



BYLAWS

of The Grove Baptist Church

Madison, AL

AMENDED AND RESTATED
July 11, 2026

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Preamble

We declare and affirm these principles in view of God's Word to govern this Church in an orderly manner and to preserve and secure the principles of our faith. These principles will preserve the liberties of each individual church member and the freedom of action of this body in relation to other churches.

Article I: Name and Principal Office

The name of this Corporation is *The Grove Baptist Church*. This Corporation will be further referred to in the Bylaws as "the Church". The Church maintains its principal office at 12300 County Line Road, Madison, Alabama.

Article II: Purpose

In our commitment to be a Great Commandment and Great Commission Church, we adopt the following mission statement:

The Grove Baptist Church exists to reach people for Jesus Christ, to connect them to other believers, to help them grow in their faith, to serve Christ according to their God-given abilities, and to honor God with their lives. We resolve as the Church to Glorify, Grow, and Go.

Article III: Statement of Faith

We affirm the Holy Bible as the inspired and inerrant Word of God, and as the only basis for our beliefs. This Church accepts The Baptist Faith and Message, as adopted by the Southern Baptist Convention, as a general statement of our faith.

Article IV: Covenant

We the members of The Grove Baptist Church, having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Savior, and on the profession of our faith, having been baptized by immersion in the name of the Father, Son, and Holy Spirit, do now, in the presence of God and this assembly, enter into a covenant with each other, as one body in Christ.

We therefore agree, by the help of the Holy Spirit and the Bible, the inspired Word of God as our guide, to walk together in Christian love; to strive for the advancement of this church; to promote its spiritual growth; to sustain its worship, ordinances, ministry, and doctrine by committing ourselves to God and to the other members by:

- Protecting the unity of our church by acting in love toward other members, by refusing to gossip, and by following the leadership of our church.
- Sharing the responsibility of our church by praying for its health and growth, by inviting the unchurched to attend, and by tithing and giving regularly.
- Serving the ministry of our church by discovering our gifts and talents, by being equipped to serve by our pastors and other leadership, and by developing a servant's heart.

- Supporting the testimony of our church by attending faithfully, by warmly welcoming those who visit, and by living a life that reflects positively upon Christ and our church.

We further agree that when we move from this membership, we will as soon as possible unite with another church where we can continue to serve and honor Christ according to the principles of God's Word.

Article V: Self Government

This Church is autonomous and maintains the right to govern its own affairs, independent of any other church organization or denomination. Recognizing, however, the benefits of cooperation with other churches in world missions, this Church voluntarily affiliates with the Southern Baptist Convention in its national, state, and local expressions.

Article VI: Church Membership

Section 1: General.

Membership in this Church shall consist of all people who have met all the qualifications for membership in Section 2 and are listed on the Active/Resident membership roll.

Section 2: Qualifications.

The following constitute the qualifications for membership:

- 1) A personal commitment of faith in Jesus Christ for salvation.
- 2) Baptism by immersion as a testimony of salvation.
- 3) Completion of the Church's membership class, outlining the purpose, philosophy, and ministry of the Church.
- 4) A commitment to abide by the membership covenant, signified by signing the covenant.

Section 3: Reception.

Upon satisfactorily completing the requirements for church membership and having been counseled regarding their conversion experience and doctrinal beliefs, the candidate shall be presented to the Church for membership at any regularly scheduled Church Conference.

Section 4: Rights of Members.

Every Active/Resident Member, sixteen years and older, shall have the right to vote on all decisions made by the Church in conference and, at the same time, accept equal responsibility for supporting action taken. Voting by proxy and absentee voting are prohibited.

Section 5: Member Expectations.

The responsibilities of membership are described in the membership covenant and include faithfully attending the services of the Church, giving regularly to its support and its causes, sharing in the ministry and work of the Church, and living a life that honors God and reflects positively upon the Church.

Section 6: Membership Status.

To properly reflect the membership of the Church, the following roles shall be maintained. These roles shall be updated annually.

- 1) Active/Resident Members: A member will be considered active when he/she resides in the Church's ministry area and actively participates in the ministry of the Church.
- 2) Inactive Members: Members will be considered inactive who do not live within the church's ministry area or have failed to attend, support or communicate with the Church for a period of one year.

Section 7: Termination of Membership.

A member may be removed from the church rolls for the following reasons:

1) death, 2) transfer of membership to another church, 3) confirmation of affiliation with another church or religious organization, 4) personal request of the member, or 5) exclusion by action of the Church as set forth in scripture, specifically Matthew 18:15-17. Should a member become an offense to the Church by persistent breach of his covenant vows, or by reason of conduct that hinders the ministry of the Church and its influence in the community, the Church may terminate his membership. Matters of church discipline will be handled privately by the Deacon Body.

Section 8: Restoration of Membership.

Any person whose membership has been terminated for any offense may be restored to fellowship, upon satisfactory evidence of repentance and reformation, by a majority vote of the membership present at a regularly scheduled Church Conference, in accordance with the spirit of 2 Corinthians 2:7-8.

Article VII: Church Leadership

Section 1: General.

Pastors must meet and maintain moral and spiritual qualifications as set forth by Scripture in Titus 1:5-9 and 1 Timothy 3:1-7, as well as hold to the mission and doctrine of our Church.

Section 2: Senior Pastor.

The Senior Pastor is the spiritual and administrative leader of the Church. He receives his authority from the Bible and is responsible for providing leadership in all areas of the Church, including worship, evangelism, discipleship, ministry, fellowship, and administration. He shall organize and develop the Church's ministries for the best possible service. He oversees the welfare and oversight of the Church, including all organizations, committees, and ministry teams. He has special charge of the pulpit ministry and shall provide pulpit supply in his absence. He is the senior minister of the Pastoral Staff and shall have supervisory authority over all staff members and personnel. The Pastor is responsible to the Deacon Body for supervision and accountability.

- A. Call of the Pastor. The Senior Pastor is called by the membership to serve the Church. Upon the vacancy, or anticipated vacancy, of a Senior Pastor, the Deacon Body shall recommend candidates to the Church or announce an election from the active membership rolls of seven persons to serve on the Senior Pastor Search Team, including the Chairman of Deacons, who shall serve as a member of the Senior Pastor Search Team.

The Deacon Body or the Senior Pastor Search Team, through its prayerful and diligent selection process, shall present only one candidate at a time for consideration by the Church. The recommendation of a candidate shall constitute a nomination of such person. Notice of the recommendation should be publicized at least twice before the candidate comes in view of a call.

The call of a Senior Pastor shall be taken by written ballot requiring an affirmative vote of three-fourths of the members present and voting. The Pastor's Call shall include provisions for salary, benefits, allowances, and other items of mutual acceptance.

- B. Term of Service. The Pastor, upon accepting the call, shall serve until the relationship is terminated. The Pastor and Church shall seek at all times to follow the will of God and the leadership of the Holy Spirit in their relationship.

In the event of the termination of the services of the Pastor, each individual instance shall be handled separately with the Deacon Body handling the details and making recommendations to the Church, who will then vote to affirm or remove the Pastor in a specially called Church Conference.

Section 3: Associate Pastors and Ministerial Staff.

The Pastoral Staff shall consist of Associate Pastors and Ministerial Staff. Associated Pastors are ordained ministers called to serve the Church in accordance with their job descriptions and specific areas of ministry. Associate Pastors shall be recommended to the church by the Senior Pastor or by a special search team formed for that purpose. The church shall then vote on such a candidate in a specially called Church Conference and require an affirmative vote of three-fourths of the members present and voting. The Associate Pastor's Call shall include provisions for salary, benefits, allowances, and other items mutually agreed upon. The Associate Pastors are responsible to the Senior Pastor for supervision and accountability.

Ministerial Staff shall consist of those called to serve the Church in accordance with their job descriptions and specific areas of ministry. Ministerial shall be recommended to the church by the Senior Pastor or by a special search committee formed for that purpose. The church shall then

vote on such a candidate in a specially called Church Conference and require an affirmative vote of three-fourths of the members present and voting. The Ministerial Staff's Call shall include provisions for salary, benefits, allowances, and other items of mutual acceptance. The Ministerial Staff are responsible to the Senior Pastor for supervision and accountability.

Section 4: Other Church Employees and Personnel.

As the Church grows and needs more personnel, other non-staff employees may be hired by the Senior Pastor as needed, in accordance with the Church's budgetary provisions. All non-staff Church employees shall be under the general direction of the Senior Pastor.

Article VIII: Deacon Ministry

Section 1: The Deacon Body.

The Deacon Body consists of men who are actively serving as deacons in accordance with the qualifications and procedures set forth in these Bylaws.

Section 2: Number and Term.

The number of active Deacons will be determined, according to the needs of the Church, by the Senior Pastor, the Deacon Body, and the availability of qualified men.

The members so elected will serve three-year terms commencing upon election. The church body may reaffirm deacons to serve additional terms.

Section 3: Deacon Qualifications.

The qualifications for candidates being considered for Deacon are as follows:

- **Must** meet qualifications as given in Acts 6:1-6 and 1 Timothy 3:8-13.
- **Must** show evidence of spiritual maturity and Christian commitment.
- **Must** be scripturally sound and committed to upholding the doctrine and mission of our Church.
- **Must** be an active member of The Grove Baptist Church for one year or more at the time service begins.
- **Must** demonstrate commitment to the ministry and testimony of the Church through faithfully attending, tithing, and serving.

Section 4: Method of Selection.

The Deacon Body will consist of ordained deacons who have been nominated and elected by the Church in the following manner:

- A. The active Deacon Body may recommend men that are qualified to become deacons.
- B. Church members may recommend men for deacon ministry by completing a Deacon Nomination Form on each nominee.
- C. Under the leadership of the Senior Pastor and Deacon Chairman, the active Deacon Body will prayerfully review the nominations and consider

the qualifications of each candidate. Those meeting the scriptural qualifications and constitutional guidelines for deacon service will be further examined by the Deacon Body through a personal interview.

- D. The Deacon Body will then recommend to the Church the men who are found to be scriptural and constitutionally qualified and who are willing to serve in accordance with Scripture and the Church Constitution be ordained as deacons.

Section 5: Policies and Procedures.

- A. To facilitate the discharge of their duties, the Deacon Body shall organize annually as follows: Chairman and Secretary. Men are elected to these roles annually but can serve no more than 2 consecutive years in that role. The Deacon Body may also organize themselves into ministry teams as their wisdom may direct for efficiency in service.
- B. The active Deacon Body shall meet regularly on a date of its choosing. Special meetings may be called by the Pastor, the Chairman, or by a majority of the Deacon Body by giving twenty-four (24) hour advance notice to each member.
- C. An official action of the Deacon body occurs only when a quorum, 51% of the active Deacons, is present, and the Deacons take formal action by motion and vote on matters expressly assigned to the Deacon Body by these bylaws. Discussion, prayer, ministry updates, and informal consensus shall not constitute official action unless adopted by formal vote.

Section 6: Responsibilities and Duties.

- The Deacon Chairman shall serve as the lead officer of the Deacon Body, working in close cooperation with the Pastor to provide spiritual and practical leadership in the ministry of the church. He shall preside over meetings of the Deacon Body, assist in setting agendas, coordinate the work of the deacons in member care and service, and act as liaison between the Pastor, Deacon Body, and congregation as needed. He may also represent the Deacon Body on church leadership councils and assume additional responsibilities as assigned by the church or its bylaws.
- The Deacon Secretary shall keep accurate minutes of all meetings of the Deacon Body, maintain records of attendance and actions taken, and preserve such records as part of the official files of the church. He shall perform such additional clerical or record-keeping duties as may be prescribed by the Church or the Deacon Body.
- In accordance with meaning of the word and practice of the New Testament, deacons are to be servants of the Church.
- They shall effectively minister to the Church by assisting the Pastor in the shepherding and oversight of each Church member.
- They may serve as a council of advice and conference with the Pastor in matters pertaining to the spiritual welfare and work of the Church.
- After due consideration, the Deacon Body may formulate and bring recommendations to the Church for approval.

- They shall arrange for the temporary ministry and pulpit supply at any period when the Church is without a senior pastor.
- They should attend regularly scheduled deacon meetings and faithfully carry out the responsibilities and duties of a deacon.
- They must live a life that honors God, bringing no reproach to the Church or the cause of Christ by their conduct.
- They must fully support and work in partnership with the Pastor, Staff, and other deacons. If he feels he can no longer support the leadership of the Church effectively or cannot continue to fulfill the qualifications of a deacon, he should peacefully and quietly resign his service as a deacon.
- If the Pastor and/or active deacons recognize a deacon who is not fulfilling the qualifications for deacon ministry, the Pastor and Chairman of the Deacons, or other deacon representative in the case the issue is with the Deacon Chairman, are responsible for meeting privately with said deacon and (1) seek reconciliation of the deacon to fulfill his deacon responsibilities, or (2) secure the resignation of said deacon if reconciliation is not possible, and/or (3) remove said deacon if resignation is not provided.

Article IX: Ministry Teams

Section 1: Purpose.

Ministry Teams will be organized for the purpose of involving members in the ministry (Article II) of the Church according to their God-given talents and abilities.

Section 2: Organization.

Ministry Teams will operate under the leadership and direction of the Pastoral Staff and Ministry Team Leaders. The Pastoral Staff shall evaluate, plan, organize and implement any Ministry Teams that are deemed necessary to fulfill the stated purposes of the Church.

Section 3: Membership.

New team members shall be chosen to join a Ministry Team by a majority of the existing team members. New members should show evidence of spiritual maturity and agree with the mission, leadership, and doctrine of the church.

Section 4: Leadership.

Ministry Team Leaders must:

- Be an active member of the Church, showing evidence of spiritual maturity and Christian commitment.
- Must agree with the mission, leadership and doctrine of the Church.
- Must be accountable, trustworthy, and faithful to carry out the responsibilities of their position.
- Must provide godly leadership to ministry team and assure that the team is current and fulfilling their specific areas of responsibilities.

- Must conduct ministry team meetings in an orderly fashion and through complete unity and prayer guide the team to pursue God's will in every matter.
- Must serve as the Ministry Team Representative at Ministry Team Leadership meetings.

Article X: Committees

Section 1: Purpose.

Committees exist to assist the Pastoral Staff and Deacon Body in the operations of the Church. Committees can make recommendations to the Church subject to the approval of the Pastor and Deacon Body who may accept, reject, amend, or take other action it so desires with any recommendation the committees make.

Section 2: Committees.

Committees may be standing or created as necessary to fulfill the stated purposes of the Church. Each committee shall be led by a Chairperson. Standing Committees include:

- 1) Service Committee.
Purpose: To assist the Church in staffing positions filled by volunteers and helping members find their place of ministry in the Church according to their God-given gifts and abilities.
- 2) Personnel Committee.
Purpose: To assist the Senior Pastor in all matters regarding paid employees and personnel. The Personnel Committee shall consist of the Deacon Chair, the Treasurer, and one to three additional Church Members.
- 3) Buildings & Grounds Committee.
Purpose: To advise the Church on matters pertaining to the maintenance and repair of all church facilities and properties, working with the Church Staff in exploring ways to improve church space.
- 4) Stewardship Committee.
Purpose: To review and give accountability to all money received and expenses by the Church. The Stewardship Committee shall also assist in the preparation of the annual church budget to be approved by the Church in conference. This committee shall also direct stewardship education. The Treasurer must be approved by the Church.
- 5) Trustees.
Purpose: To review and make recommendations to the Pastors and Deacon Body concerning legal documents which are applicable to the Church. This committee is authorized to serve as legal representatives in all transactions of the Church, only after receiving formal

authorization from the Church. This committee is not a policy-making body but serves to protect the legal interest of the Church. The Trustees must be approved by the Church.

Section 3: Guidelines.

All committees must follow the written policy for their respective committees. Any changes in policy must be approved by the Senior Pastor and Deacon Body.

Section 4: Chairperson Qualifications and Responsibilities.

Committee Chairpersons must:

- Be an active member of the Church, showing evidence of spiritual maturity and Christian commitment.
- Must agree with the doctrine, leadership, and mission of the Church.
- Must be accountable, trustworthy, and faithful to carry out the responsibilities of their position.
- Must conduct committee meetings in an orderly fashion and through complete unity and prayer guide the committee to pursue God's will in every matter.
- Must confer with the Pastor and Deacon Body on matters of significant concern to the Church.

Article XI: Ordinances

Section 1: Baptism.

Baptism is a symbolic act of obedience. A person who receives Jesus Christ as Savior by personal faith and indicates a commitment to follow Christ as Lord shall be received for baptism. 1) Baptism shall be by immersion in water. 2) Baptism may be administered by the Senior Pastor or by whomever he authorizes. 3) Baptism may be administered at anytime at the discretion of the Senior Pastor. (Matthew 28:19; Acts 2:38; Mark 16:16; Acts 8:12, 36-38; 10:47-48)

Section 2: The Lord's Supper.

The Lord's Supper is a symbolic act of obedience whereby professed followers of Christ, through partaking of the bread and the fruit of the vine, commemorate the death of Jesus Christ and anticipate His second coming. 1) The Lord's Supper shall be observed at least four times per year at the discretion of the Pastor. 2) The Pastor and Deacon Body shall be responsible for the administration of the Lord's Supper. (Matthew 26:26-29; I Corinthians 10:16, 11:23-25)

Section 3: Marriage and Sexuality.

We believe that God has ordained marriage as the uniting of one man and one woman in covenant commitment for a lifetime. We further believe that sexual intimacy is to occur only within the marriage relationship between a man and a woman as assigned by God at birth, and that any form of sexual

immorality, including homosexual behavior, is contrary to the teachings of Scripture. Therefore, this Church will recognize, affirm, and solemnize only marriages between one man and one woman, and no pastor, staff member, or representative of the Church shall officiate or participate in any ceremony that is inconsistent with this belief. Furthermore, Church facilities shall not be used for any ceremonies that are inconsistent with this belief. (Genesis 2:24, Hebrews 13:4, Ephesians 5:25-31, Matthew 19:4-6)

Article XII. Church Conferences

Section 1: Moderator.

The moderator shall be the Senior Pastor. In the absence of the Pastor (vacancy), the Deacon Body should designate an Associate Pastor to preside as moderator pro tem. Then the Deacon Chairman, Vice-Chairman, Secretary, Assistant Secretary shall preside in that order.

Section 2: Church Clerk.

The Church Clerk or designee shall be present at all Church Conferences to keep an accurate record of all actions and decisions made by the Church in conference. The clerk shall keep a register of the names of all church members with the dates of admission, dismissal, or death, along with a record of baptisms. He/she shall issue letters of dismissal and request letters of transfer as directed by the Church. He/she shall preserve all communications and written official reports on file as a matter of church record. All records of the Church Clerk are to be considered Church property and kept on file in the Church office.

Section 3: Regular Church Conferences.

Regular Church Conferences will be held quarterly. Matters of significant concern should be publicized at least two weeks before the conference, and notice given to the membership the Sunday prior to the meeting.

Section 4: Special Church Conference.

A Specially Called Church Conference may be called by the Senior Pastor or by the Deacon Body to address matters of a significant nature. Notice of the subject, date, time, and location of the Specially Called Church shall be given to members no less than two (2) weeks prior to the meeting. Notification of membership meetings shall be given in any one of the following ways, either of which shall be deemed to be a reasonable method of providing notice of a membership meeting:

- 1) Communication verbally and/or via written material to the congregation in attendance at two consecutive weekend services; or
- 2) Electronically, via email, text message, the Church Application, and/or social media.

Section 5: Matters of Significant Concern.

Church Conferences shall always be held where members shall vote on any of the following matters: the Annual Church Budget and Ministry Plan,

the calling of Vocational Pastors, amendments to the Articles of Incorporation or Bylaws of the Church, the disposition of all or substantially all of the assets of the Church, the merger or dissolution of the Church, acquisition of real estate or related indebtedness, and the election or removal of the Senior Pastor, as previously defined.

Section 6: Quorum.

A quorum consists of those who attend the Church Conference, provided it is a regularly scheduled meeting or one that has been properly called.

Section 7: Parliamentary Rules.

Except where the bylaws state otherwise, the current edition of *Robert's Rules of Order* shall be the accepted pattern of transaction of the business of the Church. The spirit of God's laws and the attitude of Christ's love shall always supersede and have right of way to the technicality or formalities so long as the ethical integrity and spiritual harmony of God's Holy Word is not in jeopardy nor compromised.

Article XIII. Church Finances

Section 1: Church Year.

For bookkeeping purposes, the Church business year will begin January 1st and conclude December 31st of each year.

Section 2: Church Treasurer.

The chairperson of the Stewardship Committee will serve as the Church Treasurer and shall consider it part of his/her responsibility to promote scriptural giving on the part of the entire membership of the Church. He/she shall ensure that accurate financial records are maintained to reflect receipts and disbursements according to the Church budget as authorized by the Church. He/she shall give a financial report to the Church at each regularly scheduled Church Conference, and the report shall be approved and kept as a matter of record.

Section 3: Financial Secretary.

It shall be the duty of the Financial Secretary to keep records of all titles, offerings, and other contributions to the Church. It shall also be the duty of the Financial Secretary to receive, preserve, and pay out all money or things of value paid or given to the Church, always keeping an itemized account of all receipts and disbursements. It shall be the duty of the Financial Secretary to render to the Pastor and Stewardship Committee an itemized report of receipts and disbursements for each month. Within thirty (30) days after the end of each fiscal year, the financial secretary shall render to the Pastor and Stewardship Committee an annual report showing the total amount of receipts and an itemized statement of all disbursements.

Section 4: Disbursements.

All disbursements of money shall require the signature of the 1) Church Treasurer or 2) a designated Trustee as determined by the Stewardship Committee.

Section 5: Financial Records.

All books, records, and accounts shall be considered property of the Church. All financial records, with the exception of personal giving records, shall be open to inspection by any member of the Church. Personal giving records are to be held in confidence. Each individual is provided with a giving statement annually and may request an additional copy from the Financial Secretary.

Article XIV: Amendments

Changes in these Bylaws or in the Articles of Incorporation shall be made by a two-thirds affirmative vote of the Church at a regular or specially called Church Conference with the following provisions: The proposed change(s) shall be published and distributed to the membership at least one month (30 days) prior to the meeting at which a vote is to be held. Each amendment shall be presented at a regular or specially called Church Conference for a vote.

Article XV: Adoption

These Bylaws are hereby adopted in lieu of and to supersede and take precedence over any previously existing Rules or Bylaws or any conflicting minutes of the Church, or any traditional/historical procedure or policy of the Church and shall become effective on the date of adoption or as stipulated.

CERTIFICATE OF SECRETARY

I, the undersigned, certify that I am the presently elected and acting Church Clerk of The Grove Baptist Church, Inc., an Alabama Nonprofit Corporation, and that the Bylaws, consisting of fifteen (15) pages, are the Amended Bylaws of this Church as adopted by a vote of the members of the Church on

_____.

Executed this day, _____, _____

Church Clerk