her alone, and I will abstain from all sexual activity outside of the context of my marriage. Because sexual lust is a kind of adultery, I will abstain entirely from pornography of any kind.

\*\* Paul uses the phrase “husband of only one wife” is also rendered “a one-woman man” and is used to describe a man who is committed to the biblical presentation of a godly marriage and the specific role of the man in that marriage. The phrase certainly forbids polygamy, adultery, pornography, and all homosexual acts. While the clear teaching of Scripture is that “God hates divorce” and forbids it for his people, Scriptural exceptions to this imply that the deacons and pastors will have to exercise wisdom and prayerful caution when considering the issue of the past marital history of a deacon candidate. One of the main considerations is if the person has handled their divorce in such a way that allows for them to still fall under that qualification of “worthy of respect.”

8. **“Good managers of their own children and households”** – I understand that it is my responsibility to lead my own children and wife in matters of truth, life, and godliness. I will strive to be faithful as a husband and father to model and teach the truths of the gospel in my home. I will do all I can to train my children “in the way they should go. (Proverbs 22:6)” This includes regular attendance and participation in Bible Study and Worship Gatherings.

\*\* Throughout Scripture, the task of leading a household spiritually falls to husbands/fathers. As men worthy of respect, deacons must be men who model this kind of leadership well. A deacon who is not the spiritual leader of his own home is not the kind of model of biblical manhood that should be set before the people of the church as an example. On the other hand, a man who does lead his family in spiritual things is a great example for others to follow.

9. **“Serve well as deacons”** – I understand that a deacon is a servant in the church, assigned with specific ministry responsibilities.

\*\* The Bible does not specifically spell out the exact responsibilities of deacons. Rather, they are appointed as servants who work alongside the pastoral leaders (“overseers” in 1 Timothy 3:1-7), assisting them in the responsibility of shepherding the flock of God among which the Holy Spirit has made them overseers (Acts 20:28).

## **Deacon Covenant for Haven Baptist Church/Mosaic City Church [TBD]**

### **My commitment to the Lord and to my pastors and the members of His Church:**

- I will endeavor to conduct my life at all times in a manner pleasing to Christ. I will seek to obey His teachings in attitude and deed.
- I will seek to keep my body clean and pure from anything that would affect my testimony for the Lord.
- I will return to God by giving regularly and generously to the budget of my church.
- I will be faithful to the Deacon Ministry by striving to attend all regular and called deacon meetings unless unavoidably hindered. If unable to attend a regular or called Deacon meeting, I will contact the chairperson, indicating that I will be absent.
- I will support the 2 major ministries of the church: Bible Study and the Worship Gathering
- I will support via participation and time in many of the local outreach efforts.
- I will actively serve on various committees and commissions in areas the Lord has gifted me. Through my giving of time and talents an investment of church spirit can be realized by the church membership.
- I will pray for the church, its volunteers, its staff, and its programs.
- I will strive to participate in all training programs required of the Deacon Ministry.
- I will support the Lead Pastor in his effort to lead our faith family and love our community for Christ.
- As a deacon of Haven Baptist Church/Mosaic City Church [TBD], I certify that I am in total agreement with the above statements listed in this covenant and will adhere to these principles in my lifestyle and service as a deacon.

Signature \_\_\_\_\_

Date \_\_\_\_\_