



FIRST BAPTIST

— CHURCH —

FAIR OAKS RANCH

CONSTITUTION

“Whoever drinks of the water that I give him will never be thirsty again. The water that I give him will become a spring of water welling up to eternal life”

John 4:14

Adopted
Revised

2006
2024

ARTICLE ONE: MISSION

First Baptist Church Fair Oaks Ranch (hereafter referred to as Church) exists to be a seeker friendly, discipleship driven, continually growing body of authentic and biblically grounded believers; accomplished through:

1. Leveraging our connections within the community to intentionally develop relationship, so our neighbors can observe firsthand a Christ centered difference in our lifestyles and priorities;
2. Empowering the family unit to be the primary means of evangelism and biblical education within their own home, while laboring to support and equip parents as they train up and prepare the next generation of committed believers;
3. Striving to meaningfully impact our community and church family with loving service in times and places of need;
4. Fighting apathy and spiritual complacency with family integrated passionate praise inspired worship, biblically focused teaching, and warm and loving fellowship.

ARTICLE TWO: STATEMENT of FAITH

We accept the Baptist Faith & Message adopted by Southern Baptist Convention in 2000; furthermore, we adopt and adhere to the First Baptist Church at Fair Oaks Ranch statement of Faith detailed in Attachment 1.

ARTICLE THREE: MEMBERSHIP

First Baptist Church at Fair Oaks Ranch is a sovereign and Theocratic Baptist church under the Lordship of Jesus Christ. The church retains unto itself the exclusive right of self-government in all phases of the spiritual and temporal life of this church.

Candidacy:

Any person may offer themselves as a candidate for membership in this church in any of the following ways: (Eligible individuals 17 years of age and younger will have all membership rights herein described except voting rights)

- By profession of faith in Jesus Christ as Savior and Lord followed by believer's baptism through immersion.
- By a statement of prior conversion experience and baptism by immersion following that conversion experience.
- Candidates for membership are required to attend the New Members Class and sign a New Member's Covenant (See Attachment 2) before they are considered "active" members with voting rights.

Members agree to support and abide by the churches Statement of Faith (Article Two), the Membership Covenant (Attachment 2) and strive for unity and harmony among the brethren, as well as a life that indicates the Lordship of Jesus. Members in "active" standing have all rights and privileges herein described.

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A member is moved to “inactive” standing upon such time as the member has not participated in any church functions for a consecutive four-month period. The Board of Trustees will conduct a review three times a year (once per semester) to determine any change in membership status. Members will be notified in writing (to the last known address) of the change in status from active to inactive status and voting rights will be suspended. Members wishing to be reinstated to active status must petition the Board of Trustees in writing. The determination of the Board will be final.

Removal:

The Board of Trustees has the authority to revoke the membership and voting rights of any church member by a 2/3 majority vote of the Board of Trustees, except as otherwise limited herein. (Article Five, 1 Cor 5:1-13, 2 Cor 2:5-8, Titus 3:10-11)

Voting:

The church will conduct a biannual business meeting and may call any additional business meetings as deemed necessary by the Sr. Pastor or the Board of Trustees under Article 4 (A) (4). Notification of business meetings will be made, in the weekly bulletin, at least two weeks prior to the meeting date. In all matters requiring a vote, the matter shall be decided by a simple majority of those active members who are present at a properly called meeting. Inactive members are not privileged to vote. If there is a question of eligibility of any member, the Board of Trustees shall make the final determination. The Senior Pastor, or his designee, shall serve as moderator of the meeting of Church members.

Matters requiring a vote of Church members are:

- Approval of new Board of Trustees members (annually)
- Incurring indebtedness that exceeds 10% of the Church’s annual budget.
- Acquisition or disposition of real estate or property by the Church that exceeds 10% of the Church’s annual budget.
- Approval of a Pastor Search Team, (when necessary)
- Calling of a Senior Pastor candidate as nominated by the Pastor Search Team.
- Approval of changes to the Church constitution by 2/3 majority vote

ARTICLE FOUR: LEADERSHIP / STRUCTURE

A. Ministerial Leadership Team (MLT)

The Ministerial Leadership Team shall consist of the Senior Pastor (who is the team leader), his associate staff members and the leaders of the various ministry teams of the Church. Ministry teams shall be formed to accomplish the Biblical functions and mission of the Church: worship, evangelism, education, fellowship, and service. The Senior Pastor shall be responsible for hiring / firing and supervising the associate staff along with all paid and volunteer employees of the Church, as well as

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selection, supervision, and removal of the ministry team leaders. The Ministerial Leadership Team shall be responsible for the spiritual well-being of the Church, leading the Church to define and accomplish her mission, while supervising the Church's various ministries and day-to-day operations.

1. Qualifications:

- The Senior Pastor is the Leader of the church and therefore required to be in full agreement with and abide by the Statement of Faith (Article Two). He is considered the shepherd and overseer for the church and must meet the Biblical Qualifications as directed in 1 Timothy 3:1-7 and Titus 1:5-9.
- Ministerial Staff are required to be members of the church, in active standing and in full agreement with and abide by the Statement of Faith (Article Two). They are also considered shepherds in the church and must meet the Biblical Qualifications as directed in 2 Timothy 2:15 & 22-26.
- Administrative Staff should be members of the church and must agree with and abide by the Statement of Faith (Article Two). They should be sufficiently qualified for the named position as to be determined by the Sr. Pastor or appropriate supervisor.

2. Appointment:

- Open Ministerial and Administrative staff positions will be filled at the discretion of the Sr. Pastor, pending appropriate budget consideration and approval.

3. Responsibilities:

- To be determined by the Senior Pastor or appropriate supervisor and clarified in the Policy Manual

4. Removal:

- All staff, except for the Senior Pastor, are considered "at will" employees and may be removed or replaced at any time without prior notification or reason.
- All reasonable efforts will be made to train, counsel and or reassign staff should the need arise, or the position be eliminated.
- Should the Senior Pastor be found to be disqualified to the degree requiring removal (i.e. M.E.L.T. Down – Morally, Ethically, Legally or Theologically) the Board of Trustees shall call a meeting of the Board of Trustees and Board of Servant-Deacons minus the Pastor. After careful consideration and prayer and upon 2/3 majority vote of the entirety of both Boards, the recommendation for removal is submitted to the church membership during a special called business meeting. A vote of 2/3 majority of the total church membership in active standing is required for removal of the Senior Pastor.

B. Board of Trustees (BoT)

The Board of Trustees shall consist of the Senior Pastor (who serves as chairman) and additional Church members in active standing. A non-voting Secretary / Administrator, who may be employed by the Church, will serve the board, and may be filled by one person. This individual(s) shall be appointed by the Senior Pastor and may serve unlimited consecutive terms. The additional Trustees shall be selected from Church members, not employed by the Church.

1. Qualifications:

- Trustees must be active and fully participating members of the church for not less than one year, having also been a Christian for not less than two years.
- Trustees must be in full agreement with and abide by the Statement of Faith (Article Two) and be faithful, givers and servants in the church.
- Trustees must be men or women who serve as examples of Godly character and be above reproach in every area of life.
- Trustees must be willing to sign and abide by a confidentiality agreement (Attachment 3)
- Trustees must meet the Spiritual Qualifications as outlined:
 - Truthful and Trustworthy (Acts 6:3, 1 Timothy 3:8)
 - Full of the Holy Spirit (Acts 6:3, 1 Timothy 3:9)
 - Full of wisdom and Faith (Acts 6:3,5, 1 Timothy 3:9)
 - Not greedy for dishonest gain (1 Timothy 3:8)
 - Temperate in Living (1 Timothy 3:8, 1 Cor 8:9)
 - Tested and Proved (1 Timothy 3:10)

2. Appointment:

- After meeting the qualifications herein stated and having been examined by the Board of Trustees, potential candidates shall be nominated, by majority decision of the Board of Trustees, and presented to the church for approval at the annual business meeting.
- Trustees will serve on a rotating three-year basis.
- The church should have no less than four Trustees, exclusive of the Senior Pastor, but not to exceed fifteen. The number of Trustees should reflect approximately 2% of the active church membership. If the number of Trustees is less than four, the Board may continue to act but shall replace the unseated opening by the following bi-annual business meeting, or at an earlier specially called business meeting.
- A Trustee may serve two consecutive three year terms for a total of six years, without a break, and must take at least one year off before serving again.
- Should an elected position become vacant before the end of the term, the Board of Trustees shall nominate a replacement to be voted on by the church members at the next called business meeting. This replacement member shall serve the remainder of the unfinished term.

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3. Responsibilities:

- Approve and submit an annual operating budget to the Church members.
- Oversee the preparation of monthly Church financial statements. (See Policy Manual)
- Oversee the handling of Church receipts. (See Policy Manual)
- Maintain adequate property and liability insurance for the Church.
- Conduct annual performance reviews for the Senior Pastor and recommend his compensation.
- Review member's status once per semester (Jan-Apr, May-Aug, Sept-Dec) and notify members in writing of any change in status (from active to inactive).
- Schedule a biannual meeting of the Church along with any additional business meetings as necessary.
- Maintain the Church Policy Manual.
- Nominate the next term's Board of Trustees Members for approval by the Church.
- Appoint Church Legal Trustees who are empowered to sign legal documents on behalf of the Church. The Legal Trustees are not required to be active members of the Board of Trustees and may serve indefinitely unless replaced by the Board of Trustees
- Recommend, for approval by the Church, necessary changes to the Church's Constitution. Recommendations must first be approved by a 2/3 majority vote of the Board of Trustees prior to being presented to the Church.
- Conduct other administrative tasks that are necessary for the well-being of the Church.
- Appoint and dissolve advisory and/or executive committees to assist the work of the Board of Trustees.

4. Removal:

- Trustees may step down from active service at any time. The Board of Trustees will nominate a replacement who, once approved by the church, will serve the remainder of the unfinished term.
- Trustees may be removed from office by a 2/3 majority vote of the Board of Trustees, excluding the member in question. (1 Timothy 5:19)

C. Board of Servant-Deacons

The Board of Servant Deacons (herein referred to as Deacons) shall consist of the Senior Pastor (who serves as chairman), a staff member who may be appointed by the Senior Pastor (to serve as team leader) and Church members (men and women) in active standing who meet the below stated qualifications and are not employees of the church.

The purpose of Deacons is to serve the Lord by conducting the "care ministry" of the church – doing the work of benevolence, visiting the sick, being alert to the spiritual needs of the congregation, assisting with the physical needs of the facility and church buildings and promoting unity within the church.

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1. Qualifications:

- Deacons must be active, fully participating members of the church for not less than one year, having also been a Christian for not less than 5 years.
- Deacons must be in full agreement with and abide by the Statement of Faith (Article 2) and be faithful, givers and servants in the church.
- Deacons must be men (or women) who serve as examples of godly character and be above reproach in every area of life.
- Deacons must sign and abide by a confidentiality agreement (Attachment 4).
- Deacons must meet the *Character* Qualifications as outlined in 1 Timothy 3.
 - Be Dignified (1 Timothy 3:8)
 - Be Truthful - Not double-tongued (1 Timothy 3:8)
 - Not greedy for dishonest gain (1 Timothy 3:8)
 - Be Temperate and Self-controlled in Living (1 Timothy 3:8, 1 Corinthians 8:9)
 - Manage their own family well (1 Timothy 3:12)
 - Willing and able to Work (Acts 6:1, 3)
- Deacons must meet the *Spiritual* Qualifications as outlined in 1 Timothy 3
 - Be Full of the Holy Spirit (Acts 6:3, 1 Timothy 3:9)
 - Be Full of Wisdom (Acts 6:3,5, 1 Timothy 3:9)
 - Hold to the Mystery Faith (Acts 6:3,5, 1 Timothy 3:9)
 - Truthful and Trustworthy (Acts 6:3, 1 Timothy 3:8)
 - Be Tested and Proved (1 Timothy 3:10)

2. Appointment:

- After meeting the qualifications stated herein and having been examined by the Senior Pastor, potential candidates shall be nominated by majority decision of the Board of Servant-Deacons and presented to the church for approval at the annual business meeting.
- Deacons shall serve a minimum of a three-calendar year cycle, and may serve unlimited additional terms. Those no longer able to physically serve the church shall be moved to Emeritus status.
- The church should maintain 2 Deacons per 50 families but never less than 4 Deacons.
- If an active Deacon steps down prior to the end of a term the Board of Servant-Deacons shall nominate a replacement to be voted on by the church members at the next called business meeting.

3. Responsibilities:

- A Partner in Servant Leadership
 - A Leader and co-laborer with the Pastor; fully committed to the mission and vision of the church.
 - A Servant, the first to strive toward creating and maintaining and guarding unity.
 - Prepares and assists in the administration of the ordinances of the Church.
 - Assists the Pastor in oversight of the spiritual interests of the Church, maintaining a close relationship with the Pastor to keep him informed of various spiritual and physical needs.
 - Demonstrates maturity for the church body to follow.
 - Assists with managing facilities and logistical needs.
- A Proclaimer of the Gospel
 - Works with the Pastor and staff to evangelize the lost and extend the Kingdom of God in the world.
 - Models personal evangelism in lifestyle and actively participates in the outreach ministries of the church.
 - Has a personal prayer life and serves as a positive, spiritual role model for the congregation.
- Provide Compassionate Care for the Membership
 - Assists in meeting the benevolence needs of the church:
 - seeks to know the needs and burdens of members, particularly in the care of widows (those women without male heads of households) and orphans;
 - offers assistance to the needy
 - visits the sick
 - Serves as a peace-maker, working to prevent gossip, rumors or conflict
 - Serves as an example to others in speech, deeds, faith and personal purity.
- Female deacons - must serve within the guidelines of a woman deacon (Attachment 5)

4. Deacon Ordination:

Those elected to serve as deacons, if ordination is necessary, will meet with the Senior Pastor and/or appointed staff team leader to work out a time for an ordination service. The ordination process will be scheduled to allow adequate time for training of the candidate. The service will be a time when family and friends have an opportunity to attend and will be planned and carried out by the Senior Pastor and Board of Servant-Deacons.

5. Positions within the Board of Servant Deacons:

Annually, at the beginning of each calendar year the Board of Servant Deacons will elect a vice-chairman and secretary from active Deacons. Individuals may serve as vice-chairman and secretary consecutive years.

6. Removal from Active Deacon status:

- Deacons in good standing may step down from active service at any time and be placed on 'in-active status'. The Board of Servant-Deacons will nominate a replacement according to the provisions in this document.
 - In-active Deacons may be nominated to fill vacancies provided they are examined according to the provisions of this document (without the need for ordination).
 - A previously ordained deacon of like faith who becomes a member of Hill Country Church, may be placed on 'in-active' status once meeting the examination and tenure requirements stated in this document.
- Deacons may be removed from office by a 2/3 majority vote of the Board of Servant Deacons, if the office is abused and/or the individual no longer meets the qualifications as set forth in this document.
- Deacons may be placed in "Emeritus" status when an individual has served as an active Deacon, for no less than three terms, with distinction and faithfulness but physical capacity no longer permits the person to serve. Deacon-Emeritus status requires a 2/3 majority vote of current active Deacons.

➤ SPECIAL PROVISIONS:

In addition to these regular duties, the Board of Trustees and the Board of Servant-Deacons will have special duties when the office of the Senior Pastor is vacant. These special duties are:

- The Board of Trustee will nominate a temporary chairman from active Board members.
- The current Board of Servant-Deacons Vice-Chairman will temporarily fill the role of chairman for the Board of Servant-Deacons.
- The temporary chairman from both Boards shall agree upon and designate a team leader for the Ministerial Leadership Team (This person may be from the current Ministerial Leadership Team). This team leader ensures adequate guest preacher's during the vacancy.
- Temporary Chairman from both Boards and the temporary Ministerial Team Leader shall search for and agree upon, by majority vote, an interim Pastor.
- Temporary Chairman from both Boards and the temporary Ministerial Team Leader shall nominate a Pastor Search Team of no less than 5 active church members (with a least two of the five nominees not being members of either board or ministerial staff) to be approved by the Church. The temporary chairman of the Board of Trustees will serve as the chairman of the Pastor Search Team.
- Temporary Chairman from both Boards and the temporary Ministerial Team Leader shall agree upon and outline a process to guide the work of the Pastor Search Team.

ARTICLE FIVE: CONFLICT MANAGEMENT

Church Conflict Management Covenant: Church members shall attempt to resolve conflicts as follows: (see also Attachment 1 “Practically we Believe” of this document for further instruction)

In obedience to God's Holy Word, we promise to do everything we possibly can to glorify God, maintain unity and build harmony in the church, and avoid conflict. In the event of conflict, we will first examine ourselves to ensure we are not the cause of disunity or disharmony. (Mathew 7:3-5) After much prayer and examination, we will comply with the admonition of Matthew 18:15 and Galatians 6:1 – we will go to an offending brother or sister alone first. We are committed to restoring our relationships, rather than exposing our brother's or sister's possible sin. We will try to understand the actions of others based upon their perspective.

If going to the person alone does not resolve our differences, we promise to seek a neutral and mature individual witness who will listen to each perspective. We pray that God would use this person to resolve the problem in a way that would glorify God. This witness must be an individual with deep spiritual wisdom who is highly respected by all those involved. The purpose of having a witness is not to validate our hurt, but rather to open our heart and mind to the possible needs we may have regarding our relationships with others. We recognize that this third-party witness may reveal or say things we may not like or that do not support our perspective, but we believe that God will use them to help resolve our conflict without taking sides. We will seek to pray and commune with God about our hurt.

Should the difference be with the Senior Pastor or a member of the ministerial staff, we will follow the guidelines above. The witness will be a member of the Board of Trustees who will listen to our conflict. If the Trustee finds we have misunderstood the situation and that the matter should go no further, we will trust God to complete His work in our lives by casting our burden on the Lord and leaving it with Him. If the Trustee agrees with our concern and finds the pastor or ministerial staff member wrong, but the pastor or staff member refuses to listen, the matter will be referred to the Board of Trustees, as a whole, to hear the matter and find an agreeable solution.

We are committed to pleasing God through resolving our conflicts even if it means separating ourselves from the source of our irritations. We commit ourselves to be spiritual rather than "normal" and supernatural rather than "natural" when it comes to solving our problems with others. We want God's will and way as we work to resolve our conflicts. We are committed to do what the Bible teaches, regardless of our normal and natural feelings. Our goal is to glorify God by demonstrating to the world genuine love for one another.

If matters of disagreement cannot be resolved, and if the actions of any person threaten the unity and harmonious fellowship of the Church, the Board of Trustees shall be called to review the matter and to take appropriate action. Their decisions will be binding on the Church and all members. The Board of Trustees shall have the authority to revoke the membership and voting rights of any church member per Article 3 Removal.

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ARTICLE SIX: AMENDMENTS

This constitution may be amended or revised upon 2/3 majority recommendation from the Board of Trustees. Revisions are then presented to the church, which require a majority vote of church members present during a called business meeting. An updated copy of the proposed constitution must be sent to the “active” members of the church with a copy posted in a prominent place in the church at least two weeks prior to a vote. The Church Policy Manual and Constitutional Attachments may be amended as necessary by a majority vote of the Board of Trustees and do not require church wide approval.

ARTICLE SEVEN: AFFILIATIONS

The Church shall be in a cooperative relationship with the Southern Baptist Convention, the Southern Baptists of Texas Convention, and the Bluebonnet Baptist Association. These relationships are for the purpose of cooperatively carrying out the gospel mission locally, regionally, and internationally in accordance with Acts 1:8. These cooperative relationships in no way shall interfere with the autonomous, self-governing nature of the Church.

ARTICLE EIGHT: DISSOLUTION

In the event of dissolution, the Board of Trustees shall, after paying or making provisions for the payment of all the liabilities of the church, dispose of all assets of the church exclusively for the purpose as stated in Article One. Should no opportunity avail itself the Board of Trustees, by 2/3 majority vote, shall designate all net assets of the Church as the property of the Bluebonnet Baptist Association; or any other non-profit organization affiliated with the Southern Baptist Convention.

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ATTACHMENT ONE:

STATEMENT of FAITH

Doctrinally We Believe:

- In the one true and living God, affirming the Holy Trinity - within the nature of the one God, there exists three Co-equal and Co-eternal Persons. God the Father; God the Son-Jesus of Nazareth, who is the Christ; and God the Holy Spirit. (Matthew 28:19, Mark 12:29-30)
- In Jesus Christ; affirming His full Deity and full humanity, His Virgin Birth, His perfect, sinless life, His vicarious and Substitutionary Atonement for mankind's sin, His Bodily Resurrection from the dead, (Luke 1:30-35, John 1:1-2, 1:14, 1 Corinthians 15:51-52, 2 Corinthians 5:21, Galatians 3:13), and His personal, visible return to earth in the Second Coming of Christ. (Ephesians 1:20, 1 Thessalonians 4:13-18, Titus 2:13)
- In the Deity and personality of the Holy Spirit, who indwells every believer in Christ and guides them in all matters of living. (John 16:13, Romans 8:9)
- In God's written Word; the Holy Bible - given through divine inspiration as the infallible, inerrant Word of God. As such, the Bible in its entirety is to be the sole and final authority in all matters of belief and practice for Christians of every culture and age. (Psalm 119:160, Isaiah 40:8, 2 Timothy 3:16, 2 Peter 1:21)
- In the existence of a personality known as Satan, who is the mortal enemy of God, and who reigns over personal entities called demons and over unregenerate mankind. (Genesis 3:15, Isaiah 14:12-17, Ezekiel 28:11-19, Ephesians 6:11-12, Revelation 12:3-9, 20:10)
- In the utter depravity of mankind; as such placing them under condemnation of God, hopelessly lost without being regenerated by the Holy Spirit by God's grace alone, through personal faith alone, in Jesus Christ alone as their Savior - this being a gift from God, lest no man boast, resulting in the eternal security of the Believer being held permanently in God's hand. (John 10:29, Romans 3:23, 6:23, 5:8, 8:1, 8:9-10, Ephesians 1:13-14, 2:8-9)
- In the afterlife; those who have been saved will live in everlasting peace in the very presence of God, while those who die without being saved will live in conscious torment, forever shut out from the presence of God, with no second chance to change this certain destiny. (Revelation 20:11-21:8)
- In the Church universal; the Body of Christ, consisting of all the redeemed by receiving Jesus Christ as Savior, and united in the Holy Spirit. The local church being an organization of believers in a given area, called out of the world to assemble to worship God and preach His Gospel. This Gospel being summed up in the death, burial and Bodily Resurrection from the dead of Jesus Christ. (Ephesians 1:22-23, Colossians 1:18, Hebrews 10:24-25)
- In the Biblical ordinances and participation in: water *baptism* by immersion as the public profession of an inward confession of Jesus Christ as Lord being the first step of obedience for

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a new Believer, and the *Lord's Supper* being for members of the Body of Christ taken carefully and reverently. Neither, resulting in or required for, but as a result of Salvation. (Matthew 28:19, Luke 22:19-20, Acts 2:41-42, 8:34-38, 10:44-48, 1Corinthians 11:23-29, Col 2:11-12, Romans 4:9-11)

- We believe that God has commanded that no sexual activity be engaged outside of marriage; marriage being defined as a covenant and legal relationship between one man and one woman as determined at birth. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God's gift of sex. We further believe that God disapproves of and forbids any attempt to alter one's birth gender by surgery or medication. (Gen. 2:24; Gen. 19:5, 13; Gen 26:8-9; Lev. 18:1-30; Rom. 1:26-29; Rom 7:2; 1 Cor. 5:1; 1 Cor. 6:9; 1 Cor 7:10; Eph 5:22-23; 1 Thess. 4:1-8; Heb. 13:4)

Practically We Believe:

- In genuine Praise. Worship is a lifestyle not an atmosphere, therefore praise and worship should not be strictly "contemporary or traditional" but genuine, sincere and from the heart regardless of style. (Psalm 150, Romans 12:1)
- In the constructive use of Spiritual Gifts and service. Spiritual gifts are given to all Christians and are to be used for the building up and edification of the body, not for personal gain or recognition. Spiritual gifts are also at the use and discretion of the Holy Spirit, not at the "command" of humans (i.e. faith healing or positive confessions) and therefore will be used with wisdom and discretion, under the authority of the Holy Spirit. The over-emphasis of "spectacular" spiritual gifts to the exclusion of Biblical teaching is rejected and we believe in the simple teaching and exposition of the Word of God instead of gimmicks and programs. As such we do not allow the use of audible gifts to be loudly displayed, except as mandated in scripture (1 Corinthians 14:28), while any service is in progress because we do not believe the Holy Spirit would interrupt Himself. Furthermore, we reject the belief that human prophecy supersedes that of Scripture. (1 Corinthians 12-14, Eph 4:7-13)
- In the importance of Unity. Spiritual Unity is critical to the influence and witness of any Christian; therefore, we cling to Scripture as our standard of truth and remain eager to guard the unity of the body, gently exhorting brothers and sisters who walk contrary to the Word of God. Secondly, we strive for harmony in all our dealings. (Psalm 133, Romans 12:16, Ephesians 4:1-6, Colossians 3:14)
- In proper stewardship. We believe that God is the owner of all our time, talent and treasure and we are called to be good stewards and managers over what He has given us. We believe that all members should financially support the church cheerfully, sacrificially, and generously as the Lord leads them. Furthermore, we believe each member has a responsibility to discover and use their spiritual giftedness, time, and talent for kingdom growth. (Psalm 24:1, Luke 16:10-11, 1 Corinthians 4:2, 2 Corinthians 8-9)

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- In the importance of Biblical resolution of disputes. The church is committed to resolving in a Biblical manner disputes that may arise within our church membership dealing with church matters. This commitment is based on God’s command that Christians should strive earnestly to live at peace with one another and that when disputes arise, Christians should resolve them according to the principles set forth in the Bible. (Matt. 5:9; John 17:20-23; Rom. 12:18; Eph. 4:1-3; Prov. 19:11; Matt. 5:23-25; Matt. 18:15-20; 1 Cor. 6:1-8; Gal. 6:1) If the conflict cannot be resolved privately by the parties or by the Board of Trustees the dispute shall be submitted to final and binding arbitration in accordance with the Church Policy Manual.

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ATTACHMENT TWO:

MEMBERSHIP COVENANT AGREEMENT

Having received Jesus Christ as my Lord and Savior and having been baptized in obedience to His command, while agreeing with First Baptist Church's statement of faith (Article 2 & Attachment 1 of the First Baptist Church Constitution) Mission, Vision, Values and Strategy, I now feel led by the Holy Spirit to unite with this Church family. In doing so, I commit myself to God and to the other members to do the following:

- 1. I will protect the unity of my Church:**
 - By acting in love toward other members (Romans 15:5 / 1 Peter 1:22)
 - By refusing to gossip; to manage conflict according to Constitution (Eph 4:29)
 - By following godly leadership (Hebrews 13:17)
- 2. I will share the responsibility of my Church:**
 - By praying for its growth (1 Thessalonians 1:2)
 - By inviting the un-churched to attend (Luke 14:23)
 - By warmly welcoming those who visit (Romans 15:7)
- 3. I will serve the ministry of my Church:**
 - By discovering and using my spiritual gifts and talents (1 Peter 4:10)
 - By being equipped to serve with my pastors (Ephesians 4:11)
 - By developing a servant's heart (Philippians 2:3-4,7)
- 4. I will support the testimony of my Church:**
 - By attending faithfully (Hebrews 10:25)
 - By living a godly life (Philippians 1:27)
 - By giving regularly (Leviticus 27:30)

As the Lord enables me, I will fulfill these commitments:

Signed: _____ *Date:* _____

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ATTACHMENT THREE:

BOARD of TRUSTEES CONFIDENTIALITY / AFFIRMATION AGREEMENT

1. I affirm my commitment to the mission, vision, and goals of First Baptist Church at Fair Oaks Ranch.
2. I affirm my commitment to the Baptist Faith and Message as adopted in the Southern Baptist Convention in 2000 and the Statement of Faith of First Baptist Church at Fair Oaks Ranch.
3. I affirm my commitment to be an active, contributing, participant in the ministry and fellowship of First Baptist Church at Fair Oaks Ranch.
4. I will, as a steward who desires to be faithful
 - (1) give faithfully of my income to the ministry of First Baptist Church at Fair Oaks Ranch;
 - (2) use my God-given giftedness in serving the Lord through the ministries of First Baptist Church at Fair Oaks Ranch.
5. I will maintain confidentiality of all sensitive information indefinitely, whether an active or inactive member of the Board of Trustee, since this position may include being made aware of, or witness to information that could possibly result in embarrassment to a brother or sister in Christ or create conflict amongst the brethren. I will use great discretion before discussing any information entrusted to me, to ensure that I do not gossip nor break the trust of those who have confided in the Board of Trustees or myself. Any information specifically stated as being confidential will not be discussed with anyone outside of the Board of Trustees and will be grounds for removal if this confidence is broken.
6. I will maintain my personal integrity in all my dealings with other members of the Board of Trustees. I commit to supporting, encouraging, and praying for my fellow Board members.
7. I will publicly and privately support the final decisions of the Board of Trustees. I realize there may be times I do not agree with other Board Members as to a course of action. I will do everything in my power and in the Holy Spirit, to reach a consensus on every issue. If for any reason I am overruled by a majority vote, I will support the decision and keep my voice of dissension to myself. If I am unable to do so, I will step down from active service as a Board of Trustee member.
8. I commit myself, as a member of the Board of Trustees, to fulfilling the Board of Trustees member’s responsibilities to the best of my ability.

As the Lord enables me, I will fulfill these commitments:

Signed: _____ *Date:* _____

Adopted 2006
Revised 2024

ATTACHMENT FOUR:

BOARD OF SERVANT-DEACONS (Deacon)

CONFIDENTIALITY / AFFIRMATION AGREEMENT

1. I affirm my commitment to the mission, vision, and goals of First Baptist Church at Fair Oaks Ranch.
2. I affirm my commitment to the Baptist Faith and Message as adopted in the Southern Baptist Convention in 2000 and the Statement of Faith of First Baptist Church at Fair Oaks Ranch.
3. I affirm my commitment to be an active, contributing participant in the ministry and fellowship of Hill Country Church at Fair Oaks Ranch.
4. I will, as a steward who desires to be faithful
 - (1) give faithfully of my income to the ministry of Hill Country Church at Fair Oaks Ranch;
 - (2) use my God-given giftedness in serving the Lord through the ministries of First Baptist Church at Fair Oaks Ranch.
5. I will maintain confidentiality of all sensitive information indefinitely, whether an active or inactive Deacon, since this position may include being made aware of, or witness to information that could possibly result in embarrassment to a brother or sister in Christ or create conflict amongst the brethren. I will use great discretion before discussing any information entrusted to me, to ensure that I do not gossip nor break the trust of those who have confided in the Deacons or myself. Any information specifically stated as being confidential will not be discussed with anyone outside of the Board of Servant Deacons and will be grounds for removal if this confidence is broken.
9. I will maintain my personal integrity in all my dealings with other Deacons. I commit to supporting, encouraging, and praying for my fellow Deacon members.
10. I will publicly and privately work with the pastor to maintain the unity and encourage positive fellowship and actions. I will do everything in my power and in the Holy Spirit, to reach a consensus on every issue. If for any reason I am overruled I will support the decision and keep my voice of dissension to myself. If I am unable to do so, I will step down from active service as a Servant Deacon.
11. I commit myself, as a member of the Board of Servant Deacons, to fulfill the responsibilities of a Deacon to the best of my ability.

As the Lord enables me, I will fulfill these commitments:

Signed: _____ *Date:* _____

Adopted 2006
Revised 2024

ATTACHMENT FIVE:

BOARD OF SERVANT- DEACONS (female deacons)

ROLE OF FEMALE DEACONS

The purpose of Deacons is to serve the Lord by conducting the “care ministry” of the church – doing the work of benevolence, visiting the sick, being alert to the spiritual needs of the congregation, assisting with the physical needs of the facility and church buildings and promoting unity within the church.

See Article 4, Section C for further explanation.

1. A Partner in Servant-Leadership:
2. A Proclaimer of the Gospel:
3. A Provider of Compassionate Care for the Membership:
4. A Provider of General Service:
5. A Servant-Leader Primarily for the Ladies of the Church:
6. Role shall not include *independent* leadership of men in the Church.