

**North Run Baptist Church
2100 Lydell Drive
Richmond, VA 23228**

CONSTITUTION & BY-LAWS

Revised 8/21/2022

PREAMBLE

We declare and establish this Constitution and By-laws to preserve and secure the principles of our faith and to govern the body in an orderly manner. This Constitution and By-laws will preserve the liberties of each individual church member and the freedom of action of this body.

ARTICLE I — Name

The name of this church is and shall be North Run Baptist Church at 2100 Lydell Drive, Richmond, Virginia 23228.

ARTICLE II — Covenant

Having been led, as we believe by the Spirit of God, to receive the Lord Jesus Christ as our Savior and, on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, we do now, in the presence of God and this assembly, most solemnly and joyfully enter into covenant with one another as one body in Christ.

We engage, therefore, by the aid of the Holy Spirit to walk together in Christian love. To strive for the advancement of this church in knowledge, holiness, and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinance, discipline, and doctrines. To contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the Gospel through all nations.

We also engage to maintain family and private devotions; to religiously educate our children; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our behavior; to avoid all tattling, back biting, and excessive anger; to be zealous in our effort to advance the Kingdom of our Savior.

We further engage to watch over one another in Christian love; to remember one another in prayer; to aid one another in sickness and distress; to cultivate Christian sympathy in feeling and Christian courtesy in speech; to be slow to take offense, but always ready for reconciliation and mindful of the rules of our Savior to secure it without delay.

We moreover engage that when we remove from this place we will, as soon as possible, unite with some other church where we can carry out the spirit of this covenant and the principles of God's Word.

ARTICLE III — Character

Section 1 — Polity

The governing of this body resides exclusively in its membership with Jesus Christ as the Head. We recognize and sustain the Biblical obligation of mutual cooperation with other parts of the Body of Christ. We support the cooperative effort of the churches that comprise the Southern Baptist Convention and its affiliates as the best way to advance God's kingdom in the world.

MISSION:

To reach and develop all people into fully committed followers of Jesus Christ.

VISION:

To be a biblically functioning community of believers that accurately reflects Jesus Christ to the world and strives to accomplish His redemptive purposes in the world.

Our goal, in cooperation with other Christians, is to further God's Kingdom in our midst, but also, in obedience to His Great Commission, is to seek to extend His kingdom World-wide.

CORE VALUES:

1. We believe Jesus Christ is the Savior of the world and that there is salvation in no other one or way. (John 14:6; Acts 4:12)
2. We believe the Bible is the Word of God and is to be the sole basis for our belief and action in all areas of life. (2 Timothy 3:16-17)
3. We believe prayer is God's gift of free access to Himself and the channel through which we receive the grace, guidance and power necessary to live the Christian life. (Matthew 7:7-8; James 1:5-6; Acts 4:31)
4. We believe all persons matter to God, and therefore, matter to the church. (Luke 5:30- 32; Luke 15)
5. We believe the world can best be reached for Christ in partnership with other Christians. (I Corinthians 3:6-9)
6. We believe the church is to present the authentic good news of Christianity to each generation in the most effective way. (I Corinthians 9:19-23)

7. We believe the church ministers most effectively when patterned after the New Testament Christian community, utilizing the spiritual gifts of men and women. (I Corinthians 12 & 14; Romans 12; Eph. 4)
8. We believe loving, respectful relationships should be the model for every aspect of church life. (Romans 12:9-10; I Corinthians 13; John 13:34-35)
9. We believe excellence honors God and motivates people. (Proverbs 27:17; Colossians 3:17, 23-24)
10. We believe the pursuit of spiritual growth and full commitment to Jesus Christ and His cause should be the norm for every believer. (Philippians 2:1-11; 2 Corinthians 8:7)

Section 2 — Doctrine

This church receives the Scriptures as its authority in matters of faith and practice.

Section 3 — Statement of Faith

We declare the following statements as our key doctrinal statement of faith, but do not claim them to be the complete statement of our faith.

The Bible

The sole basis of our belief is the Bible, composed of the 66 books of the Old and New Testaments. We believe that Scripture in its entirety originated with God and that it was given through the instrumentality of chosen men. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. It is the unique, full, and final authority on all matters of faith and practice, and there are no other writings similarly inspired by God.

God

We believe that there is one true, holy God, eternally existing in three persons - Father, Son, and Holy Spirit - each of whom possess equally all the attributes of deity and the characteristics of personality. In the beginning God created out of nothing the world and all the things therein, thus manifesting the glory of His power, wisdom, and goodness. By His sovereign power, He continues to sustain His creation. By His providence, He is operating throughout history to fulfill His redemptive purposes.

Jesus Christ

Jesus Christ is the eternal second Person of the Trinity who was united forever with a true human nature by a miraculous conception and virgin birth. He lived a life of perfect obedience to the Father and voluntarily atoned for the sins of all by dying on the cross as their substitute, thus satisfying divine justice and accomplishing salvation for all who trust in Him alone. He rose from the dead in the same body, though glorified, in which He lived and died. He ascended into heaven and sat down at the right hand of the Father, where He, the only mediator between God and man, continually makes intercession for His own. He shall come again to earth, personally and visibly, to consummate history and the eternal plan of God.

The Holy Spirit

A genuine saving relationship with Jesus Christ is accompanied by a life of holiness and obedience, attained by believers as they submit to the Holy Spirit, the third Person of the Trinity. He was sent into the world by the Father and the Son to apply to mankind the saving work of Christ.

He enlightens the mind of sinners, awakens in them a recognition of their need of a Savior and regenerates them. At the point of salvation, He permanently indwells every believer to become the source of assurance, strength, and wisdom, and uniquely endows each believer with gifts for the up-building of the body.

The Holy Spirit guides believers in understanding and applying the Scripture. His power and control are appropriated by faith, making it possible for the believer to lead a life of Christlike character and to bear fruit to the glory of the Father.

Salvation

The central purpose of God's revelation in Scripture is to call all people into fellowship with Himself. Originally created to have fellowship with God, man defied God. Choosing to go his independent way, he was alienated from God and suffered the corruption of his nature, rendering him unable to please God. The fall took place at the beginning of human history, and all individuals since have suffered these consequences and are thus in need of the saving grace of God.

The salvation of mankind is wholly a work of God's free grace, not the result of human works or goodness, and must be personally appropriated by repentance and faith in Jesus Christ, as Savior and Lord. When God has begun a saving work in the heart of any person, He gives assurance in His Word that He will continue performing it until the day of its full consummation.

Human Destiny

Death seals the eternal destiny of each person. For all mankind, there will be a resurrection of the body into the spiritual world and a judgment that will determine the fate of each individual. Unbelievers will be separated from God into condemnation. God's judgment will reveal His justice in consigning them to continue in eternal retribution for their rejection of God. Believers will be received into eternal communion with God and will be rewarded for works done in this life.

The Church

In faith union with Jesus Christ, all believers become members of His body, the Church. There is one true universal Church, comprised of all who acknowledge Jesus Christ as Savior and Lord. The Scripture commands believers to gather together to devote themselves to worship, prayer, the teaching of the Word, the observance of baptism, and communion, fellowship, service to the body through the development and use of talents and gifts, and outreach to the world.

Whenever God's people meet regularly in obedience to this command, there is the local expression of the church. Under the watch care of deacons and other supportive leadership, its members are to work together in love and unity, intent on the one ultimate purpose of glorifying God.

Faith and Practice

Scripture is the final authority in all matters of faith and practice. This church recognizes that it cannot bind the conscience of individual members in areas where Scripture is silent. Rather, each believer is to be led in those areas by the Lord, to whom he or she alone is ultimately responsible. We believe the Statement of Faith to be an accurate summary of what Scripture teaches. All members shall refrain from advocating doctrines that are not included in the Statement of Faith in such a way as to cause dissension.

ETHICS STATEMENT

We believe that all have sinned and fall short of the glory of God (Romans 2:23). Because of our condition, we believe that God offers redemption (forgiveness) and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (Acts 3:19-20; Romans 10:9-10; 1 Corinthians 6:9-11).

We believe that God has established marriage as a lifelong, exclusive relationship between one man and one woman and that all sexual activity outside the marriage relationship, whether heterosexual, homosexual or otherwise, is immoral and therefore sin (Genesis 2:24-25; Exodus 20:14, 17, 22, 19; Leviticus 18:22-23, 20:13, 15-16; Matthew 19:4-6, 9; Romans 1:18-31; 1 Corinthians 6:9-10, 15-20; 1 Timothy 1:8-11; Jude 7).

We believe that God created the human race, male and female, and that all conduct with the intent to adopt a gender other than one's birth is immoral and therefore sin. (Genesis 1:27; Deuteronomy 22:5).

We believe that in order to preserve the function and integrity of North Run Baptist Church as the local body of Christ, and to provide a biblical role model to our members and the community, it is imperative that all persons employed by North Run Baptist Church in any capacity, or who serve as volunteers, agree to and abide by this ethics statement.

The church adopted the Nashville Statement at the Business Meeting on August 15, 2021. [Added as an Addendum to this document.]

Section 4 — Church Membership

North Run Baptist Church is known as a safe place for seekers and believers alike to hear the "life-changing" message of Jesus Christ. However, proclaiming the gospel alone doesn't make us a church. What makes us a church is our sense of community. We have attenders and visitors, but we also have members. People can belong to our community, and know they're connected.

People might assume that, because they profess Christ, there is no need for any further identification with a local church. Isn't it enough simply to call oneself a Christian and to attend services somewhere regularly? What is the point of formal membership?

THREE REASONS:

First: We believe the concept of membership is Biblical. While the term "church member" is never used, the concept is implicit throughout the New Testament. Believers clearly identified themselves with a specific local body and were challenged to become committed participants. (Acts 6:1-6; Romans 16:1-6; 1 Timothy 5:13-16).

Second: Formal membership is crucial to the leaders of the church as they seek to fulfill their God given tasks of shepherding. North Run seeks to reach out to and welcome the community and all whom God would send. We hope that will always be the case. However, it is important to identify those who truly comprise the "flock" at North Run, the core that can be counted on to build and sustain the ministries of the church.

Third: Experience shows that membership benefits the individual. In a society where commitment is no longer highly valued, recognizable membership is an important step that moves us out of the clouds of good intentions and into the clear light of committed participation. It presents a challenge to "step out of the stands" and publicly affirm a commitment to Christ and to a specific local body.

A. Qualifications for Membership

Members of North Run Baptist Church are encouraged to remain faithful in worship, discipleship and service. Persons may be admitted to the membership of the church in one of four ways:

1. By profession of faith in Jesus Christ and baptism by immersion.
2. By letter from another Baptist church practicing believer's baptism by immersion.
3. By statement of previous experience of faith and baptism by immersion where a letter cannot be secured.
4. By baptism if coming from a fellowship that does not practice immersion.

Note: All persons being admitted to the membership of the church are required and expected to participate in New Members "Family Matters" Class(es) in order to present themselves for church membership.

B. Voting Rights of Members

Every active member of the church fifteen (15) and older is entitled to vote on all elections and on all questions submitted to the church in business session, provided the member is present. Voting by proxy is prohibited.

C. Dismissal of Members

Persons may be dismissed from the membership of the church in one of three ways:

1. By letter of recommendation to another Baptist church.
2. By letter stating present membership and acknowledging a transfer of membership to a church of another denomination.
3. By the member's written or verbal request to remove his or her name from the membership. Written acknowledgement to the member shall be made by the membership records clerk after consultation with the Pastor.

Section 5 — Discipline

If a person who is a member of this church is following a course in life condemned by the Scriptures and hurtful to the cause of Christ, upon investigation and recommendation of the Deacons, the church may take such action in Christian love that will seek to reclaim the person or save the church from further reproach. Guidelines for this process shall be according to (Matthew 18:15-17).

ARTICLE IV — Officers and Committees

Section 1 The officers of our church shall consist of: Pastor, Ministry staff, Deacons, Trustees, Clerk, Membership Records Clerk, Treasurer, Assistant Treasurer, Sunday School Director, Woman's Missionary Union Director, Men's Ministry Director, Women's Ministry Director, Church Library Director, Church Host/Hostess, Food Service Coordinator(s), Safety Team Leader(s), Moderator, Parliamentarian, and two Representatives on Executive Committee of the Dover Baptist Association. All church officers, teachers and committee chairpersons (except Interim Ministry staff) shall be active church members and shall hold office for the terms indicated herein.

Section 2 The standing committees of our church shall be: Audit, Building and Grounds, Insurance, Constitution and By-laws, Finance, Flower, Kitchen, Nominating, Personnel, Pre-Kindergarten, Scholarship, Ushers, Youth, Web Site, History Preservation, and Counting Committee.

Section 3 Other officers and standing committees may be added as needed upon church approval. Their duties are not to conflict with nor parallel any of the previously named committees.

Section 4 Membership on any of the standing committees may be increased as the growth of the church warrants.

Section 5 All standing committees shall be elected on a rotating basis and shall consist of at least three members, with any additional members being in multiples of three and shall be elected to serve on the following basis: one-third for one year, one-third for two years and one-third for three years. All subsequent elections shall be for three years. After serving a full three-year elected term, no member shall be eligible to serve another term until the lapse of at least one year.

ARTICLE V — Election of Officers, Standing Committees and Staff Personnel

Section 1 The Sunday School Director, Women's Missionary Union Director, Men's Ministry Director, Women's Ministry Director, Food Service Coordinator(s) shall be elected by the majority of members voting at the May business meeting of the Church. All other officers and standing committees shall be elected at the August business meeting of the Church. All are elected to serve for the church year except where otherwise noted.

Should a vacancy occur during the year, a special election shall be held as soon as convenient. Resignation of an officer or standing committee member may be personally communicated to the appropriate committee or council chair.

Any vacancy on the Trustees shall be filled by a special election called for that purpose. Members of the Trustees shall serve indefinitely unless the church votes otherwise.

The report of the Nominating Committee must be submitted to the membership by publication the Sunday prior to the election. Nominations from the floor shall be entertained at the time of the election.

Section 2 The Pastor shall be selected, at a meeting called for that purpose of which at least one week's published notice shall be given to the membership. A Pastor Search Team shall be elected upon the nominations of the church body and tallied by the Nominating Committee and Deacon Chair. The Pastor Search Team shall consist of an odd number of members. It shall be the duty of the committee to seek out a suitable pastor and their recommendation shall constitute a nomination.

The Pastor Search Team shall recommend only one candidate at a time, and that recommendation shall constitute a nomination. Nominations to the church may be made only by the Pastor Search Team. Selection of a pastor shall be by secret ballot, an affirmative vote of three-fourths of those voting being necessary to constitute a call. Members 15 years of age and older shall be eligible to vote. The Pastor shall be notified as to whether or not the vote was affirmative. The Pastor, thus selected, shall serve until the relationship is terminated upon thirty (30) day notice by either party or by mutual consent.

Section 3 Candidates for full or part time staff positions, except pastoral staff, shall be interviewed and hired by the Personnel Committee. The Personnel Committee shall provide a notice of introduction to the members of the church at the next scheduled business meeting following the candidate's hire date. A membership vote on the candidate is not required.

Section 4 Candidates for the Nominating and Personnel Committees shall be nominated annually by the Church Council and shall be presented to the church for election along with the August report of the Nominating Committee.

Section 5 In conjunction with the Personnel Committee, the Building and Grounds Committee shall recruit, interview, and hire the custodial staff in accordance with the established job description. They shall introduce the new employee to the church membership. In addition, the Building and Grounds Committee shall contribute to the performance evaluation of the custodial staff, in accordance with the guidelines of the Personnel Committee.

ARTICLE VI — Church Officers and Their Duties

Section 1 The Pastor is responsible to the church for leading the church to determine its mission and move toward the attainment of its mission. The Pastor proclaims the gospel and provides pastoral care for persons in the church and the community. The Pastor serves as an enabler to involve the church members in the work of the church so that the stated mission can be achieved. The Pastor shall receive counsel and support through the deacon body in carrying out the following activities of the church:

1. Proclaim the gospel and lead church members in the proclamation of the gospel in the church and community.
2. Care for persons and lead church members to care for persons in the church and the community.
3. Provide administrative leadership to guide the church in the attainment of its stated mission.
4. Provide leadership for congregational services, and lead in conducting the church ordinances (Lord's Supper and Baptism).
5. Conduct wedding ceremonies and funeral services.
6. Work closely with the deacons in their work of proclamation, caring, and building up of the church fellowship.
7. Serve as the chair of the Church Council and provide administrative leadership for the total church program.
8. Supervise church staff members according to the plan of staff organization, provide for staff training and development, and administer or contribute to the staff ministry analysis.
9. Become familiar with and be a resource person to the Pre-Kindergarten program.
10. Be an ex-officio member of all committees and councils.

Section 2 - Deacons

Their Number: The number of deacons may vary, based upon the need of the congregation with a minimum of 12 and a maximum of 21.

1. The deacons shall serve on a 3-year rotating basis. Names of prospective deacons may be submitted by any member of the church to the church Nominating Committee by March 31. The Nominating Committee will present its list of prospective nominees to the deacons to assess their qualifications and to determine their willingness to serve, if elected.

Deacons shall then be recommended to the church by the church Nominating Committee for their election in the August business meeting each year. Each year the term of office of those having served a three-year term shall expire and election shall be held to fill the vacancies.

In case of death, resignation or removal or incapacity to serve, the church may elect a person to fill the unexpired term. After their term expires, deacons shall be eligible for re-election only after the lapse of at least one (1) year, except that person elected to fill an unexpired term of not more than eighteen (18) months is eligible for election to an additional three-year term. The deacons elect their own chairperson. The chairperson may serve three years as chairperson. There is no obligation to elect persons who come from another church where they were serving as active deacons. In addition, persons must have been members of the church for at least one year before they can be asked to serve as a deacon. No member of the same immediate family (husband, wife, parent, son or daughter, brother or sister) shall serve concurrently as deacons.

2. Qualifications Shall conform as near as reasonably possible to those contained in (Acts 6:1-7 and 1 Timothy 3:8-13). No nominee shall be automatically disqualified because of involvement in divorce, provided all other qualifications are met. The task of the deacon is to serve with the Pastor and staff in performing pastoral ministries; proclaiming the gospel to believers and unbelievers; caring for church members and other persons in the community; leading the church in the fellowship of worship, witness, education and ministry; leading the church in performing its tasks; and promoting peace, harmony and a spirit of cooperation.
3. By appropriate organization the deacons are to establish and maintain fellowship with an encouraging oversight of the membership of the church. They are to seek to know the needs and struggles of the membership and to serve the whole church in encouraging and aiding those who are in need.
4. The deacons serving on the Benevolence Team shall assist the Team Leader(s) in administering the Love Fund.
5. The deacons shall contribute to the Pastor's annual written ministry analysis which is administered by the Personnel Committee.
6. In cases of absence or inability of the Pastor, the deacons shall provide for pulpit supply. In any period when the church is without a pastor, unless the church shall otherwise provide, they will arrange for the temporary ministry.
7. The deacons shall serve the Lord's Supper and shall assist the Pastor in the Baptismal Service.
8. Each active deacon shall volunteer to serve on a Deacon Ministry team(s).
9. The chair shall serve as a regular member of the Church Council.

Section 3 — Trustees

There shall be three trustees and they shall hold in trust the property of the church, but shall have no power to buy, sell, mortgage, lease or transfer any property without a majority vote of the church authorizing such action. They shall have the authority to grant permission for interment in the church cemetery.

Section 4 — Clerk

The Clerk of the church shall keep in a suitable format a record of all the proceedings of the business meetings of the church including communications and written official reports. The clerk shall prepare the annual church letter to the Dover Baptist Association.

The clerk shall periodically see that the church minutes are copied and bound, and copies placed in the library and with the Virginia Baptist Historical Society.

Section 5 — Membership Records Clerk

The Membership Records Clerk shall keep a register of the names of members with dates and methods of admissions and dismissals. The clerk shall be authorized to issue letters of dismissal immediately in writing when requested in writing by another church, or in consultation with the Pastor if the member verbally or in writing request to remove his or her name from the membership. The Clerk shall immediately advise the Church Office of the issuance of such letters and report the admissions and dismissals to the church at its next quarterly business meeting.

Section 6 — Treasurer

1. The Treasurer shall be elected to serve on a calendar year basis.
2. It shall be the duty of the Treasurer to receive, preserve and payout all money or things of value paid or given to the church, keeping at all times an itemized account of all receipts and disbursements. Payment of bills for local work or expenses shall be made promptly by check and all funds for denominational or other causes shall be remitted quarterly by check.
3. It shall be the duty of the treasurer to prepare and render to the church at each quarterly business meeting an itemized report of receipts and disbursements. The Treasurer's Report format is defined by the Finance Committee.
4. Prior to the rendition of the annual Treasurer's report, upon its completion by the Treasurer, the Treasurer's records and annual report shall be audited by the Audit Committee and the signature of the Chair of this committee shall appear at the end of the report before its acceptance by the church.
5. All books, records and accounts kept by the Treasurer shall be considered the property of the church and shall be open at all times to any church member. All records are turned over to the Audit committee upon request.
6. Upon rendering the annual Treasurer's report at the end of each fiscal year, and its approval by the church, the same shall be delivered by the Treasurer to the Clerk who shall keep and preserve the same as part of the permanent church records.

Section 7 — Assistant Treasurer

The Assistant Treasurer shall be elected to serve on a calendar year basis. The Assistant shall provide general assistance to the Treasurer. In the absence or inability of the Treasurer, the Assistant Treasurer shall serve as acting Treasurer.

Section 8 — Sunday School Director

It shall be the duty of the Director of the Sunday School to have general supervision of the Sunday School and be responsible for its organization and operation. The Director Shall serve with the Nominating Committee for the sole purpose of assisting in the nomination of Sunday School Officers and Teachers. The Directors shall serve as a regular member of the Church Council.

Section 9 — Woman's Missionary Union Director

It shall be the duty of the Woman's Missionary Union (WMU) Director to supervise the organization and direction of all branches of the WMU work and to work to cultivate the spirit of missions throughout the entire membership. WMU Officers and leaders shall be elected by the church after having been nominated by the WMU Leadership Committee and submitted to the church by the Church Nominating Committee at the August Business meeting. She shall serve as a regular member of the Church Council.

Section 10 — Men's Ministry Director

It shall be the duty of the Men's Ministry Director to facilitate and promote the work of the men and lead the men toward becoming fully devoted followers of Jesus Christ. The Men's Ministry Team will work in cooperation with the Associate Pastor to develop a year-round ministry of Bible study and mission action. He shall serve as a regular member of the Church Council.

The Men's Ministry leaders shall be elected by the church after having been nominated by the Men's Ministry Leadership and presented by the Church Nominating Committee at the August business meeting.

Section 11 — Women's Ministry Director

It shall be the duty of the Women's Ministry Director to facilitate and promote the spiritual growth of the women and lead them toward becoming fully devoted followers of Jesus Christ. The Women's Ministry Team will work in cooperation with the Associate Pastor to develop a year-round ministry of Bible study and mission action. She shall serve as a regular member of the Church Council.

The Women's Ministry leaders shall be elected by the church after having been nominated by the Women's Ministry Leadership and presented by the Church Nominating Committee at the August business meeting.

Section 12 — Moderator

1. The Moderator shall preside at all business meetings and shall preserve order, state and put all questions and issues that arise, take the vote by yea or nay, showing of hands or by secret ballot. In the case of a tie, the Moderator shall cast the deciding vote.
2. In conducting the meetings, the Moderator shall properly observe parliamentary procedure as directed in Robert's Rules of Order. A final decision of the Moderator may be reversed by two-thirds vote of the members voting.
3. In the absence of the Moderator or voluntarily stepping aside or disqualification, the following, in the following order, shall serve as Moderator: Chair of Deacons, Vice-Chair of Deacons or Pastor.

Section 13 — Parliamentarian

1. The Parliamentarian shall voluntarily, or upon request, assist a member in presenting a motion.
2. The Parliamentarian shall voluntarily, or upon request, make a final ruling on the final decision of the Moderator.
3. The final decision of the Parliamentarian may be overruled by two-thirds of the members voting.

Section 14 — Church Library Leader

It shall be the duty of the Church Library Leader to have general supervision of the Church Library Staff and shall be responsible for the growth and maintenance of the Church Library. The Leader shall work with the staff and History Preservation Committee to retain events pertinent to the history of the Church. The Leader shall work with the staff in selecting, processing, circulating and maintaining all media of the church and encouraging church members, leaders and organizations to use the resources and services of the Church Library. The Leader shall serve as a regular member of the Church Council. (There shall be no term limits.)

Section 15 — Dover Baptist Association Representatives

The representatives to the Dover Baptist Association Executive Committee shall represent the Church on all matters brought before the Dover Executive Committee, vote their convictions on all items of business, and report the actions taken by the committee to the church in business session.

Section 16 — Church Host/Hostess

The Church Host/Hostess shall coordinate all church-wide social functions and will assist, upon request, any group within the church in planning a social event. The Church Host/Hostess will represent North Run Baptist Church to the planning group when the building is to be used for a church related purpose. The Church Host/Hostess shall serve as a regular member of the Church Council.

Section 17 — Food Service Coordinator(s)

The Food Service Coordinator(s) shall be in charge of planning, purchasing, and preparation of the Wednesday evening meal. The Food Service Coordinator(s) shall serve as advisor, upon request, to any group for the planning, purchasing, and/or preparation of food. He/she shall, in conjunction with the kitchen committee, be responsible for the kitchen equipment. The coordinator shall be responsible for ordering kitchen supplies and shall be a resource person for all groups using the kitchen.

Section 18 — Wedding Coordinators

There shall be a team of at least two persons to represent the church and work with those desiring to have a wedding at the church and using the church facilities. The coordinators shall use the "guidelines" established by the church to guide them in the process. No wedding may be held without one of the Wedding Coordinators present at all times. Unless otherwise agreed upon ahead of time, they shall serve as coordinators for the wedding, and the wedding ceremony. (There shall be no term limits).

Section 19 — Worship Technology Team

1. The Worship Technology Team shall be under the leadership of the Associate Pastor of Worship. It shall be the Associate Pastor of Worship's responsibility to recruit, train, and coordinate service schedules for a sufficient number of team members to operate the equipment and provide the services needed. Others, who wish to be trained to operate the equipment, must request training through the Team Leader. (There are no term limits for this Team.)
2. All requests for use of the equipment shall be directed to the Team Leader.

3. The Team Leader should be notified as soon as possible if a church program will need assistance and someone from the Team will be secured to operate it.
4. Problems with the functioning of or damage to the equipment shall be reported to any Team member.
5. The Church will continue to secure all portable equipment. Anyone desiring to borrow, reserve, or remove the equipment from the Church premises shall receive the approval from the Team Leader.

Section 20 — Safety Team

1. The Safety Team shall be a permanent committee consisting of as many members as deemed necessary to fulfill the safety and security needs of the church.
2. Members of this team will be made up of volunteers, serving on the team until they choose not to be part of the team.
3. The Safety Team will also consist of the chairs of the Building and Ground, Insurance and Pre-Kindergarten Committees. The Pastor, Associate Pastor and Associate Pastor of Worship will serve as ex-officio members.
4. The Safety Team shall be responsible for identifying the security and safety needs of the church, at which time those needs will be relayed to the appropriate committee or committees to be resolved. (There are no term limits).
5. The Leader shall serve as a regular member of the Church Council.

Section 21 — Missions Team

1. The purpose of the Missions Team is to lead North Run Baptist Church to engage in God's mission to reach and develop all people into fully devoted followers of Jesus in Richmond, America, and to the ends of the earth (Matthew 28:19-20, Acts 1:8). The specific task for the Missions Team is to pursue missions endeavors outside of North Run Baptist Church.
2. The Missions Team will lead in planning and organizing evangelism efforts, outreach, missions trips, missions giving opportunities, and missions activities outside of North Run Baptist Church. The Missions Team Leader will make recommendations to the church for outreach missions activity, budget proposals/funding, and a vision for future missions.
3. The team will consist of the Team Leader (TBD), Senior Pastor, WMU Director, and any members desiring to serve. The Team Leader shall serve as a regular member of the Church Council. (There shall be no term limits.)

ARTICLE VII — Organization and Duties of Standing Committees

Section 1 — Audit Committee

This committee shall consist of at least three members and serve on a calendar year basis. It shall be the duty of the Audit Committee to audit the records, Annual Report and sign the Annual Report of the Church and Pre-Kindergarten Treasurer before its acceptance. The audit should include a general evaluation of the system of checks and balances and the evaluation of all areas that represent potential high risk, financial exposure or loss. The audit shall be completed and the report presented for acceptance by the Church or Pre-Kindergarten Committee no later than the May business meeting, following the end of the budget and financial reporting period.

Section 2 — Building and Grounds Committee

1. The Building and Grounds committee shall consist of at least six members. They shall have supervision over the maintenance of all building and grounds in accordance with the fixed items for such in the budget.
2. The Building and Grounds committee shall be responsible for the supervision of the work of the Custodian. They shall contribute to the custodian's annual, written performance evaluation which is administered by the Personnel Committee. They shall also be responsible for maintaining the custodian's job description & schedule of duties. In the absence of the Custodian (i.e., vacation, sick leave), the committee shall ensure that the duties of the Custodian are otherwise covered.
3. The Building and Grounds committee may not exceed the allotments in the budget except in the event of an emergency affecting the health, welfare or financial investment of the church and its properties.
4. The Building and Grounds committee shall be responsible for taking an annual inventory of all church equipment. They may recruit volunteers to assist in taking said inventory. They shall provide a listing by department and room number of said equipment for the church office files.
5. The Building and Grounds committee shall insure water in the Baptismal for said services.
6. The chair of the Building and Grounds committee shall serve on the Safety Team.
7. The Chair/Co-Chair shall serve as a regular member(s) of the Church Council.

Section 3 — Insurance Committee

This committee shall consist of at least three members. It shall be their duty to review and annually update insurance needs of the church and pre-kindergarten, excluding personnel insurance issues, and make recommendations to the church as appropriate. The chair of the Insurance committee shall serve on the Safety Team.

Section 4 — Constitution and By-laws Committee

This committee shall consist of at least three members. It shall be their duty to make recommendations to the church concerning all changes to the Constitution and By-laws as the need arises.

Section 5 — Finance Committee

1. This committee shall consist of at least six members and shall serve on a calendar year basis (January 1 - December 31).
2. This committee, in partnership with the ministry team leaders, shall serve as the Budget Committee to prepare and present to the church the calendar year budget for the ensuing year on or before the quarterly business meeting in November. This committee shall have the general supervision over the financial policies of the church. The expenditure of the budgeted funds not otherwise provided for shall be the responsibility of this committee. All recommendations for additions to the approved church budget shall be cleared by this committee before presentation to the church, except such emergency powers as herein provided.
3. This committee shall meet prior to each quarterly business meeting and such other times as necessary in order monitor and evaluate the financial condition of the church. They shall be responsible for reviewing the treasurer's quarterly and annual reports and give advice and counsel to the church as necessary.
4. It shall be their duty to organize the program for solicitation of funds and provide each member with church envelopes.
5. No department or committee shall exceed its budget or purchase any item not included in the budget without the approval of the Finance Committee or upon recommendation by the Finance Committee in a duly constituted business meeting for amounts over \$500.00.

Section 6 — Counting Committee

This committee shall consist of at least 12 members, under the direction of the Finance Committee and Ministry Assistant, consisting of four teams of three, with each team taking a week to count those funds received for the weekly offerings. It shall be their duty to count and register the gifts and the givers according to procedures developed by Finance Chair and Ministry Assistant. (Term is renewable for calendar year).

Section 7 — Flower Committee

This committee shall consist of at least three members. In case of the death of any resident church member, the committee shall send flowers as an expression of sympathy. Upon the death of a non-member or non-resident member, flowers may be sent at the discretion of the committee. It shall also be the duty of this committee to provide flower arrangements for the church sanctuary and to suitably decorate the sanctuary for special occasions such as Easter, Thanksgiving, Christmas, etc.

Section 8 — History Preservation Committee

This committee shall consist of at least three members. It shall be their duty to record, retain and update, prior to Homecomings, records that document the life and history of the church. They shall be kept in the Church Library.

Section 9 — Kitchen Committee

This committee shall consist of at least six members. The committee shall prepare policies governing the use of the kitchen and post said policies in a conspicuous place therein. They shall, in cooperation with the Food Service Coordinator(s), be responsible for all kitchen equipment and utensils. This committee shall have the authority to request from the church at large whatever help is necessary in fulfilling their duties. The chair of this committee shall serve as a regular member of the Church Council.

Section 10 — Nominating Committee

1. This committee shall consist of at least nine members.
2. It shall be their duty to prepare annually a slate of nominees for all church officers, standing committees and organizations of the church for election in accordance with ARTICLE V, Section I. The Nominating Committee shall be nominated by the Church Council in accordance with ARTICLE VIII, Section 1, Paragraph 4.
3. This committee shall present to the church at the May business meeting nominations for each of the following offices: Sunday School Director, Woman's Missionary Union Director, Men's Ministry Director, Women's Ministry Director and Food Service Coordinator(s). Upon election, these Leaders shall become ex-officio members of the Nominating Committee to assist said committee to find workers for their respective program.
4. This committee shall see that the chair of each standing committee has in his possession a copy of the Constitution and By-laws.

Section 11 — Personnel Committee

1. This committee shall consist of at least six members.
2. It shall be the duty of this committee, along with the Pastor, to have general oversight of the work and responsibilities of all employees of the church. With the exception of the Custodian (see ARTICLE VII, Section 2), the committee shall prepare, and submit to the church for approval a job description for each employee.

Note: While the Custodian will check in with the Pastor on a day-to-day basis, the Building and Grounds Committee will supervise the work of the Custodian.

3. It shall be the responsibility of the Personnel Committee to survey periodically the need for additional staff members and report the same to the church. Also, the committee shall review annually the performance and salaries of the staff members, making such recommendations and suggestions to the Finance Committee as they deem wise in regard to the personnel section of the budget. In administering the ministry analysis of the Pastor, the active deacon body shall provide their evaluation. The performance evaluation of the custodian shall be provided by the Building and Grounds Committee.
4. This committee shall recommend to the church for approval certain policies and practices which are to be followed in regard to the work and benefits of salaried employees such as working hours, time allotted annually for attending conferences or participating in revivals, length of vacation, holidays, insurance benefits, etc.
5. The Personnel Committee shall strive to promote understanding and cooperation between staff members and the congregation. Any problem or misunderstanding arising in regard to the fulfillment of the duties of an employee shall be discussed and considered prayerfully by this committee, and they shall take such action in Christian love as they deem necessary.
6. Members of the Personnel Committee shall not serve on any other committee having responsibility over the duties of any salaried staff member of the church.

Section 12 — Pre-Kindergarten Committee

This committee shall consist of at least six members elected by the church. It shall be their responsibility to generally supervise this endeavor and to keep the church informed of progress and needs at each quarterly business meeting. The chairperson of this committee shall be a regular member of the Church Council and shall serve as a member of the Safety Team.

Section 13 — Scholarship Committee

This committee shall consist of at least five members and shall be responsible for recommending to the church at the May business meeting two students eligible for the two University of Richmond scholarships. The committee may also study and make recommendations concerning assistance to students from other sources.

Two of the five members of this committee shall be the Associate Pastor and the Chair of the Youth Committee. The remaining three members shall be elected on the rotating basis.

Section 14 — Ushers Committee

This committee shall consist of at least twelve members and they shall select those who serve in the collection of the offering. The Ushers shall assist in the seating of the congregation at all regular services. They shall see to the ventilation and lighting of the auditorium as well as the general comfort of the congregation. They shall enlist the support of other church leaders in securing the building after each function.

Section 15 – Website Committee

This committee shall consist of at least six members. It shall be the duty of this committee to:

1. Be trained in website development.
2. Provide training in website development.
3. Touch base regularly with church members and church staff to gather information for the website (via email, etc., to conserve on people's time).
4. In partnership with the staff, review and maintain web pages.
5. In partnership with the staff, update the website weekly.
6. In partnership with the staff, review the internet service provider annually and make server provider decisions.

Section 16 — Youth Committee

This committee shall consist of at least six members and it shall be their responsibility to correlate and give general counsel to the youth program of the church. The chair of this committee shall serve as a regular member of the Church Council. The chair of this committee shall serve on the scholarship committee.

ARTICLE VIII — Councils

Section 1 — Church Council

1. There shall be a Church Council which shall consist of the Pastor, Ministry staff members and the heads of the various organizations of the church, namely: Sunday School Director, Woman's Missionary Union Director, Men's Ministry Director, Women's Ministry Director, AWANA Ministry Director, Pre-Kindergarten Director(s), Chair of Deacons, Chair of Pre-Kindergarten Committee, Church Library Leader, Chair of Youth Committee, Church Host/Hostess, Food Service Coordinator(s), Chair of the Kitchen Committee, President of Second Runners, Missions Team Leader, Safety Team Leader, and Chair/Co-Chair of Building and Grounds Committee.
2. The Pastor shall serve as Chair of the Church Council, and the council shall elect a Vice Chair.
3. The purpose of the Council shall be to project and coordinate the program and work of the church. It shall plan a calendar of activities as a guide for the organizations of the church.
4. The Church Council shall nominate annually for election members of the Personnel and Nominating Committees, including the designation of a chair and a vice-chair for each committee. The nominations shall be presented along with the annual report of the Nominating Committee.

Section 2 — Music Ministry Council

1. The Music Ministry Council shall consist of the following persons: Associate Pastor of Worship, the Church Pianist, directors of age-group choirs and directors of instrumental groups.
2. The Associate Pastor of Worship shall serve as chair of the Music Ministry Council. In the absence of the Associate Pastor of Worship, the Church pianist shall serve as Chair of the Music Ministry Council.
3. It shall be the task of the Music Ministry Council to assist the Associate Pastor of Worship in visioning, implementing, and evaluating the music ministry of the church.

Section 3 — Preschool Council

1. This council shall consist of the Children's Ministry Director, Sunday School Director, Sunday School Preschool Director, Pre-Kindergarten Director, the Chair of the Pre-Kindergarten Committee, the Mission Friends Director and the AWANA Preschool Director.
2. The Children's Ministry Director shall serve as chairperson of the Preschool Council. In the absence of the Children's Ministry Director, the Sunday School Director shall serve as the Chair of the Preschool Council.

3. It shall be the responsibility of this Council to:
 - a. Share ideas and experiences of persons participating in the various church programs as they relate to preschool work.
 - b. Clarify ideas, present suggestions and eliminate misunderstandings in regard to the preschool program.
 - c. Make definite plans for working together in all preschool organizations.
 - d. Promote better understanding of preschool children, their needs and their potential.
4. It shall be the duty of this council to have general oversight of the purchase and maintenance of supplies and equipment for the Preschool Departments (excluding the Pre-Kindergarten Ministry). It is understood that purchases shall be made only within the limitations of the budget allowance.

Section 4 — Premises Council

This council shall consist of Building and Grounds Chair, Food Service Coordinator(s), the Church Host/Hostess and the Pastor. Requests for use of church facilities by non-church groups/organizations must be approved in partnership with the staff, Ministry Assistant and appropriate member/s of the Premises Council. Non-church groups/organizations must designate a representative to serve as a liaison between their group/organization (via the Ministry Assistant and appropriate member of the Premises Council).

ARTICLE IX — By-laws

Section 1 — There shall be worship services every Sunday. There shall be devotional meetings on Wednesday evening of each week. The time of public worship may be changed or services omitted by a vote of the church except in an emergency when it may be done by the Chair of the Deacons and the Pastor.

Section 2 — Business Meeting

The regular meetings of the church for transacting business shall be held on a Sunday of each quarter as designated by the church in regular business session.

Quarterly business meetings shall be conducted on the designated Sunday in February, May, August, and November at which time written reports shall be presented by leaders of organizations, chair of committees, and councils. A quorum shall consist of at least 30 members which shall be necessary for all meetings. All Recommendations to the Church in business session shall first be referred for recommendation to the appropriate committee or committees before church action. In regular business meetings the following order shall be observed:

1. Reading or acceptance of the minutes of the previous meeting.

2. Reports of officers, committees and councils.
3. Unfinished business.
4. New business.
5. Adjournment.

The Pastor, Moderator and Chair of Deacons (or in the absence of the Pastor, the Moderator and Chair of Deacons together) may convene the church in special business meetings whenever expedient upon at least one week's notice to the church.

Section 3 — Budget and Financial Reporting Period

The Budget and Financial Reporting Period is on a calendar year unless otherwise noted. Calendar year based, quarterly, budget and financial reports shall be presented on the designated Sunday business meeting in February, May, August and November.

Section 4 — Changes in Constitution and By-laws

Any part of this Constitution and By-laws may be altered by a three-fourths vote of the members present at any Quarterly or Called business meeting, provided that the change is submitted to the Constitution and By-laws Committee for consideration and at least two weeks written notice is given to the membership.

Section 5 — This Constitution and By-laws shall be effective from the date of its adoption. Officers and Committees now serving will complete their term of office.



NASHVILLE

STATEMENT

A COALITION FOR BIBLICAL SEXUALITY

*“Know that the LORD Himself is God;
It is He who has made us, and not we ourselves...”
-Psalm 100:3*

Preamble

Evangelical Christians at the dawn of the twenty-first century find themselves living in a period of historic transition. As Western culture has become increasingly post-Christian, it has embarked upon a massive revision of what it means to be a human being. By and large the spirit of our age no longer discerns or delights in the beauty of God’s design for human life. Many deny that God created human beings for his glory, and that his good purposes for us include our personal and physical design as male and female. It is common to think that human identity as male and female is not part of God’s beautiful plan, but is, rather, an expression of an individual’s autonomous preferences. The pathway to full and lasting joy through God’s good design for his creatures is thus replaced by the path of shortsighted alternatives that, sooner or later, ruin human life and dishonor God.

This secular spirit of our age presents a great challenge to the Christian church. Will the church of the Lord Jesus Christ lose her biblical conviction, clarity, and courage, and blend into the spirit of the age? Or will she hold fast to the word of life, draw courage from Jesus, and unashamedly proclaim his way as the way of life? Will she maintain her clear, counter-cultural witness to a world that seems bent on ruin?

We are persuaded that faithfulness in our generation means declaring once again the true story of the world and of our place in it—particularly as male and female. Christian Scripture teaches that there is but one God who alone is Creator and Lord of all. To him alone, every person owes glad hearted thanksgiving, heart-felt praise, and total allegiance. This is the path not only of glorifying God, but of knowing ourselves. To forget our Creator is to forget who we are, for he made us for himself. And we cannot know ourselves truly without truly knowing him who made us. We did not make ourselves. We are not our own. Our true identity, as male and female persons, is given by God. It is not only foolish, but hopeless, to try to make ourselves what God did not create us to be.

We believe that God’s design for his creation and his way of salvation serve to bring him the greatest glory and bring us the greatest good. God’s good plan provides us with the greatest freedom. Jesus said he came that we might have life and have it in overflowing measure. He is for us and not against us. Therefore, in the hope of serving Christ’s church and witnessing publicly to the good purposes of God for human sexuality revealed in Christian Scripture, we offer the following affirmations and denials.

Article 1

WE AFFIRM that God has designed marriage to be a covenantal, sexual, procreative, lifelong union of one man and one woman, as husband and wife, and is meant to signify the covenant love between Christ and his bride the church.

WE DENY that God has designed marriage to be a homosexual, polygamous, or polyamorous relationship. We also deny that marriage is a mere human contract rather than a covenant made before God.

Article 2

WE AFFIRM that God's revealed will for all people is chastity outside of marriage and fidelity within marriage.

WE DENY that any affections, desires, or commitments ever justify sexual intercourse before or outside marriage; nor do they justify any form of sexual immorality.

Article 3

WE AFFIRM that God created Adam and Eve, the first human beings, in his own image, equal before God as persons, and distinct as male and female.

WE DENY that the divinely ordained differences between male and female render them unequal in dignity or worth.

Article 4

WE AFFIRM that divinely ordained differences between male and female reflect God's original creation design and are meant for human good and human flourishing.

WE DENY that such differences are a result of the Fall or are a tragedy to be overcome.

Article 5

WE AFFIRM that the differences between male and female reproductive structures are integral to God's design for self-conception as male or female.

WE DENY that physical anomalies or psychological conditions nullify the God-appointed link between biological sex and self-conception as male or female.

Article 6

WE AFFIRM that those born with a physical disorder of sex development are created in the image of God and have dignity and worth equal to all other image-bearers. They are acknowledged by our Lord Jesus in his words about "eunuchs who were born that way from their mother's womb." With all others they are welcome as faithful followers of Jesus Christ and should embrace their biological sex insofar as it may be known.

WE DENY that ambiguities related to a person's biological sex render one incapable of living a fruitful life in joyful obedience to Christ.

Article 7

WE AFFIRM that self-conception as male or female should be defined by God's holy purposes in creation and redemption as revealed in Scripture.

WE DENY that adopting a homosexual or transgender self-conception is consistent with God's holy purposes in creation and redemption.

Article 8

WE AFFIRM that people who experience sexual attraction for the same sex may live a rich and fruitful life pleasing to God through faith in Jesus Christ, as they, like all Christians, walk in purity of life.

WE DENY that sexual attraction for the same sex is part of the natural goodness of God's original creation, or that it puts a person outside the hope of the gospel.

Article 9

WE AFFIRM that sin distorts sexual desires by directing them away from the marriage covenant and toward sexual immorality— a distortion that includes both heterosexual and homosexual immorality.

WE DENY that an enduring pattern of desire for sexual immorality justifies sexually immoral behavior.

Article 10

WE AFFIRM that it is sinful to approve of homosexual immorality or transgenderism and that such approval constitutes an essential departure from Christian faithfulness and witness.

WE DENY that the approval of homosexual immorality or transgenderism is a matter of moral indifference about which otherwise faithful Christians should agree to disagree.

Article 11

WE AFFIRM our duty to speak the truth in love at all times, including when we speak to or about one another as male or female.

WE DENY any obligation to speak in such ways that dishonor God's design of his image bearers as male and female.

Article 12

WE AFFIRM that the grace of God in Christ gives both merciful pardon and transforming power, and that this pardon and power enable a follower of Jesus to put to death sinful desires and to walk in a manner worthy of the Lord.

WE DENY that the grace of God in Christ is insufficient to forgive all sexual sins and to give power for holiness to every believer who feels drawn into sexual sin.

Article 13

WE AFFIRM that the grace of God in Christ enables sinners to forsake transgender self-conceptions and by divine forbearance to accept the God-ordained link between one's biological sex and one's self-conception as male or female.

WE DENY that the grace of God in Christ sanctions self-conceptions that are at odds with God's revealed will.

Article 14

WE AFFIRM that Christ Jesus has come into the world to save sinners and that through Christ's death and resurrection forgiveness of sins and eternal life are available to every person who repents of sin and trusts in Christ alone as Savior, Lord, and supreme treasure.

WE DENY that the Lord's arm is too short to save or that any sinner is beyond his reach.

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