

Approved by Board of Directors on 1/19/2023
Issued For Church Review on 2/12/2023 for Church Vote on 3/19/2023



CHURCH CONSTITUTION AND BYLAWS 2023

SOUTHLAND BAPTIST TEMPLE

927 Yarbrow Lane

Paducah, Kentucky 42003

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CONSTITUTION

PREAMBLE

We, the congregation of this Church, do adopt, declare, and establish this Constitution for the purpose of preserving and securing the principles of our faith, and to the end that this body of Christian believers may be governed in orderly manner consistent with the teachings of God's Word.

ARTICLE I – Name

This body of Christian believers shall be known as Southland Baptist Temple Incorporated, of Paducah, Kentucky (referred to as the "Church" in this Constitution and the following By-Laws). The principal office of the Church shall be located at 927 Yarbro Lane, Paducah, Kentucky 42003. The church may have other offices, within or without the Commonwealth of Kentucky, from time to time, as the operation of the Church may require. The Board of Directors may change the address of the principal office if required.

ARTICLE II – Purpose

Desiring to glorify God the Father through His Son, Jesus Christ, the Head of the Church, in the power of the Holy Spirit, we state our objectives to be consistent with the eternal purposes of a church revealed by Jesus Christ in the New Testament. These purposes are summarized in the Great Commandment (Matthew 22:36-40) and the Great Commission (Matthew 28:18-20). We thus state the following as our purposes for existence:

- **Worship** - To magnify God through the maintenance of true and sincere worship
- **Ministry** - To love and serve people through active Christian service in our community
- **Evangelism** - To bring people to a saving knowledge of the Lord Jesus Christ through the advancement of the Gospel both locally and around the world.
- **Fellowship** - To call Christian believers into fellowship with God's people through the promotion of believer's baptism and church membership.
- **Discipleship** - To consistently preach and teach the Bible to develop Christians in spiritual maturity and equip them for ministry.

ARTICLE III – Doctrine

We believe that holy men of God wrote the sixty-six books of the Holy Bible as God divinely inspired them; that the Scriptures of both the Old and New Testament are completely trustworthy and inerrant in all matters of life and faith; and they are the sole basis for our beliefs. It is our belief, according to the Scriptures, that marriage is between a man and woman. This Church has established Articles of Faith, which is incorporated

herein and made in part hereof, as an affirmation of our basic Christian beliefs and as a general statement of our faith.

ARTICLE IV – Church Government & Affiliations

Under the Lordship of Jesus Christ, the Membership retains the exclusive right of self-government of this Church. This Church is not subject to control by any other religious or non-religious body; it is established and operates as an autonomous, independent Baptist congregation. However, while maintaining its autonomy and independence, this Church recognizes the obligation to cooperate with other churches and ministries of like faith to spread the Gospel and extend the Kingdom of God.

ARTICLE V – Adoption & Amendments

Section 1. This Constitution shall be adopted by a two-thirds (2/3) ballot vote of the Members present and voting at the Church Business Meeting in which it is submitted for adoption.

Section 2. This Constitution may be amended by a two-thirds (2/3) ballot vote of the Members present and voting at any Annual or Special Called Church Business Meeting. Notice of any recommendation for amendment shall be given through distribution of written material to the Members in attendance at Sunday services at least two consecutive Sundays in advance of the Church Business Meeting in which the amendment is to be considered.

END OF CONSTITUTION

BYLAWS

SECTION I – Church Membership

A. Church 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 by immersion in the name of the Father and of the Son, and of the Holy Spirit; we do in the presence of God and this assembly, most solemnly and joyfully enter into covenant with one another, as one body of Christ. We covenant by the grace and help of our Lord, to strive to attain and practice the following ideals in our lives.

- To participate and faithfully attend all scheduled services.
- 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 the prosperity and spirituality of this Church and to sustain its worship, ordinances, discipline, and doctrines.
- To tithe and give freewill offerings cheerfully and regularly to the support of this Church, for the expenses of the Church, for the relief of the impoverished, and for the spread of the Gospel throughout all the world.
- To maintain family and personal devotions; to religiously educate our children; to seek the salvation of our kindred and acquaintances; and to walk circumspectly in the world.
- To be just in our dealings, faithful in our engagements, and exemplary in our conduct.
- To avoid all gossiping, backbiting, and excessive anger.
- To abstain from the sale and/or use of destructive drugs or use of alcoholic beverages in excess as stated in scripture.
- To be zealous in our efforts to advance the Kingdom of our Savior.
- To watch over one another in brotherly love and to remember one another in prayer.
- To aid each other 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 (without delay), and mindful of the rules and examples of our Savior.
- Upon terminating membership from this Church for any reason, to immediately unite with another Bible-believing church where we can conduct the spirit of this covenant and the principles of God's Word.
- To receive, hold, invest, administer, and distribute for Christian charitable purposes, money and property donated to or otherwise acquired by this Church.

B. Qualifications for Church Membership

Persons may obtain membership in this Church by any of the following ways.

1. **Believer's Baptism:** A person may be received into membership by Believer's Baptism after publicly professing saving faith in Lord Jesus Christ as their Savior. Believer's Baptism is defined as baptism by immersion, after salvation, and in the name of the Father, of the Son, and the Holy Spirit.

2. **Statement of Faith:** A person may be received into membership upon his or her statement of Christian salvation experience and Believer's Baptism that is in accordance with the doctrinal position of this Church.
3. **Transfer of Membership:** A person may be received into membership by transfer of his/her membership from another church of like faith/practice and receipt of letter of recommendation/dismissal from his/her previous church.

C. Responsibilities of Church Membership

It is the expectation that Members of this Church shall make conscious efforts to fulfill the following basic responsibilities:

1. Members shall subscribe to the fundamentals of the Christian faith and be in basic agreement with the Articles of Faith of this Church.
2. Members shall attend regularly scheduled weekly services of worship and discipleship as well as all other officially scheduled events and meetings of the Church (e.g., conferences, revivals, business meetings, etc.), unless providentially hindered from doing so.
3. Members shall partake of the ordinance of The Lord's Supper (Communion) as the Church offers it. The Church shall offer the Lord's Supper at least once per year or as often as the Pastor shall determine.
4. Members shall give regular financial support to the Church and its ministries as directed by the Scripture through tithes and freewill offerings.
5. Failure to meet the above responsibilities will revoke a Member's privilege to speak and vote.

D. Special Prerequisites for New Members

New Members shall be a Member six (6) months before serving in children or youth ministries. To serve in these ministries requires a clear background check and certification training.

E. Termination of Membership

Membership with this Church shall be terminated in the following ways:

1. Death of the Member.
2. Transfer of Membership to another church of like faith and practice.
3. Exclusion by action of this Church as described below (see Church Discipline section).
4. Removal from Church Membership upon request of the Member.

F. Church Discipline

1. Conduct by a Member that brings public reproach upon the name of Christ or this Church may, after reasonable and scriptural attempts by the Member(s) to correct the sinful behavior and with consultation with the Pastor, to correct the sinful behavior, be considered sufficient grounds upon which such Member may be removed from Membership in this Church. The following reasons may be considered grounds for exercising church discipline:
 - a. Actively and/or publicly engaging in unrepentant, flagrant unscriptural conduct
 - b. Publicly avowing a departure from the Articles of Faith of this Church
 - c. A breach of Church Covenant that results in public scandal
 - d. Any situation that the Pastor and Deacons determine to be sufficient grounds for termination of membership
2. Should any such case as described above manifest itself, the Pastor(s) and Deacons shall endeavor to resolve the situation in a biblical manner (Matthew 18:15-18; Romans 16:17-18, 1 Corinthians 5:11, Galatians 1:8-9). All such proceedings shall be pursued with Christian kindness and forbearance, a private or public admonition may be sufficient to restore fellowship to the offending Member.
3. If all such efforts fail, the case shall be reported by the Pastor or Chairman of the Deacons to the Board of Directors, and if necessary, referred to the Congregation for a final step of a Church vote of removal (two-thirds (2/3) secret ballot vote) of the offending Member from Membership.
4. Any person whose Membership has been terminated for any offense may be restored to Membership under all the following conditions.
 - a. Unmistakable evidence of the offending person's repentance and reformation,
 - b. A positive recommendation by the Pastor, and
 - c. A favorable vote by two-thirds (2/3) secret ballot vote of both the Deacons and Board of Directors.
 - d. If the Member was removed by Congregation vote, another Congregational vote of two-thirds (2/3) secret ballot vote is required to restore the former member. Such action shall be accomplished at any Annual or Special Called Business Meeting of the Church.

G. Power of Members

The Members of this Church shall have the powers specifically provided in the Articles of Incorporation and as provided in these Bylaws. The Board of Directors shall have only such powers and authority as are delegated to the Board of Directors by the Members as set forth in these Bylaws.

SECTION II – Church Business Meetings

A. Place

Church Business Meetings shall be held at 927 Yarbrow Lane, Paducah, Kentucky, or such other place as may be designated by the Pastor.

B. Regular Scheduled Church Business Meetings

The Members of this Church shall meet annually to elect officers, approve Board of Directors, and approve Annual Church Budget. The Annual Meeting shall be held in February of each year. The Pastor, at his discretion, may establish a regular schedule of Business Meetings during the calendar year to conduct the business affairs of the Church that may require Congregational input and/or decisions.

C. Special Called Church Business Meetings

The Pastor or Chairman of the Deacons along with the Chairman of the Trustees shall have the authority to call the Church to meet for business whenever it is deemed necessary for the life and well-being of the Church. Special Called Business Meetings are in addition to any Regular Scheduled Church Business Meetings.

D. Notice Requirements

Notice of scheduled and/or Special Called Church Business Meetings shall be provided to Members at least one (1) Sunday morning worship service (and no less than seven (7) days) prior to convening. Notice shall include a general description of any business to be transacted and may be given by distribution of written material, notification electronically, and/or by a verbal announcement to Members in attendance at the service.

E. Procedures

1. In conducting all Church Business Meetings, the Church shall be guided by informally following *Robert's Rules of Order*, except in cases otherwise specifically provided for in the Constitution and Bylaws of this Church.
2. Every Business Meeting shall be opened and closed with prayer.
3. The Pastor shall serve as Moderator (Chair) at all business meetings of the Church. At his discretion the Pastor may recommend, upon Board of Director's approval, another Member of the Board of Directors, in good standing, to serve as Moderator. When the approved Moderator cannot preside, the succession will be the Pastor, then Chairman of Deacons. In the absence of all these, the Deacon Body shall appoint a Moderator from the Board of Directors.
4. At any Business Meeting of the Church, discourteous conduct or language intended to injure the reputation or feelings of any Member or the Church shall be ruled out of order and shall forfeit the speaker's right to the floor.

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5. All matters requiring Church approval shall be brought to the attention of the Pastor or any member of the Deacon Body at least fourteen (14) calendar days before being placed on the agenda of a business meeting of the Church.
6. The Pastor (or his designated Moderator) shall establish and provide an agenda for each Church Business Meeting.

F. Quorum and Eligible Voting Age

1. Ten percent (10%) of the current, active Membership shall constitute a quorum for the transaction of business by the Members of this Church. Except as otherwise specifically provided for in these Bylaws, the action of the majority of voting Members present shall be considered the action of the Church.
2. Voting Members shall be those eighteen (18) years of age and older. A quorum for business purposes must be established by eligible voting Members.

G. Dissolutions and Mergers

1. The Board of Directors shall have sole authority to recommend a proposal or plan: (a) for dissolution of the Church; (b) for the disposition of real and private property and other assets of the Church in anticipation of dissolution of the Church; (c) for merger of the Church with another Church or entity; and (d) for the altering of the Corporate Charter of the Church; to the Church Members. Any such proposal shall be voted on by the Members eligible to vote at an Annual or Special Called Business Meeting. The quorum needed for a vote shall be fifty-five percent (55%) of Church Members eligible to vote. Approval of any proposed plan shall require two-thirds (2/3) secret ballot vote of the Church eligible to vote.
2. For purposes of Section II.G.1, the Church Members entitled to vote in any such proposal or plan shall be only those Church Members who, according to the financial records of the Church, have made a financial contribution to the Church within the twelve (12) calendar months immediately preceding the date of the vote of the Board of Directors to recommend the proposal or plan to the Church Members entitled to vote thereon.
3. In the event of the dissolution of the Church, all real and private property and other assets of the Church shall be distributed in accordance with applicable law.
4. More information on dissolution may be found in the Articles of Incorporation of Southland Baptist Temple, Inc., a copy of which shall be maintained in the Church Office.

SECTION III – Church Officers and Staff

A. Church Officers – Overview

1. We believe the Scriptures require only two (2) offices of the Church:
 - a. Pastor(s)

- b. Deacons
- 2. We believe that the Church may establish other offices for the effective operation of the Church as needed. The other offices of this Church include, but not limited to, the following:
 - a. Trustees
 - b. Church Treasurer
 - c. At-Large Board Members
- 3. A person shall not hold more than one (1) office at a time; except that Church Board of Directors may also hold one (1) other named position.

B. Pastor (Senior Pastor)

The Pastor (may also be referred to as the Senior Pastor) shall serve as the principal religious and spiritual officer of this Church, with accountability to the Board of Directors. The Pastor will also serve as the President of this Corporation.

- 1. Calling
 - a. Advertise and Prove Candidates. The process to call a Pastor to our Church has several steps. The Deacon Body will initiate the search by acquiring a recruiting firm and providing information necessary, including salary/benefit range, to conduct a wide range search. The recruiting firm shall advertise, screen, conduct reference checks, and recommend only qualified/compatible candidates to the Deacon Body for spiritual screening.
 - b. Spiritual Screening. On acceptance of a candidate from the recruiting firm, the Deacons will screen the candidate on his salvation, his ordination, his calling, other spiritual matters, alignment with our Church's Articles of Faith, and alignment with our ministry vision. If found acceptable, the Deacons will recommend the candidate to the Board of Directors for interviewing.
 - c. Interview. On acceptance of a candidate from the Deacons, the Board of Directors will interview the candidate (in person) about his faith, convictions, practice, personal record, interpersonal relations, stewardships, past work history, leadership, etc. When found acceptable, the Board can recommend the candidate to the Church with a two thirds (2/3) secret ballot vote.
 - d. Trial Sermons. On acceptance of a candidate from the Board, the Church shall have the opportunity to observe a minimum of two (2) Sunday morning sermons and one (1) Meet and Greet reception.
 - e. Vote. A Church vote to call a Pastor must be announced two (2) Sundays prior to the vote. At the time of the vote, the candidate shall be excused, and Church Members asked to stand for the distribution of secret ballots. The Deacons shall be responsible for creating and distributing ballots. The Deacons shall immediately gather and tally the ballots for the Chairman of the

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Deacons to announce the results prior to dismissal of the Church. The candidate may only be approved with an eighty percent (80%) secret ballot vote.

- f. The Chairman of the Deacons shall notify the Candidate of the results. The candidate will be asked to pray and notify the Chairman within one (1) week of the Lord's direction and his servant's decision.
- g. If the candidate accepts the Calling, an offer of employment including salary and benefits shall be presented to the candidate and contingent upon successful completion of a drug test and background checks (criminal and financial).
- h. Upon accepting the Call and employment, the Pastor shall serve indefinitely at the will of the Church and/or until the relationship is terminated as prescribed in other sections of these Bylaws.

2. Qualifications

- a. The Pastor (Senior Pastor) shall be a man (only, as qualified by Scripture) called of God and set apart to the Gospel ministry, fundamentalist/evangelical in theology, in agreement with the Articles of Faith of this Church, and committed to living and serving in a manner consistent with the standards set forth in Scripture for such a leader. He shall meet the qualifications of a pastor/elder/bishop as outlined in 2 Timothy 2 and Titus 1.
- b. If at any time the Pastor's personal belief, preaching, or teaching shall not be in full accord with the doctrinal standards of this Church, or if this manner of life is not in keeping with his high and Holy calling, the Church shall terminate his service as Pastor.

3. Responsibilities

- a. The Pastor shall lead the Church to understand, embrace, and accomplish its mission as defined by the primary Biblical purposes of worship, service, evangelism, fellowship, and discipleship. The Pastor leads the Church through his primary Biblical roles of elder/bishop (overseer), evangelist, shepherd, preacher/teacher, and equipper.
- b. The general responsibilities of the Pastor are outlined in terms of his primary Biblical roles as follows:
 - i. Elder/Bishop (Overseer) – As elder/bishop (overseer), the Pastor is the principal leader and vision caster of the Church and shall; have charge of the spiritual welfare of the congregation; and act as counselor and advisor in all phases of Church life (cf. Acts 20:28; Philippians 1:1; 1 Timothy 3:1-7; Titus 1:5-9; 1 Peter 5:1-4).
 - ii. Evangelist – As evangelist, the Pastor models the practice of personal evangelism incumbent on every believer and ensures that the Church is challenged and equipped to be obedient to the command of the Lord Jesus Christ to “make disciples” locally and globally (cf. 2 Timothy 4:5; Matthew 28:19).

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- iii. Shepherd – As shepherd, the Pastor models the heart of the Chief Shepherd and ensures that the Church and Church staff are well led, cared for, spiritually fed, and protected (cf. Acts 20:28; 1 Peter 5:1-4).
 - iv. Preacher/Teacher – As preacher/teacher, the Pastor is the primary communicator of God’s Word in public worship and ensures that the Church is growing in maturity in Christ through the Spirit-anointed teaching of sound doctrine (cf. Acts 6:4; Ephesians 4:11; 2 Timothy 4:1-4; Titus 1:9).
 - v. Equipper – As equipper, the Pastor partners with other leaders to empower and equip the maturing Members for significant service and ministry by discovering, developing, and deploying their spiritual gifts (cf. Ephesians 4:12; 2 Timothy 2:2).
- c. In addition to being primary spiritual leader of the Church, specific responsibilities of the Pastor include, but not limited to, the following:
- i. Shall serve as an ex officio member of the Board of Directors and all other ministry teams/committees/bodies of the Church. In this capacity, the Pastor shall only cast a vote in the case of a tie.
 - ii. Conduct all worship services and have full authority over the pulpit (for all preaching, speaking, singing, etc.).
 - iii. Oversee daily business affairs of the Church, accountable to the Board of Directors.
 - iv. Represent the Church at relevant meetings, conferences, events, etc. either in person or by proxy.
 - v. In consultation with the Deacon Body, shall be at liberty to conduct revivals and other meetings outside the Church and to participate in conferences and seminars if the outside engagements do not adversely affect the Pastor’s responsibilities to the Church.
 - vi. In the event the Pastor must be absent from the pulpit on any given Sunday, he shall appoint someone to conduct Sunday services and fill the pulpit and shall notify the Chairman of the Deacons of his absence. Substitute preachers, if called from outside the Church, shall be compensated according to an approved compensation from the Board of Directors or through a love offering.
 - vii. Guest speakers for special occasions at the Church (when the Pastor may be present) shall not be considered substitute preachers. Guest speakers shall be compensated according to an approved compensation from the Board of Directors or through a love offering.
4. Absence
- a. In the absence or disability of the Pastor, the Deacon Body shall appoint an interim Pastor to perform the duties and exercise the powers of the Pastor. Interim Pastors who are filling the vacancy of Pastor shall be under authority of the Deacon Body until the position is filled.

6. Term of Service
 - a. The Pastor shall serve at the pleasure of the Church and under a continuing call until the Church or the Pastor request otherwise (i.e., until his resignation, retirement, disability, death, or removal from office).
 - b. Resignation by the Pastor shall require thirty (30) days prior written notice to the Church.
 - c. Termination of the services and employment of the Pastor, with or without cause, shall require a two-thirds (2/3) secret ballot vote of the Board of Directors for recommendation to terminate. Then the Deacon Chairman shall call for a Special Called Business Meeting of Church in which a two-thirds (2/3) secret ballot vote of the Members of the Church is required for termination, with or without cause.

C. Church Staff

1. Hiring of Church Staff
 - a. Pastoral Staff
 - i. The Pastor shall seek candidates to fill open/or proposed Pastoral Staff positions. At the Pastor's discretion, he may appoint a Search Committee from among the Board of Directors and Church membership of three (3) to seven (7) Members to assist in the search for appropriate candidates. The Pastor and Search Committee shall write a job description before the recruitment of a candidate.
 - ii. Pastoral Staff Members shall be ordained ministers who shall function in similar role as those stated for the Pastor. They shall be called of God into the Gospel ministry and are expected to be fundamentalist/evangelical in theology, agree with the Articles of Faith of this Church, and be committed to living and serving in a manner consistent with the standards set forth in scripture for such leaders.
 - iii. Once a potential candidate is found and evaluated by the Pastor and/or the Search Committee, the Pastor will then formally interview him. Any potential candidate shall be fully investigated and interviewed regarding their faith, convictions, practice, personal record, and required salary/benefits. A third party will perform a background check.
 - iv. Upon pastoral recommendation, the Deacon Body will interview the candidate. Upon the approved recommendation of both the Pastor and Deacon Body, the candidate shall meet with the Board of Directors for further interviews.
 - v. To be selected as a Staff Pastor, the candidate shall be approved by the Board of Directors. Approval by two-thirds (2/3) secret ballot vote of the Board of Directors is required before a call is issued to the candidate.
 - vi. Upon accepting the call, Pastoral Staff shall serve a six-month probationary period. During this time, he will be responsible to the Pastor and/or Search Committee who recruited him. After the probationary period, he will be responsible to the Pastor and the Deacon Body.

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- vii. The Pastor, with Deacon Body approval, shall have authority to dismiss a member of the Pastoral Staff. The Board of Directors may also dismiss a member of the Pastoral Staff (except for the Pastor) with a two-thirds (2/3) secret ballot vote.
- viii. Benefits (Pastoral Staff)

- a. Vacations. Ordained Pastoral Staff shall be provided with annual paid vacations for the purpose of rest and relaxation away from the normal work environment. Vacations are provided based on years of service/experience and the weeks accrued semi-annually during the year (example: 4 weeks of vacation are accrued 2 weeks at the beginning of the year and 2 additional weeks on July 1).

Years of service at Southland Baptist Temple with no prior experience as Pastor

6-12 months	-	1 week
2-4 years	-	2 weeks
5-7 years	-	3 weeks
More than 7 years	-	4 weeks

Years of service at Southland Baptist Temple with more than 5 years prior experience as Pastor

0-7 years	-	3 weeks
More than 7 years	-	4 weeks

- b. Vacations must be used by the end of the Calendar Year and cannot be rolled over into the next year. Pastoral Staff will forfeit any unused vacation time at the end of the year. Pastoral Staff cannot take pay in lieu of earned vacation time. Pastoral Staff shall give written and/or verbal notice to the Deacon Board, setting forth the time he will be absent from the Church. Approval of this request will be based upon whether it conflicts with previously scheduled Church events or other previously established plans of the Pastoral Staff. Pastoral Staff shall not miss more than two consecutive Sundays for vacation, and not miss more than four (4) Sundays in a Calendar Year.
- c. Holidays. Full-time Employees are provided 10 paid holidays per year (New Years' Eve, New Years' Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and day after, Christmas' Eve, and Christmas Day). Holidays that occur on Saturday are observed the Friday prior. Holidays that occur on Sunday are observed on the following Monday.
- d. Approved Personal Days. After a probationary period, Full-time Employees are provided 5 paid Personal Days per year. Personal Days are for illness of the employee or immediate family and must be approved by the Pastor in advance or the day of. Personal Days cannot be rolled over into the next year.
- e. Medical Insurance. The Church does not maintain Group Health insurance. A candidate that requires medical insurance may have compensation adjusted or insurance provided on a case-by-case basis approved by the Board of Directors.

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- f. Bereavement. When a death occurs in the Pastoral Staff's immediate family, he may accept up to three (3) days off with pay to attend the funeral and make funeral arrangements.
 - g. Retirement Plan. After their six-month probationary period, Pastoral Staff may opt into the current Church's retirement plan. The Church shall match the Pastor's contributions up to a total of 4% of salary. Upon retirement, the Church, at its sole discretion, may make a love offering to the Pastor; however, no other retirement benefit will be considered.
 - h. Severance. Upon termination or resignation, a severance package may be offered if agreed upon by a two-thirds (2/3) vote of the Board of Directors. Severance shall not exceed more than 30 days' pay.
- b. Church Staff (Non-Pastoral)
- i. All Staff positions (e.g., Non-Ordained Ministry directors, Secretaries, Administrative/Ministry Assistants, Maintenance/Custodial Personnel, etc.) shall, as the need for such personnel arises, be appointed by the Pastor in consultation with the Associate Pastor(s); after background check and approved by the Board of Directors by simple majority (50% +1).
 - ii. A job description shall be provided for each Staff employee. Job descriptions are to be submitted to the Board of Directors for recording purposes.
 - iii. All Members of the Staff shall serve a six-month probationary period under the direct oversight and supervision of the appointed supervising Administrator, with ultimate accountability to the Pastor. If the position of supervising Administrator is vacant, the Pastor or another designated Administrator shall function in this supervisory role.
 - iv. Interim Staff positions shall be determined and filled by the Pastor, in one of two (2) ways.
 - a. Pastor may temporarily (no more than 90 days) appoint an Interim Staff member.
 - b. Pastor may recommend and Board of Directors approve an Interim Staff position for no longer than 1 year.
 - c. Longer than 1 year will require a search, interview, and hire method
 - v. The Pastor, with Deacon Body approval, shall have authority to dismiss a member of the Staff. The Board of Directors may also dismiss a member of the Staff (except for the Pastor) with a two-thirds (2/3) secret ballot vote.
 - vi. Benefits (Staff)
 - a. Vacations. Full time Staff shall be provided with annual paid vacations for the purpose of rest and relaxation away from the normal work environment. Vacations are provided based on years of service/experience and the weeks accrued semi-annually during the year (example: 4 weeks of vacation are accrued 2 weeks at the beginning of the year and 2 additional weeks on July 1).

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Years of service at Southland Baptist Temple

1-5 years	-	2 weeks
6-12 years	-	3 weeks
More than 12 years	-	4 weeks

- b. Vacations must be used by the end of the Calendar Year and cannot be rolled over into the next year. Staff will forfeit any unused vacation time at the end of the year. Staff cannot take pay in lieu of earned vacation time. Staff shall give written and/or verbal notice to the supervising Administrator or Pastor, setting forth the time he/she will be absent from the Church. Approval of this request will be based upon whether it conflicts with previously scheduled Church events or other previously established plans of the Pastoral Staff. Staff shall not miss more than two consecutive Sundays for vacation.
- c. Holidays. Full-time Employees are provided 10 paid holidays per year (New Years' Eve, New Years' Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and day after, Christmas' Eve, and Christmas Day). Holidays that occur on Saturday are observed the Friday prior. Holidays that occur on Sunday are observed on the following Monday.
- d. Approved Personal Days. After a probationary period, Full-time Employees are provided 5 paid Personal Days per year. Personal Days are for illness of the employee or immediate family and must be approved by the Pastor in advance or the day of. Personal Days cannot be rolled over into the next year.
- e. Medical Insurance. The Church does not maintain Group Health insurance. A Staff employee that requires medical insurance may have compensation adjusted or insurance provided on a case-by-case basis approved by the Board of Directors.
- f. Bereavement. When a death occurs in the Staff employee's immediate family, he/she may accept up to three (3) days off with pay to attend the funeral and make funeral arrangements.
- g. Retirement Plan. After their six-month probationary period, Staff may opt into the current Church's retirement plan. The Church shall match the Staff employee's contributions up to a total of 4% of annual compensation.
- h. Severance. No severance may be offered to a Staff employee.

D. Deacons

Deacons are servants of the Lord and His Church. The Deacon Body has a high and Holy calling to assist the Pastor(s) in looking after the spiritual and physical needs of the Church and its Members.

1. Qualifications

- a. The Deacon Body shall include men (only, as qualified by Scripture) who profess Jesus Christ as their Lord and Savior; are Members of this Church; are exemplary in their conduct, discreet in judgment, of honest report, full of faith; and conscious that they must set worthy examples of

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cooperation, love, and loyalty for all the Members of the Church. They must meet the scriptural qualifications and standards set forth in Acts 6 and 1 Timothy 3.

- b. The Pastor and/or the Chairman of Deacons (or a designated representative) shall thoroughly discuss the standards and expectations of Deacons unique to this Church before any man assumes office.
- c. The Church shall ensure every man serving in the office is duly ordained in accordance with scripture and Baptist tradition.
 - i. If a prospective Deacon has not been previously ordained to the Deacon office in a church of like faith and practice as this Church, he shall serve a minimum of one-year probationary/training period to determine his qualifications and aptitude for the Deacon ministry. During this time, he shall be called a “Deacon Candidate”. At the end of the probationary, training period, the Pastor, and Deacon Body, shall determine if the Deacon Candidate shall be presented to the Church for final approval, ordination if required, and assumption of duties with the Deacon Body.

2. Responsibilities

- a. The Deacon Body shall promote peace, harmony, and a spirit of unity and cooperation among the Membership of the Church. They shall cooperate with and assist the Pastor and Pastoral Staff in the performance of their duties. They shall be always accountable to the Pastor.
- b. As servants of the Church, the responsibilities of the Deacon Body shall include, but not limited to the following:
 - i. Pastoral support (i.e., evangelism; new member follow-up and assimilation; hospital, nursing home, and homebound visitation; bereavement ministry; etc.).
 - ii. Church ordinance administration (i.e., assistance with baptisms and preparation for and distribution of the elements during the Lord’s Supper/Communion).
 - iii. Ministry and care for widows and orphans.
 - iv. Benevolence ministry administration.
 - v. Conflict resolution.
 - vi. Leadership for new or existing ministries, which are consistent with the respective Deacon’s gifts and calling to ministry.
 - vii. Provide spiritual encouragement, guidance, and mentorship to other leaders in the Church.
- c. At request of the Pastor, a Deacon may administer the ordinance of baptism.

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- d. In the absence of the Pastor and all Pastoral Staff, the Chairman of Deacons shall perform the duties and exercise the powers of the Pastor and shall perform such other duties as the Board of Directors may prescribe.
3. Composition, Selection, and Organization
 - a. The Deacon Body and Pastor(s) shall determine and recommend the number of men necessary to function effectively in its various ministries. A minimum of three (3) Deacons shall serve.
 - b. Candidates for Deacons shall be nominated by the Church Membership and, after being screened by the Deacon Body and Pastor, shall be presented to the Church for a two-thirds (2/3) secret ballot vote of affirmation.
 - c. The Deacon Body shall screen and prove a Candidate for the office of Deacon according to the scriptural qualifications (1 Timothy 3) prior to acceptance. He (and his wife, if applicable) shall be subject to all Biblical requirements of a Deacon (and Deacon's wife, if applicable) during his tenure.
 - d. Since the "gifts and calling of God are without repentance" (Romans 11:29), and in accordance with the terms set for the other spiritual office of this Church (i.e., Pastors), the term of office for a Deacon shall be indefinite. However, the Deacon Body may, as they deem appropriate, establish a rotation system, whereby certain Deacons shall be active (currently serving) and the remainder "inactive" (not currently serving). Such a rotation policy shall be determined by the Deacon Body, in consultation with the Pastor.
 - e. A Deacon from within the Deacon Body shall be selected to serve as Chairman of Deacons each year before the Annual Board of Directors meeting. After three (3) consecutive terms, the Chairman must rotate off as Chairman for at least one (1) year. At the discretion of the Deacon Body, they may alter this procedure in order to accommodate the needs of the Deacon ministry when necessary.
 - f. The Pastor and active Deacon Body shall serve as the Qualification Committee for all Deacons, Trustees, Treasurers, At-Large Members of the Church Board of Directors, and other appointed offices. The Qualification Committee shall submit qualified candidates to the Board of Directors for majority vote then to the Church for secret ballot vote.

E. Trustees

The Trustees represent the Church in all matters as shall be required by law and to execute such instruments as maybe approved by the Board of Directors and/or the Church.

1. Qualifications
 - a. Trustees shall be Church Members, professing Jesus Christ as Lord and Savior of their lives.
 - b. Trustees shall agree to assume fiduciary responsibilities for all Church property.

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2. Responsibilities

- a. The Trustees shall be noted on all governing federal, state, county, and city documents as official Church representatives. In such capacity, it shall be the duties of the Trustees to see that all Church buildings and other property are suitably maintained and kept in proper condition, to keep all Church property appropriately insured, and to certify that the Church meets its debt and other financial obligations.
- b. The Trustees shall review all documents, policies applications, or contracts before submission to the proper agency. The Trustees shall furthermore oversee and approve all business agreements of the Church.
- c. For the 1st Quarter of every year, the Trustees shall submit the Church's annual Corporation Report to be filed with the Kentucky Secretary of State. The Trustees shall be listed as Directors with the following Officers listed: President of Corporation (Pastor), Secretary of Corporation (Board Secretary), and Treasurer of Corporation (Church Treasurer).
- d. The Trustees shall work with and under the direction of the Pastor. The Trustees shall have no power to buy, sell, mortgage, lease, or transfer any property without the approval of the Board of Directors. With Board of Directors approval, the Trustees shall conduct and be the Church signature representatives on all buying, selling, mortgaging, leasing, or transfer of property documents. The Pastor (President) and Trustees (Directors) shall sign all legal documents and contracts.
- e. Unless an emergency, Trustees should seek a minimum of three (3) proposals for any Church purchase above \$5,000.00.
- f. The Trustees shall conduct and oversee an audit of accounting procedures by an independent accounting firm approved by the Finance Team and the Board of Directors. The audit or review shall be completed according to schedule set forth by the independent accounting firm, Board of Directors, and applicable law.

3. Composition, Selection, and Organization

- a. There shall be at least three (3), but no more than seven (7), Trustees as determined by the Board of Directors.
- b. In general, the term of office for Trustee shall be three (3) years, with no limits on the number of consecutive terms that may be served.
- c. The Board of Trustees, along with the Pastor, shall meet as necessary.
- d. Candidates for Trustees shall be nominated by the Church Membership and, after being screened by the Deacon Body and Pastor(s), shall be presented to the Church for popular vote for ranking.

F. At-Large Board Members

At-Large Board Members shall help manage the affairs of the Church under the leadership of the Pastor and Pastoral Staff.

1. Composition and Qualifications

- a. At-Large Board Members shall be Church Members, professing Jesus Christ as Lord and Savior of their lives.
- b. At-Large Board Members must be able to disagree without being disagreeable. They shall be loyal to the Church and the vision set forth by the Pastor.
- c. At-Large Board Members shall keep confidential information private without sharing with non-board Members.
- d. At-Large Board Members shall consist of up to ten (10). The Pastor and Board of Directors may determine additional Members are required for the proper functioning of the Church.

2. Selection and Removal

- a. At-Large Board Members are elected in accordance with Section 3 of these Bylaws.
- b. Fifty percent (50%) of the Members shall be selected by the Church. Candidates shall be nominated by the Church, screened by the Deacon Body and Pastor, and approved by the Board of Directors. Final selection of the Members to serve will be chosen by the Church by popular vote for ranking.
- c. Fifty percent (50%) of the Members shall be selected by the Pastor. Candidates shall be chosen by the Pastor, in concurrence with the Deacon Body, and approved by the Board of Directors.
- d. Terms shall be 3 years with positions offsetting so that approximately one-third are up for election each year.
- e. In case of vacancies of an unfulfilled term, the Pastor and Board of Directors may appoint a new member to fill the position until the next Annual Church Meeting.
- f. Terminate. Failure to agree with the Articles of Faith and/or operation of the Church. A change in circumstances in the life of the member, that they would not be qualified to serve.

3. Duties and responsibilities. The responsibilities of an At-Large Board Member shall include, but not limited to, the following:

- a. To serve on the Board of Directors.
- b. Be a liaison with the Church Members over general concerns and relay general information.
- c. To be on special called Committees.

- d. Volunteer to serve where needed in the Church.
- e. Be available to assist the Pastor.
- f. Connect with new Church Members and help place them into Church ministries.
- g. Assist in checking on Church Members that are absent and encourage them.

G. Board of Directors

The Board of Directors shall manage the affairs of the Church under the leadership of the Pastor and assistance of the Pastoral Staff.

1. Qualifications and Composition

- a. The Board of Directors shall consist of individuals who confess Jesus Christ as Savior and Lord of their lives; are Members of the Church; exemplary in conduct; discreet in judgment; of honest report; full of faith; and conscious that they shall set worthy examples of cooperation, love, and loyalty for all Church Members.
- b. Furthermore, the Church Board of Directors are Members who are able to disagree without being disagreeable, who are not double-tongued, who are loyal to the Church. The Members of the Board of Directors understand they are privy to confidential information and should not discuss such issues outside the Board of Directors.
- c. The Board of Directors shall consist of the Deacons (active), the Trustees, the Treasurer, and the At-Large Members. The number of Members on the Board of Directors shall be not less than three (3) or more than twenty-five (25).
- d. Church employees shall not hold position(s) on the Board of Directors as it can create a conflict of interest.

2. Selection and Removal

- a. The Deacons, Trustees, Treasurer, and At-Large Members who serve on the Board of Directors are elected to office according to the requirements set forth in Section III of these Bylaws.
- b. It shall be the goal of the Church to stagger the terms of its Board of Directors Members so that approximately one-third (1/3) of the Board of Directors (except Deacons) shall have their terms expire each year. The Board of Directors shall be entitled to shorten or lengthen terms of the Members of the Board of Directors as necessary in furtherance of said goal.
- c. Vacancies. In the case of a vacancy on the Board of Directors through death, resignation, disqualification, or other cause, the remaining Members of the Board of Directors shall select a successor (by two-thirds (2/3) vote) to fill such vacancy until the next Annual Meeting or approval and qualification of his/her successor. Members of the Board of Directors who serve in the capacity

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of Deacons, Trustee, or Treasures shall be selected under the unique procedures and requirements that pertain to that office.

- d. Termination. A Member of the Board of Directors service on the Board of Directors shall be terminated if any of the following conditions are true:
 - i. Failure to agree with the Articles of Faith and/or the operation of this Church as directed by the Pastor.
 - ii. A change of circumstances in life of a Member of the Board of Directors such that they are no longer qualified to serve as a Member of the Board of Directors, shall automatically terminate membership.
 - iii. Absence from three (3) meetings of the Board of Directors (refer to Section IV, subsection F) during a Calendar Year, without an excuse acceptable to the Board of Directors, shall automatically terminate membership. A Member of the Board of Director(s) shall be removed with or without cause by a two-thirds (2/3) secret ballot vote of the Board of Directors.
3. Responsibilities and Function. The principal responsibilities of the Board of Directors shall be to provide accountability for the Pastor(s) and all Church Staff; ensure the financial integrity of the Church; develop and adopt policies relating to the operation of the Church; advise on personnel matters of the Church; and manage all corporate affairs and business matters involving the Church that not specifically designated responsibilities of the Church Trustees.
 - a. Pastor(s) Accountability
 - i. The Board of Directors shall provide advice and counsel to the Pastor in the planning, budget, staffing, coordination, and implementation functions of the various ministries of the Church.
 - ii. The Board of Directors shall provide accountability for the Pastor about the overall directions and operation of the Church. The Pastor must inform the Board of Directors on his pastoral decisions. This ensures that there is a body within the Church that will provide appropriate counsel as needed.
 - b. Church Business. The Board of Directors shall conduct the goals and purposes of the Church and shall have ultimate responsibility for the property and assets of the Church. The Board of Directors shall be kept informed about the financial business of the Church by the Treasurer, Finance Team, and Pastor. The Board of Directors shall approve all purchasing of property, major building construction, and the business affairs of the Church. All Members of the Board of Directors shall serve in a fiduciary capacity and assist the Pastor, under his supervision, in directing the Lord's work at this Church.
 - c. Dispute Resolution. It shall be the duty and responsibility of the Board of Directors, collaborating with the Pastor, to preside over, discuss, and manage Church-related problems and to do their best by the grace of God, and with His wisdom, to resolve disputes before they affect the Church Body as a whole.

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- d. Advisors. The Board of Directors may, from time to time, appoint and/or retain advisors whose knowledge, counsel, assistance, and support may be deemed helpful in carrying out the goals and purposes of the Church.
- e. Consultants. The Board of Directors is authorized to engage such persons as assistants, pastors, attorneys, accountants, etc. who, in its opinion are needed for the administration of the Church. Consultants may be paid reasonable compensation for services and expenses thereof.
- f. Monthly Financial Reports. Active Members shall receive Monthly Financial Reports made available at Regular Business Meetings. Said report shall be offered and explained, if needed, by the Treasurer and/or Finance Team.

H. Other Specified Church Offices

1. Church Treasurer (Secretary/Treasurer)

- a. The Church Treasurer shall be a Church Member, confessing Jesus Christ as Lord of his/her life, and shall be responsible for the following: maintaining custody of the funds and securities of the Church; keeping full and accurate accounts of receipts, disbursements, and books belonging to the Church in such depositories as may be designated by the Board of Directors. The Treasurer shall also disburse the funds of the Church as may be ordered by the Board of Directors, taking proper vouchers for such disbursements, and shall render to the Pastor and Board of Directors, at the Regular Meetings of the Board of Directors, or whenever they may require it, an account of all transactions as Treasurer of the Church.
- b. Candidates for Church Treasurer shall be nominated by the Church Membership and, after being qualified by the Deacon Body and Pastor, shall be presented to the Board for majority vote then to the Church for a ballot vote for selection.
- c. In cases where current Church Insurance Policy does not provide for, the Treasurer (and Assistant Treasurer if applicable) shall furnish the Church a bond in such sum and with such surety or sureties as shall be satisfactory to the Members of the Board of Directors for the faithful performance of the duties of the office and for the restoration of the Church (in case of death, resignation, or removal from office) of all books, papers, vouchers, money, and other property of whatever kind in the Treasurer's (or Assistant Treasurer's) possession or control belonging to the Church.
- d. The Treasurer, working cooperatively with the head usher, shall receive and deposit all monies received from the collections of the Church.

2. Assistant Church Treasurer

- a. At the discretion of the Board of Directors, the Board of Directors may select an Assistant Treasurer from the current Board.
- b. The duties of the Assistant Treasurer shall be to assist the Treasurer as needed and to assume the duties of the Treasurer in his/her absence.

3. Church Secretary

- a. The Secretary shall be chosen by Pastor and Board of Directors from the Board each year at the time of the Annual Meeting.
- b. The Secretary shall begin all meetings with a recording of Board Members present. Excused absences shall be recorded if the Member provided acceptable notice.
- c. The Secretary shall keep the minutes of all Church Meetings and Board of Directors' Meetings in one or more books provided for that purpose. The books shall be maintained at the Church Office.
- d. The Secretary shall see that all notices are duly given in accordance with the provisions of the Bylaws.
- e. The Secretary shall be custodian of the corporate records and oversee the Annual Corporation Report filing.
- f. The Secretary shall keep a register of the address of each Board Member.
- g. In general, the Secretary shall perform all duties necessary to the office of Secretary and such other duties as from time to time may be assigned to him/her by the Pastor (President) or the Board of Directors.
- h. Shall maintain a roster for rotation of Board Members (except Deacons) and notify the Pastor of upcoming open positions.

4. Bookkeeper

- a. The Church may employ or appoint a Bookkeeper, who shall keep an up-to-date financial record, maintain and write all checks, keep a true record of accounts, give an itemized monthly report to the Pastor, Treasurer, Assistant Treasurer, Church Finance Team, and Board of Directors.
- b. The Bookkeeper shall be under the direction and supervision of the Church Finance Team and shall be prepared to present monthly financial reports at all Board of Directors Meetings. These records and accounts, except for personal tithing records, shall be always open to inspection by any Church Member through a scheduled appointment with the Pastor or Church Finance Team.
- c. The Bookkeeper shall prepare a yearly tithing and giving record for each Church Member/family. The term of office for Bookkeeper shall be for one (1) year as the Pastor and Board of Directors determines.
- d. As determined by the Church Finance Team, in consultation with the Board of Directors, the Church may elect to hire an outside person, agency, or firm to perform the duties of the Church Bookkeeper.
- e. In cases where current Church Insurance Policy does not provide for, the Bookkeeper shall, at the discretion of the Board of Directors, furnish a satisfactory bond in such sum as the Board of Directors shall prescribe.

G. Nominations and Elections

The Church shall approve of and appoint its non-paid officers in the following manner:

1. The Secretary shall determine upcoming open positions for November nominations.
2. During the December Board of Directors meeting, the Pastor and Deacon Body (Qualification Committee) will make their recommendations for all Church officers to the Board of Directors. The recommendations will be for vacant or additional positions of Deacons, Trustees, Treasurer, and At-Large Members of the Board of Directors. The Board of Directors will review and approve recommendations by a two-thirds (2/3) vote.
3. At the Annual Meeting, the Pastor will submit to the Church the Board of Director-approved Deacon, Trustee, Treasurer, and At-Large Members of the Board of Directors recommendations for Church approval for those with an expired term of office. A majority vote of the Church is required for the slate of Officers to be approved.
4. The newly approved Officers and Members of the Board of Directors shall assume office at the March Board of Directors meeting. During this meeting, duties will be assigned to each Office and member of the Board of Directors for the upcoming year (e.g., Deacon Chairman, Trustees Chairman, Board Secretary, Finance Team, Members of subcommittees, etc.).

J. Term of Office

1. The term of office of an Officer or Member of the Board of Directors shall commence upon the Church's approval of the Officer or Member of the Board of Directors and shall continue for the period set forth herein or until his/her successor is chosen or until his/her retirement, death, or removal of office.
2. An Officer or Member of the Board of Directors may resign by written notice to the Board of Directors. The resignation shall be effective upon its receipt or at a subsequent time specified in the notice of resignation.

K. Compensation

The Officers and Members of the Board of Directors of the Church shall not receive compensation for their services.

SECTION IV – Meetings of the Board of Directors

A. Regular Meetings

Regular Meetings of the Board of Directors may be held at such times and places, within or without the Commonwealth of Kentucky, as may be determined by a resolution of the Board of Directors. Such resolution may authorize the Pastor to fix a specific date and place for each such Regular Meeting, in which case notice of the time and place of such meetings shall be given in the manner hereafter provided.

B. Special Called Meetings

Special Called Meetings of the Board of Directors may be called by the Pastor (or as outlined in Section II.C). Such meetings shall be held at the property of the Church in Paducah, Kentucky, unless otherwise directed by the Pastor or Deacon Body and stated in the notice of meeting, in which case the meeting may be held at any place within or without the Commonwealth of Kentucky. Any request for such meeting shall state the purpose or purposes of the proposed meeting.

C. Annual Meetings

The Annual Meeting of the Board of Directors shall be called each year, normally in February, for the purpose of approving the upcoming year's Board of Directors and Annual Budget. The Annual Meeting shall be held at the Church property in Paducah, Kentucky, or at such other place within or without the Commonwealth of Kentucky as may be selected by the Board of Directors, on the date in each year designated by the Board of Directors, and at the time stated in the notice thereof.

D. Quorum

Except as otherwise specifically provided for in these Bylaws, a simple majority (50% + 1) of the Board of Directors present at a meeting shall constitute a quorum for the transaction of business. Except as otherwise specifically provided for in these Bylaws, the action(s) of a simple majority shall be considered the action(s) of the Board of Directors.

E. Voting

Each Member of the Board of Directors shall have one (1) vote. There shall be no voting by proxy and there shall be no voting in absentia. As an ex officio member of the Board of Directors, the Pastor shall only vote in case of a tie.

F. Conduct of Meetings

Meetings of the Board of Directors shall be presided over and moderated by the Pastor (or Pastor appointed staff member approved by the Board of Directors). In the absence of both the Pastor and an appointed Staff Pastor, a Moderator shall be appointed from among the Deacon Body. Should there still be an appointment needed, the Moderator shall be appointed from within the Board of Directors. All meetings shall begin with a recording of Members present. Excused absences shall be recorded if the Member provided acceptable notice.

G. Notice Requirements

Notice of Regular Meeting, Special Called Meeting, or Annual Meeting of the Board of Directors shall be given at least three (3) days prior thereto by written notice to each Board Member by electronic mail (email) and/or other suitable communication method. Notice shall be deemed to be delivered when it is electronically sent. The attendance of a Member of the Board of Directors at any meeting shall constitute a waiver of notice of such meeting except where a Member of the Board of Directors attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not properly convened. Neither the business transacted at, nor the purpose of, any Regular or Special Called Meeting

of the Board of Directors need to be specified in the notice of waiver of such meeting, unless specifically required by these Bylaws.

SECTION V- Ministry Teams and Committees

A. Appointment of Chairpersons to Ministry Teams/Committee

The Pastor shall approve or appoint chairpersons of all ministry teams/committees, except as provided for otherwise in these Bylaws.

B. Voting Privileges of Pastor

The Pastor or an appointed staff Pastor(s) shall be ex officio voting Members of all ministry teams/committees. In this capacity, the Pastor or the appointed staff Pastor(s) shall cast a vote only in the case of a tie.

C. Subcommittees

Any Ministry Team Committee may, at the discretion of the respective Chairperson, establish Subcommittees to assist in the effective accomplishment of the missions of that Ministry Team Committee. All Subcommittees shall be accountable to the Chairperson of the Ministry Team Committee that appointed it.

D. Ministry Team/Committee Membership

Upon recommendation of the Pastor and approval by the Board of Directors, a Church Member may be appointed to serve as official member of a Ministry Team/Committee as requested by the Chairperson such Ministry Team/Committee. In addition, any Church Member who desires to assist and participate in any Ministry Team/Committee without official membership on that Ministry Team/Committee shall be permitted and encouraged to do so under the direction of the Chairperson. The Pastor along with the Deacon Body may waive the membership requirement. The membership and duties of all Ministry Teams/Committees shall be prescribed by the Pastor under the guidance of the Board of Directors.

E. Standing Ministry Teams/Committees

The standing Ministry Teams/Committees of the Church shall be, at minimum, the Finance Team and the Mission Team. However, the Pastor may authorize and establish such other Ministry Teams/Committees as he deems necessary for conducting the Church's missions and purposes. The Pastor may further designate any Ministry Team/Committee as a standing Ministry Team/Committee.

1. Finance Team. The Finance Team shall consist of a minimum of five (5) Board of Director Members consisting of the Church Treasurer; Assistant Treasurer (if applicable); and a designated number of Trustees, Deacons, and At-Large Members. The primary duties of the Finance Team shall be to review the church Monthly Financial Report before submission to the Board of Directors and to prepare the Fiscal Year Church Budget for Board of Directors and Church approval.

2. Mission Team. The Mission Team shall consist of one Board Member and as many Church Members as the Pastor deems necessary. Members shall be appointed by the Pastor and presented to the Board of Directors at their Annual Meeting for final approval. The Mission Team shall meet upon the call of the Pastor or upon notice of the Team's Chairperson. The Mission Team shall be responsible for overseeing the local and global missions' outreach of the Church, providing leadership, organization, and focus to Church missions. The Mission Team shall recognize and promote existing mission activities, and coordinate and schedule all Church mission actions. The Mission Team shall prepare annually a coordinated Church mission plan and budget and designate mission-oriented objectives for various mission programs of the Church. The Mission Team is to present to the Board of Directors for approval of any funds over and above the Church allotted missions' budget. The Team shall have no authority to designate funds without Board of Directors approval.

F. Other Designated Ministry Teams/Committees

1. Music and Worship Team. The Music and Worship Team shall be responsible for all music and worship activities of the Church. The Pastor shall appoint or hire a Director of Music and Worship with Board of Directors approval, to oversee and direct the music and worship program of the Church. It is the duty of the Director of Music and Worship to obtain the Pastor's approval for all music and worship elements used in all services of the Church. The Pastor may in addition appoint or hire an Assistant Director of Music and Worship, in consultation with the Director of Music and Worship, and with Board of Directors approval. The Director of Music and Worship shall be responsible for recruiting and appointing choir Members, instrumentalists, and other individuals who serve in the services of the Church.
2. Usher Team. The Ushers Team shall be responsible for the proper seating of the congregation at all services and shall distribute appropriate containers to receive offerings. There shall be as many Ushers as the Pastor recommends and as are approved by the Board of Directors. The Pastor shall appoint a Head Usher. In the event of vacancy occurs and/or additional Ushers are urgently needed, they may be appointed by the Pastor or Head Usher subject to the later approval by the Board of Directors.
3. Other ministries. All Ministry Teams/Committees or other ministries of the Church not specifically addressed by these Bylaws shall come under the oversight and direction of the Pastor, Staff Pastors, Deacons, and/or Board of Directors, as appropriate. Ministry Teams/Committees or other ministries will always be accountable to the Pastor and the Church. The Pastor may call a meeting with any Ministry Team/Committee or other ministry, as he deems appropriate.

G. Special Committees

The Pastor and/or Board of Directors may appoint special committees when needed. Special committees typically serve for specific purposes and for brief periods (e.g., church staff search committee, special project committee, etc.). The Pastor, with Board of Directors approval, may appoint such committees, as he deems necessary for conducting the Church's missions and functions. All special committees shall be under the direct supervision of the Pastor and/or Board of Directors, as appropriate and shall have a Chairperson approved or appointed by the Pastor.

H. Special Note Concerning All Ministry Teams/Committees

Any policy, procedure, initiative, or decision made by any Ministry Team/Committee that clearly affects the entire congregation, must be approved by the Pastor and Board of Directors. Ministry Team/Committee volunteers shall not receive compensation for their services.

SECTION VI – Sunday School and Christian Education

A. Sunday School

This Church believes that Sunday School is an integral part of its mission to reach people with the Gospel and teach and train people about the Bible and Christian faith. Therefore, the Sunday School shall meet each Sunday morning at a set time established by the Pastor for the purpose of teaching Bible doctrines and principles.

1. Sunday School Teachers and Assistants. The Pastor shall appoint all Sunday School Teachers and Sunday School Assistants. Teachers shall teach Bible doctrines and principles appropriate to the age group they lead. The number of Sunday School Teachers and classes shall be determined by the needs of the Church. All Teachers and Assistants shall be Church Members; consecrated Christians; are required to attend all regular Services of the Church; and are committed to fulfilling their duties in a Godly manner. Furthermore, they shall contact their class absentees and prospects, and to follow the leadership of the Pastor.

B. Christian Education

The Christian Education ministry provides oversight to all Bible teaching endeavors within the Church, including Sunday School, but excluding the Worship Services of the Church. The Christian Education ministry includes, but not limited to, the following areas:

1. Children’s Worship. The Church shall endeavor to maintain a viable Children’s Worship program for those children older than nursery age but under middle school age. The teachers and workers in Children’s Worship will be under the direction and supervision of the Pastor or his designated representative.
2. Vacation Bible School. A Vacation Bible School (VBS) program shall be conducted once a year for the purposes of teaching children and/or youth Bible doctrines and principles. A VBS Director shall be appointed by the Pastor. The VBS Director shall direct all functions of the VBS and ensure all needed supplies and appropriate literature is available to the students and teachers, as well as ensuring appropriate training is offered for all VBS workers.
3. Bible Studies and Discipleship Training. The Church shall endeavor to maintain a regular program of short-term Bible studies and other Christian Discipleship Training. These programs of study may be conducted for specific populations within the congregation (e.g., youth, women, men) or offered to the congregation at large. All Bible study, discipleship curriculums, and/or programs shall be approved by the Pastor.

SECTION VII – Miscellaneous

A. Political Activity

The Church is prohibited from any involvement in the political campaign of a candidate.

B. Legislative Activity

The Church is prohibited from any involvement in legislative activity.

C. Indemnification and Insurance

Insurance. The Church will purchase and maintain liability insurance on behalf of all persons who are or were a director, officer, leader, employee, committee member, or volunteer of official Church ministries (while serving in their capacity as such). Such insurance will be purchased for the purpose of protecting such persons from covered loss resulting in liability asserted against the individuals in connection with their activities on behalf of the Church.

Indemnification requests. Should any director, officer, leader, employee, committee member, or volunteer of the Church incur any liability as a result of their affiliation with or service to the Church (that is not covered by Church's insurance policy) and should such liability result in any out-of-pocket cost to such individual, then such individual may request indemnification from the Board of Directors, if the individual was acting on behalf of a Church ministry in good faith and within the scope of authority designated to the individual by the Church as set forth in the following section.

Indemnification decisions. In relation to any indemnification request that is made pursuant to the above, if such request is made by an individual who is not currently serving on the Board of Directors, then the indemnification decision (whether to indemnify the requesting individual and the dollar amount of such indemnification), will be made by the Board of Directors. Such decision of the Board of Directors will be final. If the indemnification request is being made by a person who is currently serving on the Board of Directors, then the indemnification decision (whether to indemnify the requesting individual and the dollar amount of such indemnification), will be made by the remaining disinterested Board Members. A decision on the indemnification request by a majority of disinterested Members of the Board of Directors will be final.

D. Conflict of Interest

The Church expects its Board Members, volunteers, or other agents (Representatives) acting on behalf of the Church to conduct ministry business to ultimately achieve the highest ethical standards of conduct, to comply with all applicable laws, and to conform to the Biblical principles. Representatives are expected to put the Church's interests ahead of their own personal interests as they carry out their responsibilities on behalf of the Church, and they have a duty to recognize, disclose, and avoid conflicts of interest. Representatives are prohibited from using their position with the Church for any type of private gain or to obtain benefits for themselves or members of their family.

SECTION VIII – Fiscal Year and Records

A. Fiscal Year

The tax year of the Church shall be a fiscal year ending February 28, provided, however, that, the Board of Directors shall have the power to change the Church's tax year at any time by a resolution duly adopted for that purpose.

B. Records

1. The Church shall keep and complete books and records of accounting and shall keep minutes of the proceedings of its Board of Directors, Church Business Meetings, and other committees having any of the authority of the Board of Directors.
2. A copy of the most recent edition of the Bylaws shall always be kept with the records of the Church and on the Church's Website. A copy of the Constitution and Bylaws shall be made available to any Church member upon request.

SECTION IX – Adoption and Amendment of Bylaws

A. Adoption

These Bylaws shall be adopted by a two-thirds (2/3) secret ballot vote of the Church Members present and voting at the duly called Church Business Meeting at which these Bylaws are submitted for adoption.

B. Amendments

The Board of Directors shall review these Bylaws approximately every three (3) years for application and relevance. It is important that the Bylaws always be consistent with how the Board of Directors operate the Church. Amendments to the Bylaws may be accepted by a two-thirds (2/3) secret ballot vote of the Church Members present and voting at any Church Business Meeting. Any proposal to alter, amend, or repeal these Bylaws or adopt new Bylaws shall come from the Board of Directors only. A vote of the Church on such action may be taken at any Annual or Special Called Meeting for which written notice of the purpose shall be given. A published list of the proposed amendments or revised draft must be presented to the Church at least thirty (30) days before it appears on the agenda of any Church Business Meeting.

END OF BYLAWS

ARTICLES OF FAITH OF SOUTHLAND BAPTIST TEMPLE

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ARTICLES OF FAITH OF SOUTHLAND BAPTIST TEMPLE

The following is what we BELIEVE and TEACH at Southland Baptist Temple.

I. The Scriptures

Southland Baptist Temple believes in the Bible. We believe the Bible (from Genesis 1:1 to Revelation 22:21) is the Word of the Almighty God. We acknowledge the Bible was written over a 1,500-year span by over 40 inspired authors, on three continents, at various locations, at different times, and in three languages (Hebrew, Aramaic, and Greek). This is the miracle of the Bible and why we know it to be inspired, infallible, and inerrant in its original writing.

II. God

We believe that there is one, and only one, living and true God, totally infinite, intelligent and sovereign, the Creator and Supreme Ruler of Heaven and Earth; inexpressibly glorious in holiness, and worthy of all possible honor, confidence, and love; that in the unity of the Godhead, there are three persons, the Father, the Son, and the Holy Ghost, equal in every Divine perfection, and executing distinct but harmonious offices in the great work of Redemption. Exodus 20:2-3; Matthew 28:19; John 10:30, 17:5; Philippians 2:5; 2 Corinthians 13:14.

III. Jesus Christ

We believe that Jesus Christ was in the beginning with God and made flesh by the miraculous Conception and Virgin Birth. He was the begotten baby of the Holy Spirit in a miraculous manner. Born of Mary, a virgin, as no other man was ever born or can be born of a woman, and that He is both the Son of God, and God, the Son. John 1:1-14; Colossians 1:15-19; Galatians 4:4; Isaiah 7:14; Matthew 1:18-25; Luke 1:35.

a. His Earthly Life

Christ lived a perfect life upon earth, tempted in all points as we are, yet without sin. Hebrews 4:15; 1 Peter 2:22.

b. His Death

Christ died on the Cross for our sins (took the sinner's place and died for the sinner's sins) according to the scriptures. The just one (Christ) dying for the unjust one (the sinner) that He might bring us to God. 1 Corinthians 15:1-3; 2 Corinthians 5:22; 1 Peter 1:18-19; John 1:29; Luke 22:33-46; Galatians 3:13.

c. His Resurrection

We believe that Christ rose from the grave bodily, upon the first day of the week, according to the scriptures. 1 Corinthians 15:3-4; John 20; Matthew 28:6-7.

d. His Ascension

We believe that Christ ascended back to Heaven where He is seated at the right hand of the Throne of God; and that He alone is our "merciful and faithful High Priest," our (believer's) advocate and mediator for the lost. Acts 1:9; Hebrews 4:14-16; 1 Timothy 2:5; 1 John 2:1-2.

IV. The Holy Spirit

A Divine person, equal with God the Father and God the Son, and of the same nature, that He was active in the Creation: He is the part of the Godhead on earth today. He convicts the sinner of sin, of judgment, and of righteousness; He bears witness to the truth of the Gospel; He is the agent in the New Birth; He seals, endures, fills, guides, teaches, comforts, witnesses, sanctifies, and helps the believer. John 14:16-17; Genesis 1:1-3; John 3:3-6; Ephesians 1:13-14; John 16:8-11, 15:26-27, 16:13, 14:26.

V. **Satan**

We believe that Satan was once angelic, and enjoyed heavenly honors, but through pride and ambition to be the almighty, fell and drew after him a host of angles; that he is now the malignant prince of the power of the air, and unholy ruler of this world. We hold him to be man's great tempter, the enemy of God and His Christ, the accuser of the Saints, the author of all false religions, the chief power back to the present apostasy; the lord of the Antichrist, and the author of all powers of darkness-destined, however to final defeat at the hands of God's Son, and to the judgment of an eternal justice in Hell, a place for him and his angles. Isaiah 14:12-15; Ezekiel 28:14-17; Revelation 12:9-10; Jude 6; Matthew 4:1-3; 1 Peter 5:8; Revelation 19:16 & 20, 20:1-3, 20:10; Matthew 25:41.

VI. **Creation**

We believe in the Genesis account of Creation, and that it is to be accepted literally, allegorically, and figuratively, that man's creation was not a matter of evolution or evolutionary change of species, a development through interminable periods from lower to higher forms. Man was created directly in God's own image and after His own likeness. All animal and vegetable life were made directly by the Almighty God, and God's established law of reproduction was that they should bring forth only "after their kind." Genesis 1:11; 24-27; 2:21-24; Exodus 20:11; John 1:3; Colossians 1:16-17.

VII. **The Fall of Man**

We believe that humanity was created and made in innocence under the law of his maker (God), but by voluntary transgression fell from their sinless and happy state, in consequence of which all humankind are now sinners, by nature, (birth) and by choice, and therefore, under just condemnation without defense or excuse. Genesis 3:6 & 24; Romans 4:12 & 19; 3:10-19; Romans 1:18, 20, 28, & 32; Galatians 3:22.

VIII. **Atonement for Sin**

We believe that the salvation of sinners is of grace; through the mediatorial offices of the Son of God, who by the appointment of the Father freely took upon Him our nature, yet without sin, honored the Divine law, by His personal obedience, and by His death, made a full and vicarious atonement for our sins. He is our all-sufficient Savior and there is none other. Acts 4:12; Ephesians 2:8; Isaiah 53; John 3:16; 2 Corinthians 5:21; Galatians 1:4; 1 Peter 3:18, 22-24; Hebrews 2:14, 7:25, 9:12-15, & 12:2.

IX. **The New Birth**

We believe that to be saved, sinners must be born again; the New Birth is a new creation in Christ; it is instantaneous and not a process. The one dead in trespasses and in sins is made a partaker of the Divine nature and receives eternal life, the free, gift of God. All of this is a Divine miracle by the power of the Holy Spirit in the connection with the Word of God.

X. **The Freeness of Salvation**

We believe in God's electing grace; that the blessing of salvation is made free to all by the Gospel; that is the immediate duty of all to accept it by a cordial, penitent, and obedient faith; and that nothing prevents the salvation of the sinner on earth but his own inherent depravity and voluntary rejection of the Gospel. Isaiah 55:1; Revelation 22:17; Romans 10:13; John 6:37; John 3:18; 3:36.

a. **Eternal Salvation**

We believe in eternal security of salvation. That once a sinner truly accepts Christ, they obtain eternal redemption which cannot be lost. Hebrews 9:12.

b. **Predestination**

We affirm both God's sovereignty and human responsibility. We affirm Christ alone grants salvation and that an individual cannot experience salvation apart from the freewill and deliberate choice to accept Jesus Christ as Savior. While Jesus' death on the Cross was

sufficient for the sins of all humanity, it is only effective for those who have placed their faith in Christ alone for salvation. We further affirm and believe that faith in Jesus Christ comes through the presentation of the Gospel of Jesus Christ. Romans 10:17.

XI. Justification

We believe that the great Gospel blessing which Christ secures to such as believe in Him is justification. Justification includes the pardon of sin, forgiveness, removal of sin, and the gift of eternal life through Jesus Christ; that it is bestowed not in consideration of any works of righteousness which we have done, but solely through the faith in the Redeemer's (Christ) blood; His righteousness is imputed unto us. Acts 13:29; Romans 5:1; Titus 3:5-7; Galatians 3:11; Romans 4:1-8.

XII. Repentance and Faith

We believe that Repentance and Faith are solemn obligations, and also inseparable graces, wrought in our souls by the quickening Spirit of God thereby, being deeply convicted of our guilt, danger, and helplessness, and of the way of salvation by Christ, we turn to God with unfeigned contrition, confession, and supplications for mercy; at the same time, heartily receiving the Lord Jesus Christ, and openly confessing Him as our only and all-sufficient Savior. Acts 20:21; Luke 18:13; Romans 10:9-11 & 13.

XIII. Heaven

We believe that Heaven is a literal place where all saved sinners will spend eternity. Only those who have accepted Christ (Lord and Savior), will enter Heaven. 1 Thessalonians 4:16-17; Matthew 7:21-23.

XIV. Hell

We believe Hell is a real place of torture and torment; where all unredeemed, as well as Satan and fallen angels, will spend eternity. Isaiah 14:15; Matthew 13:49-50, 25:41; 2 Peter 2:4; Jude 1:6; Revelation 20:10, 21:8.

XV. The Local Church or Assembly

We believe that a local church is a congregation of baptized believers associated by a covenant of faith and fellowship of the Gospel; observing the ordinance of Christ; governed by His Word; and exercising the gifts, rights, and privileges invested in them by His Word; that its officers are pastors and deacons, whose qualifications, claims, and duties are clearly defined in the Scriptures. We believe that the true missions of the Church are found in the Great Commission. First, to make individual disciples; second, to baptize them by immersion in water; third, to teach and instruct as He has commanded in His Word. The local church has the absolute right of self-government, free from the interference of any hierarchy of individuals or organizations; and that the one and only Head is Christ. We believe that it is scriptural for true churches to cooperate with each other in contending for the faith and for the furtherance of the Gospel; but, that every church is the sole and only judge of the measure and method of its cooperation; on all matters of membership, of policy, of government, of discipline, of benevolence, the will of the local church is final. Acts 2:42; Matthew 16:18; Acts 20:17-28; Matthew 28:19-20; Colossians 1:18; Ephesians 5:23-24.

XVI. Baptism and the Lord's Supper

We believe that scriptural baptism is the immersion in water of a believer; in the name of the Father, of the Son, and of the Holy Spirit, with the authority of the local church, to show forth in a solemn and beautiful emblem of our faith in the crucified, buried, and risen Savior, with its effect in our death to sin and resurrection to a new life; that is pre-requisite to the privileges of Church Membership to the Lord's Supper; in which the Members of the Church, by sacred use of bread and juice, are to commemorate together the dying love of Christ, preceded always by solemn self-examination. Acts 8:36-39; Matthew 3:6; Romans 6:4-5; Matthew 28:19-20; 1 Corinthians 11:23-28.

XVII. Jesus' Second Coming as King

We believe that Christ will come again to earth bodily, visibly, and personally. This coming is in two stages. The first stage is the coming of Christ in the air to catch away or call out the Redeemed from this earth up to meet Him in the air. 1 Thessalonians 4:13-17; 1 Corinthians 15:51-57. The second stage of His coming is when He comes back with His Saints to this earth. Zechariah 14:4; Acts 1:11; Revelation 19:11-16, 1:7-8.

a. The Resurrection of the Saints (The Rapture)

We believe that there will be a Resurrection of the body of the saved and dead and a translation of the living Saints just before the Tribulation begins. We do not believe any part of the Church will go into any part of the Tribulation period. The Rapture of the Saints (all saved) will be the glorification of all believers. We will be given a glorified body "like unto His' (Christ's) glorious body." Philippians 3:2; 1 John 3:2; Luke 24:39 & 42; 1 Corinthians 15:49; 1 Thessalonians 4:13-18; 1 Corinthians 15:51-57; 2 Thessalonians 2:2; Revelation 4:1.

b. The Judgment Seat of Christ

We believe the Redeemed will stand before Christ and give an account of his works as a Christian. Our works will be judged, and we will be rewarded according to our faithfulness. This judgment takes place just after the Rapture. 2 Corinthians 5:10; Romans 14:10; 1 Corinthians 3:11-15; 2 Chronicles 15:7; 1 Corinthians 15:58.

c. The Tribulation

We believe there is going to be a time of seven (7) years special judgment and unusual, supernatural happenings upon this earth. The period begins just after the Rapture and will end at the Second Coming of Christ all the way to the earth. Matthew 24:21 & 22; Jeremiah 3:4-7; Ezekiel 20:34-38; Daniel 12:1; Revelation 6:9-11 covers the whole seven years.

d. The 1,000 Year Reign of Christ Upon Earth

We believe that Christ will return to this earth (Zechariah 14:4; Revelation 19:11; Acts 1:11; John 14:3) and He will usher in the 1,000-year Kingdom upon this earth. Revelation 20:1-7; Isaiah 2:2-4, 11:4-5, 11:9; Zechariah 14:9 & 17, 19-21; Ezekiel 48:1-35; Luke 1:30-33; Hebrews 2:14; Obadiah 21; Psalms 72:8.

e. The Resurrection and Judgment of the Unredeemed

We believe this Judgment is for the unredeemed. It will take place after the 1,000-year Reign of Christ on earth. The unredeemed will stand before God and face their record and be cast in the lake of fire where they will burn forever, yet never annihilated. Revelation 20:11-15; Matthew 7:22-23; Revelation 19:20, 20:10, 14:11.

f. The Burning Earth (End of the Age)

After this, we believe the End of Time and the Eternal State is ushered in. 2 Peter 3:10-13; Revelation 21:1-6, 9, 13, & 20-21.

XVIII. Marriage/Sexuality

We believe that God has commanded that no intimate sexual activity be pursued outside of marriage between a man and a woman. That any form of same-sex activity, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography is a sinful perversion of God's gift of sex. (Genesis 2:24, 19:5 & 13, 28:8-9; Leviticus 18:1-30; Romans 1:26-29; 1 Corinthians 5:1, 6:9; 1 Thessalonians 4:1-8; Hebrews 13:4). We believe that God disapproves of and forbids any attempt to alter one's gender by surgery or appearance. We believe that the only legitimate marriage is the joining of one

man and one woman (Genesis 2:24; Romans 7:2; 1 Corinthians 7:2; Ephesians 5:22-23). We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes toward any individual shall be repudiated and are not in accord with scripture or the doctrines of the church.

XIX. Sanctity of Human Life

We believe that human life begins at conception and the unborn child is a living human being. Abortion constitutes that unjustified, unexcused taking of a human life, which is murder. We reject any teaching that abortion of pregnancies due to rape, incest, birth defects, gender selection, birth, or population control, or for the mental well-being of the mother are acceptable. We also believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. Job 3:16; Psalms 51:5, 139:14-16; Isaiah 44:24, 49:1 & 5; Jeremiah 1:5, 20:15-18; Luke 1:44.

END OF ARTICLES OF FAITH

Approved by Board of Directors on 1/19/2023
Issued For Church Review on 2/12/2023 for Church Vote on 3/19/2023

We hereby certify that this page and the preceding 39 pages constitute the Church Constitution and Bylaws of Southland Baptist Temple, Inc., which was adopted by vote of the Members of Southland Baptist Temple on the 19th day of March , 2023.

ATTEST:

Pastor (Bro. Jimmy Franks)

Chairman of Deacons

President of Corporation (Pastor)

Secretary of Corporation (Board Secretary)

Treasurer of Corporation (Church Treasurer)