

**Bylaws of**  
**FAIRMONT PARK CHURCH**  
A Texas Nonprofit Religious Corporation

**July 2007**

*These Bylaws supersede all previously enacted Bylaws.*

**ARTICLE I**  
**NAME AND PRINCIPAL OFFICE**

**Section 1.01 Name.** The name of the Corporation is FAIRMONT PARK CHURCH, INC. This Corporation will be further referred to in the bylaws as the "Church".

**Section 1.02 Offices.** The Church maintains its principal office at 10401 Belfast Road, La Porte TX. The Management Leadership Team of the Church shall have full power and authority to change the principal office from one location to another. Any change of this location shall be recorded by the Secretary on these bylaws opposite this section, or this section may be amended to state the new location.

**ARTICLE II**  
**PURPOSE**

**Section 2.01 Purpose.** The church's purpose is religious and the stated mission of the Church is to fulfill the Great Commission (Matthew 28:18-20).

**ARTICLE III**  
**STATEMENT OF FAITH**

**Section 3.01 Statement of Faith.** We affirm the Holy Bible as the inspired Word of God and it is the basis for our beliefs. This Church accepts *The Baptist Faith and Message*, copyright 1971, as a general statement of our faith.

**ARTICLE IV**  
**AFFILIATION**

**Section 4.01 Affiliation.** This Church is autonomous and maintains the right to govern its own affairs, independent of any denominational control. Recognizing, however, the benefits of cooperation with other churches in world missions, this Church voluntarily affiliates with the Southern Baptist Convention in its national, state and local expressions.

## **ARTICLE V**

### **CHURCH MEMBERSHIP**

**Section 5.01 Methods by Which Membership May be Granted.** Any person may offer himself as a candidate for membership in this Church. All such candidates shall:

- A) Request membership to the Church in any one of the following ways:
  - 1. By Profession of Faith in Christ and baptism by immersion.
  - 2. By Letter from a Church of like faith and order.
  - 3. By Statement of a previous confession of faith and Scriptural Baptism (by immersion).
  - 4. By restoration as described in Section 5.03C. Dismissed members may be restored by the Deacons and the Management Leadership Team according to the spirit of 2 Corinthians 2:7-8, when their life-styles are judged to be in accordance with the membership covenant.
- B) Attend Class 101 or its equivalent.
- C) Sign the Membership Covenant.

**Section 5.02 Designation of Membership.** In an effort to properly reflect the membership of the Church, two rolls shall be maintained. These rolls shall be updated periodically.

- A) **Active/Resident Members:** All members who reside within the Church's ministry area or are currently active in the Church.
- B) **Nonresident Members:** Members who have become inactive by failing to respond to repeated attempts to reach them, or moving out of the Church's ministry area.

**Section 5.03 Methods by Which Membership May be Ended**

- A) By transfer of membership to another Church.
- B) By personal request of the member.
- C) By dismissal should a member become an offense to the Church and to its good name by their conduct, or by persistent breach of their covenant agreement. This will be done with discretion after due notice and hearing, by a committee of Deacons and Senior Pastor and after faithful efforts under the guidance of the Holy Spirit have been made to bring such member to repentance and amendment as prescribed in Matthew 18:15-17.
- D) By death.

**Section 5.04 Member Rights**

- A) Every Active/Resident Member shall have the right to vote on the following matters:
  - 1. The annual budget of the Church,
  - 2. The disposition of all or substantially all of the assets of the Church,
  - 3. The merger or dissolution of the Church and
  - 4. The election or removal of the Senior Pastor.
- B) Each Active/Resident Member sixteen (16) years and older is entitled to one vote. Voting by proxy is prohibited.
- C) Every member of the Church is eligible for consideration by the membership as candidates for elective offices in the Church.

D) Every member of the Church may participate in the ordinances of the Church as administered by the Church.

**Section 5.05 Member Responsibilities.** Members are expected, first of all, to be faithful in all the duties essential to the Christian life, to attend habitually the services of this Church, to give regularly for its support and its causes, and to share in its organized work.

## **ARTICLE VI MANAGEMENT LEADERSHIP TEAM**

**Section 6.01 Number and Term.** The authorized number of members on the Management Leadership Team shall be such number as may from time to time be authorized by resolution of the Management Leadership Team. There shall be a minimum of three (3) members on the Management Leadership Team consisting of the Senior Pastor plus a maximum of four (4) Professional Staff Members. The Senior Pastor may, at his discretion, include up to two (2) members from the active membership roll. Such team will be determined and appointed by the Senior Pastor in his sole discretion from time to time.

**Section 6.02 Powers.**

- A) **General corporate powers.** Subject to the provisions and limitations of the Texas Nonprofit Laws and any limitations in the Articles of Incorporation and these Bylaws, the activities, business and affairs of the Church shall be conducted and all corporate powers shall be exercised by or under the direction of the Management Leadership Team. They shall serve as the Church Officers and shall be the legal representatives/authorities of the Church.
- B) **Specific Powers.** The Management Leadership Team, as a body, shall have the power to:
1. Select and remove all agents and employees of the Church (except for the Senior Pastor), prescribe any powers and duties for them that are consistent with law and with these Bylaws.
  2. Adopt, make and use a corporate seal and alter the form of the seal; and
  3. Borrow money and incur indebtedness on behalf of the Church and cause to be executed and delivered for the Church's purposes and in the Church's name, promissory notes and other evidences of debt and securities; and
  4. Exercise all other powers conferred by Texas Nonprofit Religious Law or other applicable laws.

## **ARTICLE VII SENIOR PASTOR**

**Section 7.01 Qualifications.** The Senior Pastor shall be called by God and the Church to be the spiritual and leadership head of the Church. As such, he will meet at least the qualifications stated in 1 Timothy 3:1-7. Additionally he should have leadership qualities sufficient to lead the Church in accomplishing its God given mission. He will be the functional head of the Church and will be expected to display wisdom in coordinating the affairs of the Church.

**Section 7.02 Selection Process.** A Senior Pastor shall be chosen and called by the Church whenever a vacancy occurs. The Pastor Search Committee will be formed consisting of two of the remaining members of the Management Leadership Team and the leader of the following bodies: Elders, Deacons, Trustees and Personnel Committee. The Pastor Search Committee shall seek out a suitable Senior Pastor and only their recommendation will constitute a nomination. The committee shall bring for consideration to the Church only one man at a time. His election shall take place at a meeting called for that purpose, of which at least one week's written notice shall be given. An affirmative vote of three-fourths of those members present is necessary to elect a Senior Pastor. This vote shall be taken at all of the regular Sunday morning services by a written ballot.

**Section 7.03 Term.** The Senior Pastor shall serve until the relationship is terminated by mutual consent, unless the Elders AND Deacons together with the Senior Pastor cannot come to an agreement regarding termination. The Elders and Deacons shall examine any grounds for dissatisfaction and, if necessary, shall confer with the Senior Pastor in order to remove the difficulty. If the difficulty cannot be removed, the Elders and Deacons may jointly call a business meeting to discuss the question of dissolving the Senior Pastor relationship. This meeting shall be announced to all active members in writing two weeks in advance stating their recommendations in this matter. The Senior Pastor relationship may be dissolved by a three-fourths majority vote of the members present. A temporary moderator shall be named from among the Elders or Deacons.

**Section 7.04 Specific Duties.** The Senior Pastor shall be:

- A) The ex-officio head of all organizations and committees of the Church.
- B) The functional head of all other paid personnel of the Church. (He will, with the Personnel Committee, fill approved positions in other Ministerial/Pastoral positions.)
- C) The moderator at membership meetings.
- D) Shall be the final authority, along with the other members of the Management Leadership Team, in decisions relating to the Church.

## **ARTICLE VIII**

### **ELDERS**

**Section 8.01 Primary Function.** The task of the Elders is to serve in spiritual leadership and as accountability partners with the Senior Pastor. As such, the Elders will provide counsel and spiritual support to the Senior Pastor in the spiritual direction of the Church.

**Section 8.02 Qualifications.** Elders are to meet the qualifications listed in I Timothy 3:1-7. In addition they:

- A) Must be of utmost integrity.
- B) Must be knowledgeable of biblical principles and able to make decisions based upon them.
- C) Should have a life style that exemplifies Christ.
- D) Must be faithful to the Church and supportive of its mission and activities.
- E) Should be mature in the faith and not a new Christian.

- F) Must practice stewardship of possessions by tithing to the Church budget.
- G) Are expected to be faithful to the body of Elders.

**Section 8.03 Selection and Term.** The Elders are to be appointed by the Senior Pastor in consultation with the other members of the Management Leadership Team. Elders are selected for 5 year terms and will rotate off for at least one year. There shall be a maximum of 12 individuals serving at any time.

**Section 8.04 Internal Organization.** The Senior Pastor is the lead Elder. The Elders are expected to organize themselves for effectiveness and to control their own conduct in a manner commensurate with spiritual leadership. They shall monitor their own conduct and exercise internal self-discipline. If needed, the Management Leadership Team will assist. In the absence of a Senior Pastor, the Elders shall elect an interim leader.

## **ARTICLE IX DEACONS**

**Section 9.01 Primary Function.** The primary role of the Deacons is to be servants of the Church. They will serve with the Senior Pastor and Church staff in performing pastoral ministries. They are to be zealous to guard the fellowship and unity of the spirit within the Church in bonds of peace. They are to seek to know the physical needs and the moral and spiritual struggles of the brethren and sisters, and to serve the whole Church in relieving, encouraging and developing all who are in any such need.

**Section 9.02 Qualifications.** A Deacon must be a born again believer of honest report, full of the Holy Spirit, and an active witness for Jesus Christ according to I Timothy 3:8-13 and Acts 6:1-9. In addition, each Deacon:

- A) Must be faithful to the Church and the body of Deacons.
- B) Must have been a resident Church member for one year and must maintain a lifestyle that exhibits character.
- C) Must have the support of family in the responsibilities of a Deacon.
- D) Must have a deep commitment to keep harmony among the membership.
- E) Must be desirous of cooperation and support in uplifting the Senior Pastor, staff and all elected leadership to the glory of God.
- F) Must practice stewardship of possessions by tithing to the Church budget.
- G) Must be ordained.

**Section 9.03 Selection and Term.** Deacons shall serve on a rotating basis. The chairman of the Deacons shall each year appoint a sub-committee to search the rolls of the Church for qualified men to serve in the capacity of Deacon. This team, along with the Senior Pastor, shall appoint qualified individuals to serve for three year terms.

**Section 9.04 Internal Organization.** The entire body of Deacons shall meet regularly. They may organize themselves into such committees or work teams as their wisdom may direct for efficiency in service. They will appoint their own chairperson. They shall monitor their own

conduct and exercise internal self discipline. If needed, the Elders, Senior Pastor and Management Leadership Team will assist.

## **ARTICLE X TRUSTEES**

**Section 10.01 Primary Function.** The Trustees shall be consulted and their approval is required on all major legal considerations. They shall provide financial counsel to the Management Leadership Team. They are to conduct such other financial or legal duties and activities as the Management Leadership Team may designate from time to time.

**Section 10.02 Qualifications.**

- A) They should be knowledgeable in business matters.
- B) They should tithe and be faithful to God and His Church.
- C) They should be recognized for their integrity.
- D) The Trustees should be committed to the Church and its well-being.
- E) They should be able to work with others in a spirit of harmony.

**Section 10.03: Selection and Term.** The Management Leadership Team shall, from time to time, designate a number of Trustees of the Church. The number shall be no less than three (3) and no more than seven (7). The Trustees are appointed by the Management Leadership Team for three (3) year terms. If a Trustee is unable to fulfill his or her functions, the Trustee may only be dismissed by the Management Leadership Team after consultation with the Elders and Deacons.

## **ARTICLE XI PERSONNEL COMMITTEE**

**Section 11.01 Primary Function.** The Personnel Committee is to serve with the Management Leadership Team to ensure adequate policies are in place for Church employees that will both protect the Church and serve the employees. They also will be accountable for all matters of staff discipline, except for the Senior Pastor, and this includes hiring and dismissal.

**Section 11.02 Qualifications.**

- A) They should be people with knowledge of organizational systems and should have business savvy.
- B) They should be known for their high integrity and ability to deal with people well.
- C) They should be varied in age and background, and yet mature and wise.

**Section 11.03 Selection and Term.** Personnel Committee members shall be selected by the Management Leadership Team. There shall be a minimum of three (3) and a maximum of five (5) members. They shall serve on a five year rotating basis.

## ARTICLE XII

### OTHER PASTORAL/MINISTERIAL STAFF

**Section 12.01 Primary Duties.** Ministers/Pastors are called to serve in different roles for the furtherance of the mission of the Church. They generally are assigned ministerial and leadership duties over major areas of Church life. Minister/Pastor roles are developed on a need basis by the Management Leadership Team after discussion with the Elders, Deacons, Trustees and Personnel Committee.

**Section 12.02 Qualifications.** Ministers/Pastors generally have the same qualifications as the Senior Pastor. He or she shall be called by God to be the spiritual and administrative head of a segment of the Church. As such, he or she will meet at least the qualifications stated in 1 Timothy 3:1-7. Additionally each Minister/Pastor should have leadership qualities sufficient to lead the Church in accomplishing its God given mission. Also, he or she:

- A) Must be a person of utmost integrity.
- B) Should have a lifestyle that exemplifies Christ.
- C) Must practice stewardship of possessions by tithing to the Church budget.
- D) Is expected to be faithful to the Senior Pastor and the Church.

**Section 12.03 Calling and Term.** The Management Leadership Team and Personnel Committee shall seek out candidates. Candidates will be questioned by all leaders in and surrounding the areas of their specialty. Conditions of the call, job descriptions and compensation package will be developed. After favorable discussion and input, the Management Leadership Team and Personnel Committee will hire the Minister/Pastor. Generally, they are hired for long-term purposes and their employment can be ended by the Management Leadership Team and Personnel Committee, with advice and counsel of the Elders and Deacons.

## ARTICLE XIII

### COMMITTEES

**Section 13.01 Committees.** It is recognized that various committees are both important and necessary to carry on the mission of God's Church. Committees shall be added or deleted as conditions warrant and shall be appointed by and serve at the discretion of the Management Leadership Team. Each committee formed shall have a definite purpose and organizational framework specified. Each committee shall be accountable to a Minister/Pastor who will serve as their resource person and be their mentor.

## ARTICLE XIV

### INDEMNIFICATION

**Section 14.01 Indemnification.** The Church shall indemnify any person who is or was an employee, Trustee, Deacon, Elder or Personnel Committee member of the Church against any liability asserted against such person and incurred in the course and scope of his or her duties or functions within the Church to the maximum extent allowable by law, provided the person

acted in good faith and did not engage in an act or omission that is intentional, willfully or wantonly negligent or done with conscious indifference or reckless disregard for the safety of others. The provisions of this article shall not be deemed exclusive of any other rights to which such person may be entitled under any bylaw, agreement, insurance policy, vote of members or otherwise.

## **ARTICLE XV CHURCH BUSINESS MEETINGS**

**Section 15.01 Frequency.** There shall be at least one business meeting for members each year. Its purpose will be to inform the members of the status of Church issues and to vote on major business items such as the annual Church budget. The moderator may call the Church into a special business meeting at any time necessary, provided an announcement is made to the membership in attendance at least one regular Sunday service prior to the desired meeting time, except in matters of extreme urgency when the Senior Pastor may call a meeting via mass communication methods.

**Section 15.02 Meeting Process.** Five percent of the resident roll of the active resident membership shall constitute a quorum for conducting Church business at any business meeting. A special meeting of the body for the purpose of calling or dismissing a Senior Pastor shall require twenty-five percent of the active membership to be present.

It is anticipated that all business meetings shall be like family meetings (calmly discuss and prayerfully decide). Should the moderator determine that a meeting has become dysfunctional; Roberts Rules of Order Newly Revised shall be implemented.

## **ARTICLE XVI LICENSING AND ORDAINING**

**Section 16.01 Church Ordination.** Any member or previous member who, having been examined and recommended by the Senior Pastor and Deacon body to meet the requirements of I Timothy 3:1-7, may be licensed to the gospel ministry and ordained. Deacons shall likewise be examined and recommended for ordination, meeting the requirements stated in I Timothy 3:8-13 and Acts 6:1-9.

**Section 16.02 Process.** If the Senior Pastor and Deacon body decide that a licensed minister possesses the scriptural qualifications for full ordination, they shall invite a reviewing council of ordained ministers and/or Deacons to examine the qualifications of the candidate. The council shall present its recommendation to the Management Leadership Team for ordination.

**Section 16.03 Revocation.** Licenses and ordination may be revoked by the Elders and the Management Leadership Team.

## **ARTICLE XVII AMENDMENTS**



**Section 17.01 Amendments.** These by-laws may be amended by a two-thirds vote of the members present at a special business meeting called by the Management Leadership Team for said purpose.

