

BYLAWS
FIRST BAPTIST CHURCH OF PACIFIC BEACH
SAN DIEGO, CALIFORNIA

A California Nonprofit Religious Corporation

PREAMBLE

We declare and establish these bylaws to define, preserve and secure the principles of our faith, and to govern this Church body in an orderly manner. These bylaws will establish the essential liberties and responsibilities of each individual Church member and the freedom of action of this Church body.

I. NAME

This body shall be known as FIRST BAPTIST CHURCH OF PACIFIC BEACH, INCORPORATED, of SAN DIEGO, CALIFORNIA.

II. ARTICLES OF FAITH

- I. Statement of Faith - We accept the Holy Bible as the inspired Word of God and as the ultimate authority in matters of faith, doctrine and Christian living. This Church accepts The Baptist Faith and Message as most recently adopted by the Southern Baptist Convention as an affirmation of our basic Christian beliefs and as a general statement of our faith.
- II. Marriage – Marriage is a biblical institution established by God as clearly described in scripture. The Church recognizes that marriage is the uniting of one man and one woman in covenant commitment for a lifetime. Accordingly this Church, its pastors, staff and members will not participate in same-sex unions or same-sex marriages, nor shall its property or resources be used for such purposes.
- III. Human Sexuality – the Bible teaches that legitimate sexual relations are exercised solely within marriage. Hence, this Church opposes all forms of sexual immorality, including but not limited to adultery, homosexuality and pornography.

III. CHARACTER

Section 1. POLITY

The government of this Church is vested in the body of believers who compose it. It is autonomous, independent and self-governing and subject to the control of no other ecclesiastical body, but it recognizes and sustains the obligations of mutual counsel and co-operation which are common among Baptist Churches.

Section 2. AFFILIATIONS

This Church shall cooperate voluntarily with the San Diego Southern Baptist Association, the California Southern Baptist Convention, the Southern Baptist Convention and their agencies, as well as the churches of like faith which are affiliated with those organizations. Cooperation shall be manifested by reasonable contributions of money to their treasuries of such organizations and electing and sending messengers to participate in their deliberations, as this Church deems proper.

IV. PURPOSE

Section 1.

It shall be the purpose of the First Baptist Church of Pacific Beach to conduct public worship of God; to present the message of salvation to the lost, to teach God's Word, and to train its members in all Christian graces to honor our Lord Jesus Christ.

Section 2.

Missions at home and abroad shall be the concern of this Church and it shall use all means possible to spread the Gospel, by co-operating with other Churches and ministries in mission endeavors, by encouraging young people to go as missionaries to the fields to which God sends, and by the teaching of tithing as God's means of supporting His plan to reach the lost.

V. MEMBERSHIP

Section 1. QUALIFICATIONS

Potential members of this Church shall consist of persons presenting themselves in any of the following ways:

- a) Confessing faith in Jesus Christ to be their Savior and Lord, and receiving Believers Baptism;
- b) By transfer of membership from a church of like faith and order;
- c) After due examination by the Church as to their Christian experience and Believers Baptism and review and agreement with the Articles of Faith.

A church of "like faith & order" shall be defined as an evangelical New Testament church whose statement of faith and practice is not in serious conflict with the Statement of Faith and the practice of this Church and their baptism is performed by immersion on the authority of that church.

Acceptance to membership is completed when a candidate satisfies one of the three conditions as defined in Section 1a-c above, has fulfilled the ordinance of baptism, and has been approved by vote of the voting Church membership. Candidates for membership will be presented for election to membership after pastoral or Membership

Committee counseling, in either a Sunday Morning Worship Service or a Church Business Meeting.

Section 2. DISSENT

Should there be dissent by at least three votes to any candidate, such dissent shall be referred to the Deacon body for investigation and making of a recommendation to the Church within thirty days. A three-fourths vote of those Church voting members present shall be required to elect such candidate to membership.

Section 3. DUTIES

Members are expected, first of all, to be faithful in all duties essential to the Christian life; and also to **attend habitually the weekly Sunday services of this Church** (when not prevented by military duties, required Sunday vocational assignments, illness, vacations and reasonable emergency events), to give regularly for its support and its causes, and to share in its organized work. Such members as fulfill the duties described herein are considered in **full and regular** standing.

Section 4. RIGHTS

Only members that are in **full and regular** standing, and do not hold letters of dismissal, may act and vote in the transactions of the Church. Such members shall be "voting members". Voting members shall be at least 18 years of age. Individuals that are restricted from Church attendance, support and participation as a result of military duty or vocational travel commitments, while remaining a resident of San Diego County, will not have voting rights removed during the period of temporary non-residency. However, voting may only be performed in person; there shall be no voting by proxy, under any circumstances.

Section 5. QUORUM

The transaction of business shall consist of a quorum of twenty voting members or twenty percent of the active roll of the voting membership whichever is less. **A simple majority of voting members present and voting** shall cause a matter to become official. Certain issues shall require three fourths majority vote of those present and voting, such as: Calling or terminating the Pastor; Purchasing or selling real estate; Dissolving the Church; Incurring debt that exceeds 5% of the annual budget; Terminating affiliation with any Southern Baptist Conventions or Associations; future affiliation with any other association or convention of churches; termination of a person or persons from membership or amending the Bylaws provisions. Any business meeting where one or several of the issues listed in this paragraph are to be discussed and acted upon shall be given in notice to the Church in a previous Morning Service and disclosed in specific subject matters.

Section 6. TERMINATION

Membership shall be terminated in the following ways:

1. Death;

2. Transfer of membership to another church of like faith and order;
3. By a member's request in writing;
4. Affiliation or habitual attendance with a church of another faith, in exclusion of habitual attendance at this Church; or
5. Exclusion by action of the Church.

Section 7. EXCLUSION

It shall always be the goal of the Church to maintain a healthy Christian fellowship as required by the Bible. Accordingly, immoral or heretical conduct, in violation of scripture as determined by the Church, shall lovingly be confronted in an effort to bring repentance and restoration. A member guilty of such conduct may be excluded should he or she refuse to repent and be restored to the Church's fellowship.

Confrontation – When serious immoral or heretical conduct has occurred, every reasonable measure will be taken by the Pastor and Deacons to resolve the problem in Christian kindness and forbearance, pursuant to Matthew 18:15-20.

Expulsion – Should the Pastor and Deacons be unable to resolve the matter, the issue shall be brought to the Church body. A three-fourths vote of the members present at the meeting called for this purpose will be necessary for expulsion.

Section 8. RESTORATION

Any person whose membership has been terminated for any offense may be restored by vote of the Church, upon evidence of their repentance and reformation. If membership has been terminated on account of continued absence, restoration may be restored by vote of the Church upon satisfactory explanation of the absence.

Section 9. ROBERT'S RULES OF ORDER

The moderator shall follow Robert's Rules of Order and seek the most efficient use of time.

VI. CHURCH OFFICERS

The officers of this Church shall be as follows:

PASTOR:

A pastor shall be chosen and called by the Church whenever a vacancy occurs. His election shall take place at a meeting called for that purpose, of which at least one week's public notice shall be given. A pastor search committee shall be elected by the Church to seek out a suitable pastor, and their recommendation will constitute a nomination, though any member has the privilege of making other nominations. The committee shall bring to the consideration of the Church only one man at a time. Election shall be by ballot, an affirmative vote of three-fourths of the voting

membership present being necessary to confirm a choice. The pastor, thus elected, shall serve until the relationship is terminated by mutual consent.

The pastor shall have charge of the welfare and oversight of the Church. He shall preside as moderator at all meetings of the Church, unless:

1. The Church is voting to call or terminate the Pastor;
2. The Pastor intends to take a position pro or con on a matter being deliberated in the business meeting;
3. The Congregation duly selects another moderator to preside in any meeting.

DEACONS:

Section 1. QUALIFICATIONS

Those elected to serve as deacons shall meet the general qualifications as set forth in Acts 6:3 and 1 Timothy 3:1-13 with such specific interpretation of these qualifications as the Church may approve.

Section 2. NUMBER, ELECTION, TERMS OF SERVICE

There shall be five deacons for the first two hundred resident members and one additional deacon for each additional fifty members. The Church Corporate Secretary/Clerk shall present a list of men resident and active in the Church ministries to the Church in a Sunday Service. Those men willing to be considered for this ministry will leave their name on the published list for the Pastor and Deacons to consider. The Voting Members of the Church will select men from a "Revised List" in the number of candidates requested. The Deacons will counsel with the selected men and determine who will be presented to the Church for entering the Deacons Ministry. Election shall be by ballot. Selection shall be by plurality of the vote. In case of a tie, final selection of candidates shall be determined through evaluation of candidate qualifications by the Deacon body.

Deacons shall be elected to serve for three years. Upon expiration of terms, the Church may vote to extend the term of service for each deacon for an additional three years or to fill the vacancies by election. No limitation on service or terms is mandated and Deacons may remove themselves from service at will. In case of death or removal or incapacity to serve, the Church may elect to fill the unexpired term. There is no obligation to constitute as deacon, a brother who comes to the Church from another church where he has served as a deacon.

Section 3. DUTIES

In accordance with the practice of the New Testament, deacons are to be servants of the Church.

1. They are to strive for a peaceful unity of the spirit within the Church.
2. They shall serve as an advisory council to the pastor in all matters pertaining to the welfare and work of the Church. With the pastor they are to consider and formulate plans for the constant effort and progress of the Church in all things

pertaining to the Great Commission, the development of Christians, and the growth of the kingdom of God.

3. They are to establish and maintain personal fraternal relations with, and inspiring oversight of, all the membership of the Church. They are to investigate the physical needs and the moral and spiritual struggles of the Church members, and to relieve, encourage, and develop all Church members who are in need.
4. In counsel with the pastor, and by such methods as the Holy Spirit may direct in accordance with the New Testament teachings, they are to have oversight of the discipline of the Church. In their administration they are to be guided always by the principles set forth in Matthew 18:15-17; 1 Corinthians 5:9-13; 1 Thessalonians 5:12-14.
5. The deacons shall serve as a "general pulpit committee." In events where the Pastor is incapacitated or necessarily absent, they shall arrange pulpit supplies and temporary ministry leaders.
6. When the Church is without a Pastor, a "Pastor Search Committee" shall be selected by the Church for the specific purpose of researching and eventually presenting a candidate that they recommend to the Congregation. The Church will consider only one candidate at a time! The vote for a Pastor or other ministry staff members shall be by written ballot! The Committee will organize itself for officers; profiling characteristics of a future pastor; investigating and pursuing suitable prospects; communications with the Church about progress; negotiating the financial arrangements and cease the functions when the Church votes and gains the presence of a new pastor.
7. The deacons shall serve as a general finance committee. They shall organize themselves as they deem best for this part of their work, including the supervision of the raising of money in the Church and the expenditure and accounting for of same, and decisions related to the rental use of Church property.

Section 4. METHOD OF PROCEDURE

1. The body of deacons shall be organized for the consideration of larger problems and general policies, and shall meet regularly or semi-annually at a designated times. They may organize themselves into committees as required for the efficiency of completing Church duties.
2. They shall divide the membership of the Church among themselves so that the entire membership may have the benefit of the oversight in Christ of their brethren.
3. Each deacon shall freely confer with the Pastor about all matters and cases of discipline which, in his judgment, would be most wisely and spiritually handled in private.

MODERATOR:

The Moderator shall be the pastor. In the absence of the pastor, the chairman of the deacons shall preside; or in the absence of both, the Corporate Secretary/Clerk shall call the Church to order.

CORPORATE SECRETARY/CLERK:

The Corporate Secretary/Clerk of the Church shall take minutes of all business meetings and keep a record of all the actions of the Church, except as otherwise herein provided. The Secretary shall keep a register of the names of members, with dates of admission, dismissal, or death, together with a record of baptisms. The Corporate Secretary/Clerk shall notify all officers, members of committees, and delegates of their election or appointment. The Corporate Secretary/Clerk shall issue letters of dismissal voted by the Church, preserve on file all communications and written official reports, and give legal notices of all meetings where such notice is necessary, as indicated in these by-laws. The Corporate Secretary/Clerk shall consider it a part of their responsibility to promote loyalty and efficiency in Church life.

TREASURER:

The Church shall elect annually a Church Treasurer and designate the Treasurer Chief Financial Officer of this Corporation. It shall be the duty of the Treasurer to oversee, receive, preserve, and pay out, on order of the Church, all money, or things of value paid or given to the Church, and to keep at all times an itemized account of all receipts and disbursements. Accurate and confidential records of all gifts to the Church shall be maintained in the Church Office. Payment of bills for local work and expenses shall be made promptly by check, and all funds received for denominational or other causes shall be remitted at least monthly by check. It shall be the duty of the Treasurer to render to the Church at regular business meetings, an itemized report of receipts and disbursements for the period since the last business meeting, and a copy of this report shall be made available to the deacons in their regular meeting. Within sixty days after the end of each fiscal year, the Treasurer shall render to the Church an annual report showing the total amount of receipts and an itemized statement of all disbursements. Governmental Compliance to payment of payroll taxes, their withholding and payment; tax forms filings; shall be maintained in keeping with local, state and federal laws and regulations.

Audits shall be conducted by a Church approved procedure, at such times as deemed appropriate by the Treasurer, Deacon Body and Trustees. The books shall be open to inspection by any member of the Church upon an agreeable schedule with the Church office staff. Members shall not be shown the confidential records of other member's contributions.

Upon approval of the annual report by the Church, the same shall be delivered by the Treasurer to the Church Corporate Secretary/Clerk, who shall keep and preserve it as part of the permanent records of the Church. The Treasurer shall upon the election of

his successor, promptly deliver all books, records, and accounts in his hands pertaining or relating to in any manner the duties of the office he is relinquishing.

TRUSTEES:

The Church shall elect five Trustees. The Trustees shall have no power to buy, sell, mortgage, lease, borrow money, incur indebtedness, or transfer any property on behalf of the Corporation without a specific vote of the Church authorizing such action. The Trustees shall sign such instruments and documents as are necessary or advisable in the name of and on behalf of the Corporation to carry out the directives of the Church. The Trustees will participate in matters regarding financial matters of the Corporation as is necessary with the consent of the Pastor, Deacons and Treasurer and give their advice and counsel to assist the sound financial matters of the Church. The Trustees will organize themselves in designating officers and functions. The Chairman of the Trustees shall be the President of the Corporation.

STAFF MEMBERS AND EMPLOYEES:

Staff members, whether paid or volunteer, shall be nominated to the Church by a committee designated with specific assignments and the Church will vote by written ballot.

CHURCH COMMITTEES:

The Church may create such committees with as many members and for such a term as they may deem necessary or appropriate. Committees may be formed in Church Business Meetings to serve designated assignments, such as, but not limited to:

1. Nominations – Recommend candidates for Leaders, Teachers and Assistants to ministries
2. Membership – Provide orientation and instruction to prospective and current members.
3. Sunday School and Christian educational programs
4. Parachurch organizations (i.e. Boy Scouts, etc.)
5. Budget – Propose budget for Church ministries and special offerings
6. Facilities Maintenance and Management and Rental Use.
7. Auditing - Church financial services
8. Specific Ministries & Missions – Current and future

VII. CHURCH FINANCE

Section 1.

The pastor, deacons, Budget committee, and responsible leaders of various organizations, shall prepare and submit to the Church for approval at such times as the Church shall designate, an inclusive budget, indicating by items the amount needed and sought for all local expenses and purposes, and in like manner for all denominational or other approved non-local causes.

Section 2.

All funds, for any and all purposes, shall be supervised by the Treasurer and be properly recorded in the accounts of the Church. The operating expenses of all organizations, as approved by the Church, shall be paid from the local expense fund.

Section 3.

Special offerings may be sought by the Church or by any of its organizations only upon approval of the Church. Plans for such offerings shall be submitted first to the Deacons and Trustees, which shall study them and make recommendation to the Church. This does not preclude individuals making special offerings at any time as the Spirit of God may move them.

Section 4.

Organizations within the Church shall have liberty to receive offerings to pay for such items as needed for said organizations.

Section 5.

It is understood that membership in this Church involves financial obligations to support the Church and its causes with regular, proportionate gifts. The Deacons, Trustees and Treasurer shall take whatever steps are in keeping with the policy approved by the Church to enlist every member in worthy support of the Church budget.

VIII. MEETINGS

Section 1. WORSHIP:

1. Public services shall be held on the Lord's Day and on other occasions according to the policy of the Church.
2. The Lord's Supper shall be celebrated quarterly, or at such other time as the Church may determine.
3. Occasional religious meetings may be appointed by the pastor at his discretion, or by vote of the Church.

Section 2. BUSINESS:

1. At any of the regular meetings for worship, the Church may, without special notice, act upon the reception of members, the setting of offering goals, and upon the appointment of members to committees.
2. The pastor may, when requested by the deacons, trustees, or a standing committee, call from the pulpit a special business meeting. The particular object of the meeting must be clearly stated in the notice. Special meetings of the Church may also be called by the Corporate Secretary/Clerk upon the written application of any five adult members specifying the object of the meeting. The notice of such meetings shall be read at the public Sunday Service prior to the special meeting.

3. An annual meeting of the Church may be appointed as deemed necessary to maintain current information and participation of the Church Members. Annual reports shall be presented at such time and such other business transacted as may be specified or authorized in the by-laws.
4. Robert's Rules of Order shall be the standard of reference in all parliamentary practice.

IX. DISCIPLINE

Section 1.

Should any unhappy differences arise between members, the aggrieved member shall follow, in a tender spirit, the rules given by our Lord in the 18th Chapter of Matthew.

Section 2.

Should any case of gross breach of covenant or of public scandal occur, the deacons shall endeavor to remove the offense.

Section 3.

All such endeavors shall be pervaded by a spirit of Christian kindness and forbearance, but should remediation of the offense be unreachable, the Church may proceed to declare the offender to be no longer in the membership of the Church.

Section 4.

In case of grave difficulty, the Church will be ready, if requested, to ask the advice of an acceptable council from neighboring churches.

X. AMENDMENTS

These By-Laws may be amended by a two-thirds vote of the voting Church members present and voting at a meeting specially called for that purpose. The proposed amendment(s) will be inserted in the call for the meeting.

No change shall be made in the "Articles of Faith" except by a two-thirds vote of all the voting members of the Church present. The proposed change must have been laid before the Church in writing at a previous business meeting not less than one month before the time of the proposed action, and read from the pulpit on the Sunday service following such proposal.

XI. ASSETS OF THIS CORPORATION

Section 1: Dedication of Assets

The title to the property of this nonprofit religious corporation is held in Trust by the California Baptist Foundation. The properties and assets of this nonprofit religious

corporation are irrevocably dedicated to religious or charitable purposes. No part of the net earnings, properties, or assets of this corporation, on dissolution or otherwise, shall inure to the benefit of any private entity or individual, or any member or director of this corporation.

Section 2: Dissolution

On liquidation or dissolution, all properties and assets and obligations shall be distributed and paid over to the California Baptist Foundation for the benefit of:

1. The _____,
2. The _____,
3. The _____,
4. The _____,
5. The _____,
6. The _____, and
7. The _____.

XII. POLITICAL ACTIVITIES

Section 1: Permitted Activities

- A. Voting – This Church believes that it has an obligation to encourage its members to register to vote and vote in all elections.
- B. Speaking Truth – This Church believes it has an obligation to speak out on relevant moral issues and to participate in activities which will ensure the blessings of liberty to its members, our fellow citizens and their descendants.
- C. Standing for Truth – This Church acknowledges that silence and inaction in the face of injustice and evil can constitute the sin of omission, and we commit ourselves to standing for truth whenever and wherever we determine such a stance is appropriate.
- D. Written Guidelines – In furtherance of the acknowledgements contained in the Article IX, this Church may from time to time establish written guidelines related to these activities and include those guidelines in the policies and procedures of this Church.

Section 2: Limitations on Activities

This Church has been formed under the California Nonprofit Religious Corporation Law for the religious purposes described above, and it shall be nonprofit and nonpartisan in all its activities and actions.

- A. Legislation – No substantial part (more than five percent) of the activities or resources of the Church shall be dedicated to the publication or dissemination of materials with the purpose of attempting to influence legislation.
- B. Political Campaigns – The Church shall not participate or intervene in any political campaign on behalf of any candidate for public office. However, the Church may host forums, meetings, or debates where candidates are invited to participate. Individual Church members, including staff members and pastors are free to endorse candidates and share their political beliefs and convictions inside and outside the Church.
- C. General Limitation – The Church shall not, except to an insubstantial degree (less than five percent of time, energies and resources), engage in any activities or exercise any powers that are not in furtherance of the purposes described in this Article.

Proposed By-laws Revisions Prepared By:

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