

**Bylaws of Greenbrier Road Baptist Church**  
**1235 Greenbrier Dear Road**  
**Anniston, Alabama**  
**Updated February 9, 2016**

**MEMBERSHIP**

**Section 1. General**

This is a sovereign and democratic Baptist Church under the lordship of Jesus Christ. The membership retains unto itself the exclusive right of self-government in all phases of the spiritual and temporal life of this Church.

The membership reserves the exclusive right to determine who shall be members of this Church and the conditions of such membership. Any person may offer himself as a candidate for membership in this Church.

All such candidates shall be presented to the Church for membership at any regular church service in any of the following ways:

**Section 2. Candidacy for Membership**

- A. **By-Salvation:** The membership of this Church shall be composed of persons who have given evidence of regeneration by professing faith in the Lord Jesus Christ as Saviour and Lord, who have been baptized by immersion, who will affirm the covenant and constitution of this Church, and who have been received by a majority vote of the Church.
  
- B. **By Transfer of Letter:** A member of another church of like faith and order who has been baptized by immersion may be received by a majority vote of the Church upon a letter of dismissal from that Church.
  
- C. **By Statement:** Anyone who has been a member of a church of like faith and order, and in consequence of peculiar circumstances has no regular letter of dismissal, may be received into our fellowship upon a statement satisfactory to the Church.

**D. Under Watchcare of the Church:**

- 1. Watchcare Candidates for membership by salvation shall be watchcare members until the above requirement of believer's baptism has been met.
  
- 2. Students, who are members of a church of like faith and practice in another city, may be brought under the watchcare of this church while they are in school.
  
- 3. All watchcare candidates will be handled on a case by case basis by the Deacon board.
  
- 4. Watchcare members are not entitled to vote and may not be candidates for elected offices.

### **Section 3. Voting -Rights**

- A. All members are entitled to vote at all elections.
- B. All members are entitled to vote on all questions and/or recommendations submitted to the Church in conference.
- C. Families are encouraged to sit together during business conferences in order that parents may give guidance, direction, and instruction to their younger family members in the voting process.
- D. There will be no absentee balloting except by a three-fourths (3/4) majority vote of the Church on a specific occasion and/or issue.
- E. Watchcare Members are not entitled to vote and may not be candidates for elected offices.

### **Section 4. Responsibility**

Members are expected to be faithful to the teachings of the Bible, to regularly attend the services of the Church, to contribute to the financial support of the Church by storehouse tithing, to share in its organized work, to support the Church and its ministries with prayer, and to conduct themselves in the same spirit as exemplified in the life of Christ.

### **Section 5. Ordination and Licensing of Ministers**

- A. LICENSE TO PREACH PROCEDURE: Any man who gives evidence of a call to the ministry, and upon the recommendation of the pastor and deacons of Greenbrier Road Baptist Church, may be licensed by the Church to preach the Gospel of Jesus Christ. A three-fourths (3/4) majority vote of members present at a special called business meeting is required.
- B. ORDINATION OF MINISTERS PROCEDURE: Any man who is licensed to preach by this or any other church of like faith and practices, and who possesses the scriptural qualifications of a pastor as described in I Timothy 3:1-7, Ephesians 4:11-16, II Timothy 4:2 and Acts 6:4 may be presented to the church to be ordained after receiving recommendation to the Church by the Pastor and Deacon Board and Ordination Council. The candidate is required to receive a three fourths vote (3/4) of members present at a special called business meeting for the purpose of ordination as recommended by the Pastor and Deacon Board.

## **Section 6. Discipline**

- A. It shall be the basic purpose of the Greenbrier Road Baptist Church to emphasize to its members that every reasonable measure shall be taken to assist any troubled member. The Pastor, other members of the Church Staff and Deacons are available for counsel and guidance. Redemption rather than punishment should be the guideline, which governs the attitude of one member toward another.
- B. Should some serious condition exist which would cause a member to become a liability to the general welfare of the Church, every reasonable measure shall be taken by the Pastor and the Deacons to resolve the problem in accordance with Matthew 18:15-17 as their guide. All such proceedings shall be controlled by the spirit of Christian kindness and forbearance. However, finding that the welfare of the Church shall best be served by the exclusion of the member, the Church, after an eight (8) day notification during any regularly scheduled worship service, may take this action by a three-fourths (3/4) vote of the members present at a conference called for this purpose, and the Church may proceed to declare the offender to be no longer in the membership of the Church.

## **Section 7. Removals of Membership**

- A. By Letter of recommendation at the request of another church of like faith and order
- B. By Erasure from the Church roll when a member joins a church of another faith; or by written request to the Church Clerk from a member requesting that their name be removed.
- C. By death.
- D. By vote of the Church as stated in Section 6 titled Discipline.

## **Section 8. Restoration**

Any person, whose membership has been removed for any condition which has made it necessary for the Church to exclude him/her, may, upon his or her request, be restored to membership by a three-fourths (3/4) vote of the members present upon evidence of his or her repentance and reformation.

## **Section 9. Conflict in the Body**

If a member has a conflict with the Pastor, a Staff Member, a lay leader of the church, or any other conflict that needs to be addressed, this is to be handled in accordance with the principles found in Matthew 18:15-17.

## CHURCH STAFF

### Section 1. The Pastor

#### A. Qualifications

1. The Pastor of the Church shall be a minister of the Gospel of Jesus Christ and ordained by this Church, or by a Baptist church of like faith and practice.
2. He shall meet the qualifications set forth in 1 Timothy 3:2-7. He shall exemplify this Church's concept of spirituality, missionary zeal, purity of doctrine, and spirit of cooperation.
3. He shall subscribe to the 1963 Baptist Faith and Message Statement of the Southern Baptist Convention.
4. He shall meet the declarations of accountability established for Deacons of GRBC.
5. In addition, it shall be the obligation of the Pastor Search Team to determine any additional requirements for any pastoral candidate presented to the Church.

#### B. Duties

1. His primary responsibilities are to proclaim the Gospel of Jesus Christ, to lead the Church to fulfill its mission statement, and to minister to the personal needs of the people.
2. He shall administer the ordinances of Baptism and the Lords Supper. He shall have the authority to designate a person to act in his stead.
3. He shall be responsible for the selection of those who shall fill the pulpit in his absence.
4. He shall supervise all employees of the Church and shall have ultimate authority for hiring and terminating all employees except those Staff Members which are called by the Church body. However, the Pastor shall confer with the Personnel Team in all cases and such hiring and terminating shall be pursuant to the Personnel Policy adopted by the Church. In the case of called staff members the Pastor shall seek recommendations to terminate from the Deacon Board.
5. He shall moderate all business meetings of the Church. Should he choose so, he shall have the authority to appoint someone to act in his stead.
6. He shall be the leader of the Church Council.
7. He shall be an ex officio member of the Church Council, Ministry Teams and ad hoc teams.
8. He shall be responsible for determining that the Church is acting in a fiscally responsible manner.
9. He shall exercise authority over other congregations, and all other organizations utilizing GRBC facilities.

#### C. His Call

1. In the event the Church is without a Pastor, the Church shall elect a Pastor Search Committee to find a candidate and recommend him to the Church. The Pastor Search Committee shall consist of a five (5) member committee (plus two alternates), who shall be elected by secret ballot in the following manner:
  - a) The business meeting, whether regular or special, for electing the Pastor Search Committee shall be announced by mail at least eight days prior to the meeting and during all worship services on the Lord's Day preceding the meeting. The chairman of the Deacons or his designee shall serve as moderator for that meeting.
  - b) Members of the Church must be present at the meeting to vote. They will vote

- by listing on a blank sheet up to five (5) members who they prefer for Pastor Search Committee. A Tellers Committee appointed by the moderator will count the vote and the seven (7) members receiving the highest number of votes and who agree to serve will comprise the Pastor Search Committee and alternates. The committee will elect its own officers.
- c) In order that the Search Committee be representative of the Church body as a whole, the Deacons and the Church Council may provide, to the members of the Church present at the meeting to vote, a list of potential candidates. No person(s) with less than 1 year of active service in the Church may serve on this committee.
2. When the Pastor Search Committee is ready to recommend the prospective pastor, the following procedure will be followed:
- a) At least eight days prior to the designated Sunday on which he is to preach, the resident membership will be notified by mail that a vote on his call will be taken.
  - b) Announcement will be made in all worship services on the Sunday prior to his visit.
  - c) On the Wednesday evening prior to his visit, the Pastor Search Committee will hold an open forum with the members present for full discussion of the committee's recommendation.
  - d) The vote shall be taken on the following Sunday morning at the conclusion of the worship services. In the event the Church holds more than one morning worship service, then the vote shall be taken at the conclusion of each worship service. A quorum for voting to call a pastor shall be the resident membership present. The vote will be by secret ballot and will be tallied at the conclusion of the last morning service. The results shall be announced at the evening service.

## **Section 2. Other Called Staff**

The Church shall establish any position of ministry it deems necessary to fulfill its responsibility to proclaim the Gospel, to disciple, and to minister to the people. All Ministerial vacancies shall be filled in the same manner as those of the Pastor (except that the Pastor, if there is one, or his designee shall preside over all business meetings at which a vote is taken) and all of the members of the called staff shall meet the qualifications set forth by the Pastor and Deacons and approved by the Church. Called staff positions shall be filled by appointing special search committees approved by the Church to visit, interview and select candidates, with the advice and consent of the Pastor. Consensus candidates will be presented to the Church for acceptance and issuing the call. In the event the Church has no pastor, the Chairman of the Deacons will preside over business meetings for the election of a Search Committee.

## **Section 3. Support Staff**

The Church may secure the services of other full or part-time employees. These positions shall be filled in accordance with the policies outlined in the Church Personnel Manual.

## **Section 4. Duties of Other Called Staff and Support Staff**

1. Their duties and ministries shall be to actively support and promote the entire ministry and educational programs of the church and its auxiliary organizations under the direction of and in association with the Pastor.
2. Complete job descriptions, benefits information, and other identification of duties, functions and responsibilities for all other called staff and support staff may be found in the Personnel Policy.

## **ELECTED CHURCH OFFICERS**

### **Section 1. Deacons**

#### **A. Qualifications for Deacons**

The office of a deacon is an office for service to Christ through the Church. Any other concept does injustice to the New Testament record (Acts: 6 and I Timothy: 3). It is not a position or office to give a person in order to honor him. The person must be a member in order to qualify for the office of active deacon:

1. Shall be Spirit-filled.
2. Shall be elected by the Church.
3. Shall set a high standard of separated Christian living; for example, he shall not drink alcoholic beverages, smoke, or attend questionable places of amusement. (I Timothy 4:12)
4. Shall be actively involved in Sunday School and Discipleship and be faithful to all major areas of church life.
5. Shall not be a gossip. (I Timothy 3:8)
6. Shall believe in and practice "storehouse tithing." (Malachi 3:10)
7. Shall have a compassion for the lost and be actively involved in organized outreach visitation.
8. Shall be a single man or the husband of one living wife. (I Timothy 3:12)
9. Must believe the Articles of Faith listed in the Church's Constitution.
10. Must rule his children and his own house well.
11. Shall be able to keep, and have the reputation for keeping, in confidence those things which should not be discussed with others.
12. Shall do all in his power to create and preserve harmony in the Church.
13. Shall recognize the God-given spiritual leadership that is incumbent upon the office of a pastor and seek to serve under that leadership.
14. Shall have been a member of the Church for at least one year at the time selection.

## **B. Election of Deacons**

The number constituting the Deacon body shall be determined by the need of the church body and number of biblically qualified men. The men elected shall serve a term of 3 years beginning on the first day of January, after which they shall be eligible for re-election or extension if needed.

The Deacon election process will be as follows:

1. The Church will nominate men to serve as Deacons.
2. The nominees will be examined in accordance with the Biblical qualifications as found in 1 Timothy 3 and our Church Constitution and By-laws.
3. The Pastor and Deacon Board will personally interview each candidate.
4. The Deacon's will then present to the church a slate of qualified men to be voted on as a group.

## **Section 2. Trustees**

- A. The Trustees shall consist of three (3) members. They shall be presented to the Church by the Ministry Placement Team. Their term of service shall be on a rotating system of three years each.
- B. The Trustees shall have legal/business experience and be responsible, as directed by the Church, for action concerning contracts, loans, mortgages, releases, special gifts (such as stocks, bonds, real estate, etc.) and other action legal by nature.
- C. The Trustees may buy and sell or otherwise dispose of property belonging to or given to the Church, but only as specifically authorized by the Church. Each Trustee is authorized to receive services of process regarding litigation involving Greenbrier Road Baptist Church. The Trustee receiving service of process shall immediately turn over the citation to the Church Council with a copy to the Church Attorney to ensure any such citation is answered in a timely manner.
- D. The Trustees shall report as necessary to the Church at regular business meetings.

## **Section 3. Ministry Teams**

### **1. Ministry Placement Team**

The Ministry Placement Team shall consist of five (5) members that include the Minister of Education. The duty of this ministry team will be to bring to the church nominations of teachers and officers except for deacons. Staff members who are responsible over particular areas of ministry will submit various ministry team members to the Ministry Placement Team.

### **2. Stewardship Ministry Team**

The Stewardship Ministry Team will consist of five members (5) as nominated by the Ministry Placement Team. The Stewardship Ministry Team shall review and give accountability for all monies received and expenses incurred by the church and its officers. The Stewardship Ministry Team will also plan, prepare, and propose to the church, the annual ministry budget for its approval. Details and more in depth duty descriptions are contained in the Stewardship Ministry Team policy manual. Any additional requirements not contained in the Church By-laws or the Stewardship Policy Manual will be voted on in a regular or Special Called Business Conference of the Church. The Stewardship Policy Manual will be voted on by the Church. Once approved, any future changes will be voted on by the Church after a minimum ten (10) day notice is given to the Church during any regularly scheduled worship service.

### **3. Personnel Ministry Team**

The Personnel Ministry Team shall consist of four (4) members of the Church to consider all matters affecting employed and called personnel of the Church. This ministry team shall assist the Pastor in making recommendations concerning new Church personnel, and shall cooperate with the Stewardship Ministry Team concerning compensation, benefits and other financial considerations. This ministry team shall serve as a source of counsel, advice, and assistance to the Pastor in establishing and maintaining all policy matters affecting such personnel.

### **4. Other Ministry Teams**

The Church may elect other ministry teams, as it deems necessary to properly carry on the work of the Church. Such ministry teams shall be elected on an annual basis through the Ministry Placement Team.

## **Section 4. Terms of Service**

All ministry team members will serve a term of three (3) years.

## **CONFERENCES**

The regular worship services of the Church shall be held on Sundays and Wednesday evenings, unless otherwise agreed upon by the Church. The Lord's Supper shall be observed at least once a quarter. The annual election of officers shall be held prior to the church year. The Church shall hold business conferences as necessary. Special business conferences, except those noted in the By-laws, may be called by the Pastor or the Chairman of the Deacons at such time as they may be needed, with one week notice of the time and place of conference given to the congregation. The Pastor shall serve as the moderator of the business sessions of the Church. In his absence, or upon his request, some other person chosen by the Pastor may serve as Moderator.

## **PARLIAMENTARY PROCEDURE**

Parliamentary procedure and law shall be followed in all business conferences of the church and in all business transactions of this Church, In the event a controversy over procedure should arise, Robert's Rules of Order shall be accepted unless otherwise specified in the Constitution or By-laws. The Pastor shall call on a parliamentarian to assist if necessary. Any part of these By-laws may be amended, altered, or repealed by two three-fourths (3/4) vote of the members present at separate regularly scheduled business conferences of the Church, provided, however, that such amendment, alteration or repeal has been given to the Church Clerk in writing, and this proposed change has been presented to the church at least thirty (30) days prior to the time the vote is taken.

## **DISSOLUTION**

The property of Greenbrier Road Baptist Church is irrevocably dedicated to Church purposes and upon the liquidation, dissolution, or abandonment of the Church, its assets will not inure to the benefit of any private person, but rather will be given to the Calhoun Baptist Association (CBA). In the event CBA is unable to accept the assets and property of Greenbrier Road Baptist Church, they shall be distributed to the Baptist State Board of Missions.

Addendum to GRBC By Laws  
February 9, 2016

This church believes the Holy Bible is the inerrant and infallible Word of God. The Scriptures teach the origin of man and his relationship to creation were through the sacred union of a man and a woman. God has ordained marriage as a union of one man and one woman. Scripture condemns unnatural relationships between man and man and woman and woman. The policies of this church have been and continue to be in submission to this stated Word of God. The purpose of this policy is to clearly state this church's position.

The teachings and ministries of this church shall recognize only the sanctity of marriage between a man and a woman. No ministry of this church shall recognize the validity of any position that condones any same sex relationship, whether marriage or a union replicating marriage, or advocates the legalization of any homosexual activity.

Church facilities shall only be used in compliance with this policy. Church facilities may not be used by any person, group, or organization that advocates, endorses, or promotes homosexuality as an alternative or acceptable lifestyle. This policy applies to any use of church facilities, including but not limited to, weddings, community or civic meetings, Bible studies, birthday parties, anniversaries, wedding or baby showers, or meetings for any other purpose.

Church employment policies, including hiring and terms and conditions of employment, conform to the scriptural requirements of one man and one woman relationships. The church will not hire or continue employment of any person who engages in homosexual conduct or advocates the homosexual lifestyle in any of its variations.