

Solid Rock Baptist Church
Wapello, Iowa
Constitution and Bylaws
Aug. 23, 2026

We declare and affirm these principles in the light of the Holy Scriptures to govern the body in an orderly manner. These principles will preserve the liberties of each individual member of this body. They will also preserve the freedom of this body to form relationships with churches of like faith.

I. Membership Bylaw

A. General- Membership in Solid Rock Baptist Church is open to anyone who professes a personal faith in the Lord Jesus Christ and have followed Him in believers' baptism according to the New Testament.

(If there is cause to believe that a candidate's health would be endangered by baptism, that person may be received into membership upon recommendation of the pastor(s), deacons and by vote of the membership.)

B. Covenant- Since we have committed ourselves to Jesus Christ and have experienced the acceptance, forgiveness and redemption of God our Father, we covenant together as members of Solid Rock Baptist Church that with God's help through the leadership of the Holy Spirit:

- We will walk together in brotherly love.
- We will show loving care for one another and encourage, counsel and admonish one another.
- We will assemble faithfully for worship and fellowship, and will pray earnestly for others as well as ourselves.
- We will endeavor to bring up those under our care "In the nurture and admonition of the Lord"
- We will seek by Christian example and personal effort, to win others to Christ and to encourage their growth toward Christian maturity.
- We will share one another's joys and endeavor to bear one another's burdens and sorrows.
- We will oppose all conduct that compromises our Christian faith and will uphold high standards of Christian morality set by Christ.
- We will prove the reality of our conversion by living godly, fruitful lives.
- We will maintain a faithful ministry of worship, witness, education, fellowship and service.
- We will be faithful stewards of our resources and abilities in sharing the gospel of Jesus Christ with people of all nations.

As a result of this covenant relationship, we will seek earnestly to live to the glory of God who brought us out of darkness into His marvelous light.

C. Ordinances

1. **Baptism** – The ordinance of Baptism by immersion may be administered for any professing believer at any public meeting of the local church as designated by BF&M 2000.
2. **Communion** – The ordinance of Communion shall be observed by the date determined by the Pastor(s). In accordance with BF&M 2000, Communion is designated for baptized believers. Non-members present may participate in accordance with the dictates of their conscience.

D. Membership Candidacy-

1. **Seeking Membership-** Those seeking membership will be expected to attend a seeking membership class. The class will cover our articles of faith (BF&M 2000), church covenant and what membership is all about.
2. **Age requirement-** Only those individuals who are 16 years or older may be considered for membership.

3. **Profession of Faith-** A person publicly confessing personal faith in the Lord Jesus Christ, giving evidences of a regenerate heart and adopting the church covenant and the articles of faith (BF&M 2000) and practices held by Solid Rock Baptist Church, shall, upon baptism by immersion, be eligible for membership in the church.

OR

Statement of Faith- Anyone who has been baptized by immersion upon profession of faith in another church of like faith and kind may be received into the membership upon giving evidence of a regenerate heart and adopting the church covenant and articles of faith (BF&M 2000) and practices held by Solid Rock Church.

4. **Approval-** New member candidates will be presented for approval by the church membership during the regular Sunday morning worship service.

E. Rights of Membership

1. **Voting-** Members are entitled to vote at quarterly or special business meetings. Members must be present to vote. No proxy voting will be allowed. Voting privileges are restricted to members who are in good standing in the church.
2. **Office or Ministry Positions-** Only members in good standing will be considered for a church office (Elder/Pastor or Deacon) or Ministry positions in the church.
3. **Ordinances-** Every member of the church may participate in the ordinances of the church as administered by the church. The ordinances of the church are baptism and communion.

F. Membership Dismissal-

- a. A Letter of transfer may be granted to any member in good standing who desires to become a member of another Southern Baptist Church. 2 Corinthians 3:1-3; Romans 16:1-2
- b. Dismissal of membership will be automatic if a member regularly attends services a local church not affiliated with the Southern Baptist Convention. Philippians 2:2
- c. Pastor(s) and/or Elder(s) will from year to year investigate and prepare a list of members that have not participated in services of worship at SRBC. Every effort will be made to contact them. If unable to contact them, their membership will be dismissed (Hebrews 10:25).

G. Member Restoration- Should a member become an offense to the church and to its good name by reason of immoral or unchristian conduct, or by persistent breach of their covenant vows; the church may dismiss their membership. This may only be done after faithful efforts have been made to bring such a member to repentance and reconciliation. A vote of 75% (3/4) of the members present and voting must be received to dismiss a member that has chosen the road of no repentance and no reconciliation. A dismissed member may be restored to membership upon confession to the church and giving evidence of repentance and may be received back into membership by a vote of 75% (3/4) of the members present.

Jesus granted local congregations the authority to restore their own in Matthew 18:15-20.

Paul, John and Jude describe the processes of local church restoration in a number of places: 1 Corinthians 5, 2 Corinthians 2:5-8, Galatians 6:1, Ephesians 5:11, 1 Thessalonians 5:14, 2 Thessalonians 3:6-15, 1 Timothy 5:19-20, 2 Timothy 3:5, Titus 3:9-11, 2 John 10 and Jude 22-23.

II. Congregational Authority Bylaw-

All decisions concerning any part of the life and ministry of Solid Rock Baptist Church will be established and altered as deemed necessary by vote of the church membership present and voting.

III. Church Leaders and Offices Bylaw

A. Pastor/Elder/Overseer-

An elder is one of a plurality of biblically qualified men who jointly shepherd and oversee a local body of believers. The word translated “elder” is used nearly twenty times in Acts and the epistles in reference to this unique group of leaders who have responsibility for overseeing the people of God.

The qualifications for elders are found in 1 Timothy 3:2-7 and Titus 1:6-8. According to these passages, an elder must be

1. above reproach,
2. the husband of one wife,
3. sober-minded, (calm, controlled, not extreme, not excessive)
4. self-controlled, disciplined,
5. respectable,
6. hospitable,
7. able to teach,
8. not a drunkard,
9. not violent, arrogant, or quick-tempered,
10. gentle,
11. not quarrelsome,
12. not a lover of money,
13. must manage his own household well, with all dignity see that his children obey him, and he must do so in a manner worthy of full respect,
14. not a new convert, must hold firm to the trustworthy word as taught, so that he may be able to give instruction in sound doctrine and to rebuke those who contradict it.
15. must be well thought of by outsiders, above reproach as God’s steward,
16. a lover of good, upright

- a. Pastor(s)/Elder(s)/Overseer(s) - The pastor(s)/elder(s)/overseer(s) will be elected by the church and shall require an affirmative vote or 75% (3/4) of the voting members present and voting at the meeting. The vote shall be by secret ballot.
 - i. Paid Pastor(s)/Elder(s)/Overseer(s) - To fill the position(s) of Paid Pastor(s)/Elder(s)/Overseer(s) a candidate will be recommended by a Search Committee previously authorized by the church. The Search Committee will be made up of the pastors/elders/overseers and as many church members as appropriate for the number of members in the church. Persons of the same household cannot serve together on this committee.
- b. Pastor(s)/Elder(s)/Overseer(s) shall serve at the discretion of the church or until the relationship is terminated by resignation of the Pastor/Elder/Overseer or by 75% (3/4) vote of the church voting members present and voting at a called business meeting.

- c. Paid Pastor(s)/Elder(s)/Overseer(s) will be responsible for the regular and appointed times of worship service. They will be ex-officio-member(s) of all committees of the church with voting privilege.
 - i. In the case of absence or inability of the Paid Pastor(s)/Elder(s)/Overseer(s), the lay pastors/elders/overseers will provide for preaching and worship leadership.
 - ii. In any period when the church is without pastors/elders/overseers, unless the church shall otherwise dictate, the deacons will arrange for the pastoral ministry and provide counsel with reference to securing a pastor.
- d. Pastor(s)/Elder(s)/Overseer(s) will serve giving counsel of advice and work in all matters pertaining to the welfare, work, and purpose of the church.

B. Deacons- The servant Deacon Ministry Team is to work in harmony with the pastoral staff in attending to the general spiritual welfare of the membership. This position is one of relationship whereby open communication is encouraged between the servant Deacon, the Pastor, and the church membership. This team will serve giving counsel of advice and conference with the pastor in all matters pertaining to the welfare, work and purpose of the church.

The qualifications for a Servant Deacon are set forth by God in 1 Timothy 3:8-12
 “⁸ Deacons likewise must be dignified, not double-tongued, not addicted to much wine, not greedy for dishonest gain. ⁹ They must hold the mystery of the faith with a clear conscience. ¹⁰ And let them also be tested first; then let them serve as deacons if they prove themselves blameless. ¹¹ Their wives likewise must be dignified, not slanderers, but sober-minded, faithful in all things. ¹² Let deacons each be the husband of one wife, managing their children and their own households well.” A servant Deacon’s life should be balanced between the worship of God, evangelism of the lost, discipleship of the body, fellowship with believers, and ministry.

- a. Deacons - The deacons will be elected by the church and shall require an affirmative vote or 75% (3/4) of the voting members present and voting at the meeting. The vote shall be by secret ballot.
- b. Deacons shall serve at the discretion of the church or until the relationship is terminated by resignation of the deacon or by 75% (3/4) vote of the church voting members present and voting at a called business meeting.

C. Moderator- The moderator will be elected annually by the membership. The role of the Moderator is to preside over the ministry meetings and all called special business meetings of the church. The moderator will keep the business of the meeting orderly and moving. They will work with the Pastor and members of the church to schedule the minister meeting agenda for all meetings. In the moderator’s absence, the clerk will call the meeting to order and a moderator pro-tem will be elected to preside over the meeting.

- D. **Clerk-** The clerk will be elected annually by the membership of the church. It will be their duty to faithfully record the proceedings of all ministry meetings and specially called business meetings; keep records of church membership chronologically and alphabetically; keep records of baptisms, admissions, dismissals and deaths. Upon action of the church, the clerk will issue all correspondence relating to membership. The clerk will also gather all necessary information for recording and submitting the annual church profile.
- E. **Treasurer-** The Treasurer will be elected annually by the membership of the church. The Treasurer will be responsible for the disbursement of funds upon the authority of the church budget or special order of the church. It will be the responsibility of the Treasurer to submit to the church at each regular ministry meeting an itemized report of the receipts and disbursements of the church for the previous reporting period. The Treasurer will also serve as Chairman of the Finance Committee and will be one of the two signatures required on all checks when the Treasurer is available. Three other members of the Finance leadership Team who are not the Finance Secretary will be the other signatures on the checking account.
- F. **Finance Secretary-** The Finance Secretary will be elected annually by the membership of the church. They will be a member of the Finance Committee. They will be responsible for the counting and recording of receipts. This will be done with another member of the Finance Committee who is not the Treasurer. The Finance Secretary will also be responsible for maintaining confidential and detailed records of giving by individuals. They will prepare and present to the individual giver an annual contribution record no later than January 31 for the preceding year. The Finance Secretary will not be one of the signatures on the checking account.
- G. **Trustees-** This team will consist of six members. The members shall serve on a three-year rotation basis with two members to be elected by the church membership each year. The Trustees will be responsible for the care and upkeep of all church property and equipment. They will also be responsible for upholding church policy regarding the use of the church facilities and equipment. In carrying out these duties, they will have the responsibility to make recommendations to the body on all matters pertaining to property and equipment and will act only at the approval of the membership. They shall affix their signatures to church papers and legal documents as needed.
- H. **Ushers-** A head usher and one assistant usher will be elected annually by the church membership. Their responsibility will be to direct the seating of worshippers, when necessary, provide for the greeting of worshippers on Sunday morning, schedule ushers to assist in offerings, deal with unusual disturbances during worship, and to facilitate the Pastor as needed during the worship service.
- I. **Miscellaneous-** All positions of leadership including teachers and committees will be elected annually by the membership except where otherwise noted.

IV. Church organization Bylaw

A. Finance Leadership Team-

The Finance Leadership Team will be elected annually by the church membership. This team will consist of no less than five (5) members. The Treasurer and Finance Secretary will be members of this team. They will be responsible for recommending to the church an annual budget at the December ministry meeting. The team will also be responsible for auditing all financial records annually. They will prepare an audit report to be presented to the membership no later than the February ministry meeting.

B. Ministry Resource Team-

This team will consist of no less than three (3) members. The members will serve on a three-year rotation basis with at least one (1) member elected each year by the membership one person to serve as Chairman and one person to serve as secretary. The committee will make a recommendation to the body a list of nominees for church offices, leadership positions, teachers, and committee members for the coming church operational year as needed to fulfill the ministry and administration of the church. This team will remain active as needed during the year. The nominations will be presented to the church membership two weeks prior to the scheduled vote. The election is to take place no later than the September ministry meeting. The newly elected committee members are to take office effective January 1 and will serve to make nominations for the next church year.

C. New Ministry Development-

For the development of new ministries of the church a purpose statement, objectives, organization plan and proposed budget will be presented to the church membership at the ministry meeting for review and approval. Any new ministry proposals requiring the use of church property or equipment should be presented to the trustees prior to the church vote. This is to avoid any conflicts with policy or scheduling.

D. Employees- Employees will be hired and salaried by the authorization of the church membership. Unless otherwise specified, they will be under the general direction and supervision of the Personnel Committee. Dismissal will be by authority of the church and in accordance with any and all applicable laws or directives.

E. Operational Year- The operational & fiscal year of the church will be January through December.

F. Committees- Committees shall be established or disbanded by authority of the church membership as deemed necessary to carry out the ministry of the church.

G. Ministry Meetings- Church membership will determine when regularly scheduled ministry meetings will occur. All special ministry meetings called must be announced two weeks prior by mail notifications unless a member request to receive them electronically. During any ministry meeting, actions of the church will be adopted

upon a simple majority vote of the members present, except where otherwise specified in this document.

V. Amendments Bylaw

These bylaws may be amended at any time during a properly called ministry meeting. Amendments must be announced two weeks prior by mail notifications unless a member requests to receive them electronically. The amendment must be approved by 75% (3/4) vote of the eligible voting members who are present and voting at the meeting.