

HIGHLAND

BAPTIST CHURCH

CONSTITUTION & BY-LAWS

WWW.HBCKNOX.ORG
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PREAMBLE

The members of Highland Baptist Church declare and establish this Constitution and Bylaws are made for the following purposes:

1. Preserve and secure the principles of our faith.
2. Preserve the liberties of each individual member of the church.
3. Ensure freedom of action of independence from any religious body or organization.
4. Provide for orderly conduct of internal affairs in dealing with others, and of governing church members.

ARTICLE I

Name

The name of this Church shall be **Highland Baptist Church** of Knox County, Tennessee, located at 6014 Babelay Road, Knoxville, Tennessee 37924.

ARTICLE II

Corporate Purpose

A. This assembly is organized and maintained for the following purpose:

The purpose of this corporation is religious. This includes owning and operating a Christian church whose object shall be to promote the worship of the Triune God: Father, Son and Holy Spirit; to preach and teach the Bible, Christian doctrine and ethics; to earnestly contend for the faith; to spread the gospel of Jesus Christ to our community and the entire world; to encourage believers in the dedication of their lives for definite Christian service; and to administer the ordinances of the church as set forth in the New Testament. This shall be a non-profit organization and shall have all powers and authorities conferred upon charitable corporations by the State of Tennessee. This corporation shall have the authority to ordain, license and commission ministers of the gospel.

B. Means of Promoting the Purposes:

In order to fulfill these purposes, this church shall engage in activities and conduct ministries which may include, but are not limited to, worship services, evangelistic services, prayer meetings, youth activities, radio and television programs, a day school, a Sunday school, a bus ministry, missionary activities, counseling center, nursing homes, a Bible institute, college, and/or seminary.

ARTICLE III

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 in the name of the Father, and of the Son, and of the Holy Spirit, we do now in the presence of God, angels and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ.

We engage therefore, 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 its prosperity and spirituality; to sustain its worship, ordinances, discipline, and doctrines; to contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the gospel through all nations.

We also engage to maintain family and secret devotions; to religiously educate our children; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment; to avoid all tattling, backbiting, and excessive anger; to abstain from the sale of, and use of, destructive drugs or intoxicating drinks as a beverage; to shun pornography, to be zealous in our efforts to advance the Kingdom of our Savior.

We further engage to watch over one another in brotherly love; to remember one another in prayer; to aid one another in sickness and distress; to cultivate Christian sympathy in feeling and Christian courtesy in speech; to be slow to take offense, but always be ready for reconciliation and mindful of the rules of our Savior to secure it without delay.

We moreover engage that when we remove from this place we will, as soon as possible, unite with some other church where we can carry out the spirit of this covenant and the principles of God's Word.

ARTICLE IV

Declaration of Faith

A. Of the Scriptures

We believe that the Holy Bible was written by men divinely inspired, and is a perfect treasure of heavenly instruction;¹ that it has God for its author, salvation for its end,² and truth without any mixture of error for its matter;³ that it reveals the principles by which God will judge us;⁴ and therefore is, and shall remain to the end of the world, the true center of Christian union,⁵ and the supreme standard by which all human conduct, creeds and opinions should be tried.⁶

¹ 2 Tim. 3:16, 17. All Scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness; that the man of God may be perfect, thoroughly furnished unto all good works. Also 2 Peter 1:21; 2 Sam. 23:2; Acts 1:16; 3:21; John 10:35; Luke 16:29-31; Ps. 119:111; Rom 3:1-2.

² 2 Tim. 3:15,—able to make thee wise unto salvation. Also 1 Peter 10-12; Acts 11:14; Rom. 1:16; Mark 16:16; John 5:38-39.

³ Prov. 30:5-6. Every word of God is pure,—Add thou not unto his words, lest he reprove thee, and thou be found a liar. Also John 17:17; Rev. 22:18-19; Rom 3:4.

⁴ Rom. 2:12. As many as have sinned in the law, shall be judged by the law. John 12:47-48. If any man hear my words—the word that I have spoken—the same shall judge him in the last day. Also 1 Cor. 4:3-4. Luke 10:10-16; 12:47-48.

⁵ Phil. 3:16. Let us walk in the same rule; let us mind the same thing. Also Eph. 4:3-6; Phil. 2:1-2; Cor. 1:10. 1 Peter 4:11.

⁶ 1 John 4:1. Beloved, believe not every spirit, but try the spirits whether they are of God. Isa. 8:20. To the law and to the testimony; if they speak not according to this word, it is because there is no light in them. 1 Thess. 5:21. Prove all things. 2 Cor. 13:5. Prove your own selves. Also Acts 17:11; John 4:6; Jude 3:5 Eph. 6:17; Ps. 119:59-60; Phil. 1:9-11.

B. Of the True God

We believe that there is one, and only live and true God, an infinite, intelligent Spirit, whose name is JEHOVAH, the Maker and Supreme Ruler of heaven and earth;⁷ inexpressible glorious in holiness,⁸ and worthy of all possible honor, confidence, and love;⁹ that in the unity of the Godhead there are three persons, the Father, the Son, and the Holy Ghost;¹⁰ equal in every divine perfection,¹¹ and executing distinct by harmonious office in the great work of redemption.¹²

⁷ John 4:24. God is a spirit. Ps. 147:5. His understanding is infinite. Ps. 83:18. Thou whose name alone is JEHOVAH, art the Most High over all the earth. Heb. 3:4; Rom 1:20; Jer. 10:10.

⁸ Exod. 15:11. Who is like unto Thee—glorious in holiness? Isa. 6:3; 1 Peter 1:15-16; Rev. 4:6-8.

⁹ Mark 12:30. Thou shalt love the Lord thy God with all thy heart, and with all thy soul, and with all thy mind, and with all thy strength. Rev. 4:11. Thou art worthy, O Lord, to receive glory, and honor, and power; for thou hast created all things, and for thy pleasure they are and were created. Matt. 10:37; Jer. 2:12-13.

¹⁰ Matt. 28:19. Go ye therefore and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost. John 15:26. When the Comforter is come, whom I will send you from the Father, even the Spirit of Truth, which proceedeth from the Father, he shall testify of me. 1 Cor. 12:4-6. 1 John 5:7.

¹¹ John 10:30. I and my Father are one. John 5:17; 14:23; 17:5, 10; Acts 5:3-4; Cor. 2:10-11; Phil. 2:5-6.

¹² Eph. 2:18 For through Him [the Son] we both have access by one Spirit unto the Father. 2 Cor. 13:14. The grace of our Lord Jesus Christ, and the love of God, and the communion of the Holy Ghost, be with you all. Rev. 1:4-5.

C. Of the Fall of Man

We believe that man was created in holiness, under the law of his Maker;¹³ but by voluntary transgression fell from that holy and happy state;¹⁴ in consequence of which all mankind are now sinners,¹⁵ not by constraint by choice;¹⁶ being by nature utterly void of that holiness required by the law of God, positively inclined to evil; and therefore under just condemnation to eternal ruin,¹⁷ without defense or excuse.¹⁸

¹³ Gen. 1:27. God created man in his own image. Gen. 1:31. And God saw every thing that he had made, and behold, it was very good. Eccl. 7:29; Acts 15:26; Gen. 2:16.

¹⁴ Gen. 3: 6-24. And when the woman saw that the tree was good for food, and that it was pleasant to the eyes, and a tree to be desired to make one wise; she took of the fruit thereof, and did eat; and gave also unto her husband with her, and he did eat. Therefore the Lord God drove out the man; and he placed at the east of the garden of Eden, Cherubim, and a flaming sword which turned every way to keep the way of the tree of life. Rom. 5:12

¹⁵ Rom. 5:19. By one man's disobedience many were made sinners. John 3:6; Ps. 51:5; Rom. 5:15-19: 8:7.

¹⁶ Isa. 53:6. We have turned, every one to his own way. Gen. 6:12; Rom. 3:18-19.

¹⁷ Eph. 2:1-3. Among whom also we all had our conversation in times past in the lusts of our flesh, fulfilling the desires of the flesh and of the mind; and were by nature the children of wrath even as others. Rom. 1:18. For the wrath of God is revealed from heaven against all ungodliness and unrighteousness of men, who hold the truth in unrighteousness. Rom 1:32; 2:1-16; Gal 3:10; Matt 20:15.

¹⁸ Ezek. 18:19-20. Yet say ye, Why? doth not the son bear the iniquity of the father?—the soul that sinneth it shall die. The son shall not bear the iniquity of the father, neither shall the father bear the iniquity of the son; the righteousness of the righteous shall be upon him, and the wickedness of the wicked shall be upon him. Rom. 3:19. That every mouth may be stopped and all the world may become guilty before God. Gal. 3:22.

D. Of the Way of Salvation

We believe that the salvation of sinners is wholly of grace;¹⁹ through the Mediatorial offices of the Son of God;²⁰ who by the appointment of the Father, freely took upon him our nature, yet without sin;²¹ honored the divine law by his personal obedience,²² and by his death made a full atonement for our sins;²³ that having risen from the dead, he is now enthroned in heaven;²⁴ and uniting in his wonderful person the tenderest sympathies with divine perfections, he is every way qualified to be a suitable, a compassionate, and an all-sufficient Saviour.²⁵

¹⁹ Eph. 2:5. By grace are ye saved. Matt. 18:11; 1 John 4:10; 1 Cor. 3:5-7; Acts 15:11.

²⁰ John 3:16 For God so loved the world that he gave his only begotten Son, that whosoever believeth on him should not perish, but have everlasting life. John 1:1-14; Heb. 4:14; 12:24.

²¹ Phil. 2:6-7. Who being in the form of God, thought it not robbery to be equal with God; but made himself of no reputation, and took upon him the form of a servant, and was made in the likeness of men. Heb. 2:9, 14; 2 Cor. 5:21.

²² Isa. 42:21. The Lord is well pleased for his righteousness' sake; he will magnify the law and make it honorable. Phil. 2:8; Gal 4:4-5; Rom. 3:21.

²³ Isa. 53:4-5. He was wounded for our transgressions, he was bruised for our iniquities; the chastisement of our peace was upon him; and with his stripes we are healed. Matt. 20:28; Rom. 4:25; 3:21-26; 1 John 4:10; 2:3; 1 Cor. 15:1-3; Heb. 9:13-15.

²⁴ Heb. 1:8 Unto the Son he saith, thy throne, O God, is forever and ever. Heb. 1:3; 8:1; Col. 3:1-4.

²⁵ Heb. 7:25. Wherefore he is able to save them to the uttermost that come unto God by him, seeing he ever liveth to make intercession for them. Col. 2:9. For in him dwelleth all the fullness of the Godhead bodily. Heb. 2:18. In that he himself hath suffered, being tempted, he is able to succor them that are tempted. Heb. 7:26; Ps. 89:19; Ps. 45.

E. Of Justification

We believe that the great gospel blessing which Christ secures to such as believe in him is justification; that justification includes the pardon of sin, and the promise of eternal life on principles of righteousness; that it is bestowed, not in consideration of an works of righteousness which we have done, but sole through faith in the Redeemer's blood; by virtue of which faith his perfect righteousness is freely imputed to us of God; that it brings us into a state of most blessed peace and favor with God, and secures every other blessing needful for time and eternity.

²⁶ 1 John 1:16. Of his fullness have all we received. Eph. 3:8.

²⁷ Acts 13:39. By him all that believe are justified from all things. Isa. 3:11-12; Rom. 8:1.

²⁸ Rom. 5:9. Being justified by his blood, we shall be saved from wrath through him. Zech. 13:1; Matt. 9:6; Acts 10:43.

²⁹ Rom. 5:17. They which receive the abundance of grace and of the gift of righteousness shall reign in life by one, Jesus Christ. Titus 3:5-6; 1 Peter 3:7; 1 John 2:25; Rom. 5:21.

³⁰ Rom. 4:4-5. Now to him that worketh is the reward not reckoned of grace, but of debt. But to him that worketh not, but believeth on him that justifieth the ungodly, his faith is counted for righteousness. Rom. 5:21; 6:23; Phil. 3:7-9.

³¹ Rom. 5:19. By the obedience of one shall many be made righteous. Rom. 3:24-28; 4:23-25; 1 John 2:12.

³² Rom. 5:1-2. Being justified by faith, we have peace with God, through our Lord Jesus Christ; by whom also we have access by faith into this grace wherein we stand and rejoice in hope of the glory of God. Rom. 5:3. We glory in tribulations also. Rom. 5:11. We also glory in God. 1 Cor. 1:30-31; Matt. 6:33; 1 Tim 4:8.

F. Of the Freeness of Salvation

We believe that the blessings of salvation are made free to all by the gospel,³³ that it is the immediate duty of all to accept them by a cordial penitent and obedient faith;³⁴ and that nothing prevents the salvation of the greatest sinner on earth, but his own inherent depravity and voluntary rejection of the gospel;³⁵ which rejection involves him in an aggravated condemnation.³⁶

³³ Isa. 55:1. Ho, every one that thirsteth, come ye to the waters. Rev. 22:17. Whosoever will, let him drink of the water of life freely. Luke 14:17.

³⁴ Rom. 16:26. The gospel—according to the commandment of the everlasting God, made known to all nations for the obedience of faith. Mark 1:15. Rom. 1:15-17.

³⁵ John 5:40. Ye will not come to me, that ye might have life. Matt. 23:37; Rom. 9:32; Prov. 1:24; Acts 13:46.

³⁶ John 3:19. And this is the condemnation, that light is come into the world, and men loved darkness rather than light because their deeds were evil. Matt. 11:20; Luke 19:27; 2 Thess. 1:8.

G. Of Grace in Restoration

We believe that in order to be saved, sinners must be regenerated, or born again; that regeneration consists in giving a holy disposition to the mind; that it is effected in a manner above our comprehension by the power of the Holy Spirit, in connection with divine truth, so as to secure our voluntary obedience to the gospel; and that its proper evidence appears in the holy fruits of repentance, and faith, and newness of life.

³⁷ John 3:3. Verily, verily, I say unto thee, except a man be born again, he cannot see the kingdom of God. John 3:6-7; 1 Cor. 1:14; Rev. 8:7-9; 21:27.

³⁸ 2 Cor. 5:17. If any man be in Christ, he is a new creature. Ezek. 36:26; Deut. 30:6; Rom. 28:29; 5:5; 1 John 4:7.

³⁹ John 3:8. The wind bloweth where it listeth, and thou hearest the sound thereof, but canst not tell whence it cometh and whither it goeth; so is every one that is born of the Spirit. John 1:13. Which were born, not of blood, nor of the will of the flesh, nor of the will of man, but of God. James 1:16-18. Of his own will begat he us with the word of truth. 1 Cor. 1:30; Phil. 2:13.

⁴⁰ 1 Peter 1:22-25. Ye have purified your souls by obeying the truth through the Spirit. 1 John 5:1. Whosoever believeth that Jesus is the Christ is born of God. Eph. 4:20-24; Col. 3:9-11.

⁴¹ Eph. 5:9. The fruit of the Spirit is in all goodness, and righteousness and truth. Rom. 8:9; Gal. 5:16:23; Eph. 3:14-21; Matt. 3:8-10; 7:20; 1 John 5:4, 18.

H. Of Repentance and Faith

We believe that repentance and faith are sacred duties, and also inseparable graces, wrought in our souls by the regenerating Spirit of God;⁴² whereby being deeply convinced of our guilt, danger, and helplessness, and of the way of salvation by Christ,⁴³ we turn to God with unfeigned contrition, confession, and supplication for mercy;⁴⁴ at the same time heartily receiving the Lord Jesus as our Prophet, Priest, and King, and relying on him alone as the only and all-sufficient Saviour.⁴⁵

⁴² Mark 1:15. Repent ye, and believe the gospel. Acts 11:18. Then hath God also to the Gentiles granted repentance unto life. Eph. 2:8. By grace ye are saved, through faith; and that not of yourselves; it is the gift of God. 1 John 5:1. Whosoever believeth that Jesus is the Christ is born of God.

⁴³ John 16:8. He will reprove the world of sin, and of righteousness, and of judgement. Acts 2:37-38. They were pricked in their heart, and said—Men and brethren, what shall we do? Then Peter said unto them, Repent, and be baptized every one of you in the name of Jesus Christ for the remission of your sins. Acts 16:30-31.

⁴⁴ Luke 18:13. And the publican—smote upon his breast, saying, God be merciful to me a sinner. Luke 15:18-21; James 4:7-10; Cor. 7:11; Rom. 10:11-12; Ps. 51.

⁴⁵ Rom. 10:9-11. If thou shalt confess with thy mouth the Lord Jesus, and shalt believe in thy heart that God hath raised him from the dead, thou shalt be saved. Acts 3:22-23; Heb. 5:14; Ps. 2:6; Heb. 1:8; 8:25; 2 Tim. 1:12.

I. Of God's Purpose of Grace

We believe that election is the eternal purpose of God, according to which he graciously regenerates, sanctifies, and saves sinners;⁴⁶ that being perfectly consistent with the free agency of man, it comprehends all the means in connection with the end;⁴⁷ that it is a most glorious

display of God's sovereign goodness, being infinitely free, wise, holy, and unchangeable;⁴⁸ that it utterly excludes boasting, and promotes humility, love, prayer, praise, trust in God, and active imitation of his free mercy;⁴⁹ that it encourages the use of means in the highest degree;⁵⁰ that it may be ascertained by its effects in all who truly believe the gospel;⁵¹ that it is the foundation of Christian assurance;⁵² and that to ascertain it with regard to ourselves demands and deserves the utmost diligence.⁵³

⁴⁶ 2 Tim 1:8-9. Be not thou therefore ashamed of the testimony of our Lord, nor of me his prisoner; but be thou partaker of the afflictions of the gospel, according to the power of God; who hath saved us and called us with an holy calling, not according to our works, but according to his own purpose and grace, which was given us in Christ Jesus before the world began. Eph. 1:3-14.; 1 Peter 1:1-2; Rom. 11:5-6; John 15:16; 1 John 4:19; Hosea 12:9.

⁴⁷ 2 Thess. 2:13-14. But we are bound to give thanks always to God for you, brethren beloved of the Lord, because God hath from the beginning chosen you to salvation, through sanctification of the Spirit, and belief of the truth; whereunto he called you by our gospel, to the obtaining of the glory of our Lord Jesus Christ. Acts 13:48; John 10:16; Matt. 20:16; Acts 15:14.

⁴⁸ Exod. 33:18-19. And Moses said, I beseech thee, show me thy glory. And he said, I will cause all my goodness to pass before thee, and I will proclaim the name of the Lord before thee, and will be gracious to whom I will be gracious, and will show mercy on whom I will show mercy. Matt. 20:15. Is it not lawful for me to do what I will with my own? Is thine eye evil because I am good? Eph. 1:11; Rom. 9:23-24; Jer. 31:3; Rom. 11:28-29; James 1:17-18; 2 Tim. 1:9; Rom. 11:32-36.

⁹ 1 Cor. 4:7. For who maketh thee to differ from another? and what hast thou that thou didst not receive? Now if didst receive it, why dost thou glory as if thou hadst not received it? 1 Cor. 1:26-31; Rom. 3:27; 4:16; Col. 3:12; 1 Cor. 3:5-7; 15:10; 1 Peter 5:10; Acts 1:24; 1 Thess. 2:13; 1 Peter 5:10; Acts 1:24; 1 Thess. 2:13; 1 Peter 2:9; Luke 18:7; John 15:16; Eph. 1:16; 1 Thess. 2:12.

⁵⁰ 2 Tim. 2:10. Therefore I endure all things for the elects' sake, that they also may obtain the salvation which is in Christ Jesus with eternal glory. 1 Cor. 9:22. I am made all things to all men, that I might by all means save some. Rom. 8:28-30; John 6:37-40; 2 Peter 1:10.

⁵¹ 1 Thess. 1:4-10. Knowing, brethren beloved, your election of God; for our gospel came unto you, not in word only, but in power, and in the Holy Ghost, and in much assurance, etc.

⁵² Rom. 8:28-31. Moreover, whom he did predestinate, them he also justified, and whom he justified them he also glorified. What shall we say to these things? If God be for us, who can be against us? Isa. 42:16; Rom. 11:29.

⁵³ 2 Peter 1:10-11. Wherefore the rather, brethren, give diligence to make you calling and election sure; for if ye do these things, ye shall never fall; for so an entrance shall be ministered unto you abundantly into the everlasting kingdom of our Lord and Savior Jesus Christ. Phil. 3:12; Heb. 6:11.

J. Sanctification

We believe that sanctification is the process by which, according to the will of God, we are made partakers of his holiness;⁵⁴ that it is a progressive work;⁵⁵ that it is begun in regeneration;⁵⁶ and

that it is carried on in the hearts of believers by the presence and power of the Holy Spirit, the Sealer and Comforter, in the continual use of the appointed means—especially, the word of God, self-examination, self-denial, watchfulness, and prayer.⁵⁷

⁵⁴ Thess. 4:3. For this is the will of God, even your sanctification. 1 Thess. 5:23. And the very God of peace sanctify you wholly. 2 Cor. 7:1; 13:9; Eph. 1:4.

⁵⁵ Prov. 4:18. The path of the just is as the shining light which shineth more and more unto the perfect day. 2 Cor. 3:18; Heb. 6:1; 2 Peter 1:5-8; Phil. 3:12-16.

⁵⁶ John 2:29. If ye know that he [God] is righteous, ye know that every one that doeth righteousness is born of him. Rom. 8:5. They that are after the flesh, do mind the things of the flesh; but they that are after the Spirit the things of the Spirit. John 3:6; Phil. 1:9-11; Eph. 1:13-14.

⁵⁷ Phil. 2:12-13. Work out your own salvation with fear and trembling, for it is God which worketh in you both to will and to do, of his good pleasure. Eph. 4:11-12; 1 Peter 2:2; 2 Peter 3:18; 2 Cor. 13:5; Luke 11:35; 9:23; Matt. 26:41; Eph. 6:18; 4:30.

K. Of the Perseverance of Saints

We believe that such only are real believers as endure to the end;⁵⁸ that their persevering attachment to Christ is the grand mark which distinguishes them from superficial professors;⁵⁹ that a special providence watches over their welfare,⁶⁰ and that they are kept by the power of God through faith unto salvation.⁶¹

⁵⁸ John 8:31. Then said Jesus—If ye continue in my word, then are ye my disciples indeed. 1 John 2:27-28; 3:9; 5:18.

⁵⁹ 1 John 2:19. They went out from us, but they were not of us; for if they had been of us, they would no doubt have continued with us; but they went out that it might be made manifest that they were not all of us. John 13:18; Matt. 13:20-21; John 6:66-69; Job 17:9.

⁶⁰ Rom. 8:28. And we know that all things work together for good unto them that love God, to them who are the called according to his purpose. Matt. 6:30-33; Jer. 32:40; Ps. 121:3; 91:11-12.

⁶¹ Phil. 1:6. He who hath begun a good work in you, will perform it until the day of Jesus Christ. Phil. 2:12-13; Jude 24-25; Heb. 1:14; 2 Kings 6:16; Heb. 13:5; 1 John 4:4.

L. Of the Harmony of the Law and the Gospel

We believe that the law of God is the eternal and unchangeable rule of his moral government;⁶² that it is holy, just, and good;⁶³ and that the inability which the Scriptures ascribe to fallen men to fulfill its precepts, arises entirely from their love of sin:⁶⁴ to deliver them from which, and to restore them through a Mediator to unfeigned obedience to the holy law, is one great end of the gospel, and of the means of grace connected with the establishment of the visible church.⁶⁵

⁶² Rom. 3:31. Do we make void the law through faith? God forbid. Yea, we establish the law. Matt. 5:17; Luke 16:17; Rom. 3:20; 4:15.

⁶³ Rom. 7:12. The law is holy, and the commandment holy, and just, and good. Rom. 7:7, 14, 22; Gal. 3:21; Ps. 119.

⁶⁴ Rom. 8:7-8. The carnal mind is enmity against God, for it is not subject to the law of God, neither indeed can be. So then they that are in the flesh cannot please God. Josh. 24:19; Jer. 13:23; John 6:44; 5:44.

⁶⁵ Rom. 8:2,4. For the law of the Spirit of Life in Christ Jesus hath made me free from the law of sin and death. For what the law could not do, in that it was weak through the flesh, God, sending his own Son in the likeness of sinful flesh, and for sin, condemned sin in the flesh; that the righteousness of the law might be fulfilled in us, who walk not after the flesh but after the Spirit. Rom. 10:4; Tim. 1:5; Heb. 8:10; Jude 20-21; Heb. 12:14; Matt. 16:17-18; 1 Cor. 12:28.

M. Of the Gospel Church

We believe that a visible church of Christ is a congregation of baptized believers,⁶⁶ associated by covenant in the faith and fellowship of the gospel;⁶⁷ observing the ordinances of Christ;⁶⁸ governed by his laws,⁶⁹ and exercising the gifts, rights, and privileges invested in them by his word;⁷⁰ that its only scriptural officers are bishops or pastors and deacons,⁷¹ whose qualifications, claims, and duties are defined in the Epistles to Timothy and Titus.

⁶⁶ 1 Cor. 1:1-13. Paul—unto the church of God which is at Corinth. Is Christ divided? Was Paul crucified for you? Or were ye baptized in the name of Paul? Matt. 18:17; Acts 5:11; 8:1; 11:31; 1 Cor. 4:17; 14:23; 3 John 9; 1 Tim. 3:5

⁶⁷ Acts 2:41-42. Then they that gladly received his word were baptized; and the same day there were added to them about three thousand souls. 2 Cor. 8:5. They first gave their own selves to the Lord, and unto us by the will of God. Acts 2:47; 1 Cor. 5:12-13.

⁶⁸ 1 Cor. 11:2. Now I praise you, brethren, that ye remember me in all things, and keep the ordinances as I delivered them unto you. 2 Thess. 3:6; Rom. 16:17-20; 1 Cor. 11:23; Matt. 18:15-20; 1 Cor. 5:6; 2 Cor. 2:7; 1 Cor. 4:11.

⁶⁹ Matt. 28:20. Teaching them to observe all things whatsoever I have commanded you. John 14:15; 15:12; 1 John 4:21; John 14:21; 1 Thess. 4:2; 2 John 6; Gal. 6:2. All the Epistles.

⁷⁰ Eph. 4:7. Unto every one of us is given according to the measure of the gift of Christ. 1 Cor. 14:12. Seek that ye may excel to the edifying of the church. Phil. 1:27

⁷¹ Phil. 1:1. With bishops and deacons. Acts 14:23; 15:22; 1 Tim. 3; Titus 1.

N. Of Baptism and the Lord's Supper

We believe that Christian baptism is the immersion in water of a believer,⁷² into the name of the Father, and Son, and Holy Ghost:⁷³ to show forth in a solemn and beautiful emblem, our faith in

the crucified, buried, and risen Savior, with its effect, in our death to sin and resurrection to a new life;⁷⁴ that it is prerequisite to the privileges of a church relation; and to the Lord's Supper,⁷⁵ in which members of the church by the sacred use of bread and wine, are to commemorate together the dying love of Christ;⁷⁶ preceded always by solemn self-examination.⁷⁷

⁷² Acts 8:36-39. And the eunuch said, See, here is water what doth hinder me to be baptized? And Philip said, if thou believest with all thy heart thou mayest. And they went down into the water, both Philip and the eunuch, and he baptized him. Matt. 3:5-6; John 3:22; 4:1-2; Matt. 28:19; Mark 16:16; Acts 2:38; 8:12; 16:32-34; 18:8.

⁷³ Matt. 28:19. Baptizing them in the name of the Father, and of the Son, and of the Holy Ghost. Acts 10:47-48; Gal. 3:27-28.

⁷⁴ Rom. 6:4. Therefore we are buried with him by baptism into death; that like as Christ was raised from the dead by the glory of the Father, even so we also should walk in newness of life. Col. 2:12; 1 Pet. 3:20-21; Acts 22:16.

⁷⁵ Acts 2:41-42. Then they that gladly received his word were baptized, and there were added to them, the same day, about three thousand souls. And they continued steadfastly in the Apostles' doctrine and fellowship, and in breaking of bread, and in prayers. Matt. 28:19-20. Acts and Epistles.

⁷⁶ 1 Cor. 11:26. As often as ye eat this bread and drink this cup, ye do show the Lord's death till he come. Matt. 26:26-29; Mark 14:22-25; Luke 22:14-20.

⁷⁷ 1 Cor. 11:28. But let a man examine himself, and so let him eat of the bread and drink of that cup. 1 Cor. 5:1,8; 10:3-32; 11:17-32; John 6:26-71.

O. Of the Christian Sabbath

We believe that the first day of the week is the Lord's Day, or Christian Sabbath;⁷⁸ and is to be kept sacred to religious purposes,⁷⁹ by abstaining from all secular labor and sinful recreations,⁸⁰ by devout observance of all the means of grace, both private⁸¹ and public;⁸² and by preparation for that rest the remaineth for the people of God.⁸³

⁷⁸ Acts 20:7. On the first day of the week, when the disciples came together to break bread, Paul preached to them. Gen. 2:3; COL. 2:16-17; Mark 2:27; John 20:19; Cor. 16:1-2.

⁷⁹ Exod. 20:8. Remember the Sabbath Day, to keep it holy. Rev. 1:10. I was in the Spirit on the Lord's Day. Ps. 118:24. This is the day which the Lord has made: we will rejoice and be glad in it.

⁸⁰ Isa. 58:13-14. If thou turn away thy foot from the Sabbath, from doing thy pleasure on my holy day; and call the Sabbath a delight, the holy of the Lord honorable; and shalt honor him, not doing thine own ways, nor finding thine own pleasure, nor speaking thine own words; then shalt thou delight thyself in the Lord, and I will cause thee to ride upon the high places of the earth, and feed thee with the heritage of Jacob. Isa. 56:2-8.

⁸¹ Ps. 118:15. The voice of rejoicing and salvation is in the tabernacles of the righteous.

⁸² Heb. 10:24-25. Not forsaking the assembling of yourselves together, as the manner of some is. Acts 11:26. A whole year they assembled themselves with the church, and taught much people. Acts 13:44. The next sabbath day came almost the whole city together to hear the word of God. Lev. 19:30; Exod. 46:3; Luke 4:16; Acts 17:2-3; Ps. 26:8; 87:3.

⁸³ Heb. 4:3-11. Let us labor therefore to enter into that rest.

P. Of Civil Government

We believe that civil government is of divine appointment, for the interests and good order of human society;⁸⁴ and that magistrates are to be prayed for, conscientiously honored, and obeyed;⁸⁵ except only in things opposed to the will of our Lord Jesus Christ,⁸⁶ who is the only Lord of the conscience, and the Prince of the kings of the earth.⁸⁷

⁸⁴ Rom. 13:1-7. The powers that be are ordained of God. For rulers are not a terror to good works, but to the evil. Deut. 16:18; 2 Sam. 23:3; Exod. 18:23; Jer. 30:21.

⁸⁵ Matt. 22:21. Render therefore unto Caesar the things that are Caesar's, and unto God the things that are God's. Titus 3:1; 1 Peter 2:13; 1 Tim. 2:1-8.

⁸⁶ Acts 5:29. We ought to obey God rather than man. Matt. 10:28. Fear not them which kill the body, but are not able to kill the soul. Dan. 3:15-18; 6:7-10; Acts 4:18-20.

⁸⁷ Matt. 23:10. Ye have one Master, even Christ. Rom. 14:4. Who art thou that judgest another man's servant? Rev. 19:16 And he hath on his vesture and on his thigh a name written, KING OF KINGS, AND LORD OF LORDS. Ps. 72:11; Ps. 2: Rom 14:9-13.

Q. Of the Righteous and the Wicked

We believe that there is a radical and essential difference between the righteous and the wicked;⁸⁸ that such only as through faith are justified in the name of the Lord Jesus, and sanctified by the Spirit of our God, are truly righteous in his esteem;⁸⁹ while all such as continue in impenitence and unbelief are in his sight wicked, and under the curse;⁹⁰ and this distinction holds among men both in and after death.⁹¹

⁸⁸ Mal. 3:18. Ye shall discern between the righteous and the wicked; between him that serveth God and him that serveth him not. Prov. 12:26; Isa. 5:20; Gen. 18:23; Jer. 15:19; Acts 10:34-35; Rom. 6:16.

⁸⁹ Rom. 1:17. The just shall live by faith. Rom. 7:6. We are delivered from the law, that being dead wherein we were held, that we should serve in newness of spirit, and not in the oldness of the letter. 1 John 2:29. If ye know

that he is righteous, ye know that every one that doeth righteousness is born of him. 1 John 3:7; Rom. 6:18, 22; 1 Cor. 11:32; Prov. 11:31; 1 Peter 4:17-18.

⁹⁰ 1 John 5:19. And we know that we are of God, and the whole world lieth in wickedness. Gal. 3:10. As many as are of the works of the law, are under the curse. John 3:36; Isa. 57:21; Ps. 10:4; Isa. 55:6-7.

⁹¹ Prov. 14:32. The wicked is driven away in his wickedness, but the righteous hath hope in his death. See also the example of the rich man and Lazarus. Luke 16:25. Thou in thy lifetime receivedst thy good things, and likewise Lazarus evil things: but now he is comforted, and thou art tormented. John 8:21:24; Prov. 10:24; Luke 12:4-5; 9:23-26; John 12:25-26; Eccl. 3:17; Matt. 13-14.

R. Of the World to Come

We believe that the end of the world is approaching;⁹² that at the Last Day Christ will descend from heaven,⁹³ and raise the dead from the grave to final retribution;⁹⁴ that a solemn separation will then take place;⁹⁵ that the wicked will be adjudged to endless punishment, and the righteous to endless joy;⁹⁶ and that this judgment will fix forever the final state of men heaven or hell, on principles of righteousness.⁹⁷

⁹² 1 Peter 4:7. But the end of all things is at hand; be ye therefore sober, and watch unto prayer. 1 Cor. 7:29-31; Heb. 1:10-12; Matt. 24:35; 1 John 2:17; Matt. 28:20; 13:39-40; 2 Peter 3:3-13.

⁹³ Acts 1:11. This same Jesus which is taken up from you into heaven, shall so come in like manner as ye have seen him go into heaven. Rev. 1:7; Heb. 9:28; Acts 3:21; 1 Thess. 4:13-18; 5:1-11.

⁹⁴ Acts 24:15. There shall be a resurrection of the dead, both of the just and unjust. 1 Cor. 15:12-59; Luke 14:14; Dan. 12:2; John 5:28-29; 6:40; 11:25-26; 2 Tim. 1:10; Acts 10;42.

⁹⁵ Matt. 13:49. The angels shall come forth and sever the wicked from among the just. Matt. 13:37-43; 24:30-31; 25:31-33.

⁹⁶ Matt. 25:35-41. And these things shall go away into everlasting punishment, but the righteous into life eternal. Rev. 22:11. He that is unjust, let him be unjust still; and he which is filthy, let him be filthy still; and he that is righteous, let him be righteous still; and he that is holy, let him be holy still. 1 Cor. 6:9-10; Mark 9:43-48; 2 Peter 2:9; Jude 7; Phil. 3:19; Rom. 6:22; 2 Cor. 5:10-11; John 4:36; 2 Cor. 4:18.

⁹⁷ Rom. 3:5-6. Is God unrighteous, who taketh vengeance? (I speak as a man.) God forbid; for how then shall God judge the world? 2 Thess. 1:6-12. Seeing it is a righteous thing with God to recompense tribulation to them that trouble you, and to you who are troubles, rest with us—when he shall come to be glorified in his saints and to be admired in all them that believe. Heb. 6:1-2; 1 Cor. 4:5; Acts 17:31; Rom. 2:2-16; Rev. 20:11-12; 1 John 2:28; 4:17.

2 Peter 3:11-12. Seeing that all these things shall be dissolved, what manner of persons ought ye to be in all holy conversation and godliness, looking for and hasting unto the coming of the day of God wherein the heavens being on fire shall be dissolved, and the elements shall melt with fervent heat?

S. Of Marriage and Human Sexual

We believe marriage is a sacred institution created by God and is intended to be between one man and one woman. We do not recognize or accept same-sex partnerships, marriages, or unions of any type and believe these to be sinful according to the Scriptures. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography is sinful perversion of God's gift of sex. We believe that God rejects any attempt to alter one's gender by surgery or appearance.⁹⁸

⁹⁸ Genesis 2:22-24. And the rib, which the Lord God had taken from man, made he a woman, and brought her unto the man. And Adam said, This is now bone of my bones, and flesh of my flesh: she shall be called Woman, because she was taken out of Man. Therefore shall a man leave his father and his mother, and shall cleave unto his wife: and they shall be one flesh. Proverbs 18:22; Ephesians 5:22-23; Matthew 19:4-6; 1 Corinthians 7:1-16; Colossians 3:18-19; Hebrews 13:4-7; Mark 10:6-9

ARTICLE V

Membership

A. Definition of Membership

Membership of Highland Baptist Church shall consist of people who have made a profession of their faith in Jesus Christ as Lord and Savior, and who, having been scripturally baptized by immersion, and are in agreement with the Articles of Faith, and Covenant of the Church.

B. Method of Reception

Persons wishing to become a member of Highland Baptist Church shall inform the Church of his or her desire to do so. Upon such notification, he or she shall become a candidate. All candidates for membership must be qualified as per the below:

- 1) Affirmation of the applicant of his salvation and following the Lord in baptism by immersion except as may be otherwise provided in such cases as illness and physical disability.
- 2) Letters of transfer from another Baptist church.

- 3) By statement of faith of their prior experience of conversion and scriptural baptism by immersion in another Baptist church. (In cases where pending member was not a member of another Baptist church but was a member of an evangelical church of like faith and practice, membership may be permitted based upon a special vote by church members.)
- 4) Restoration of dismissed members upon their confession of error to the church, and evidence of repentance and correction.

In 1, 2, 3, 4 above, a unanimous vote of the members present at any regular service of the church shall be required.

In the event of dissenting votes, the applicant and those objecting shall be interviewed by the pastor and a minimum of two deacons and their recommendation presented to the church at its next service. A majority vote of the voting members shall then determine the applicant's acceptance for membership.

The right hand of Christian fellowship shall be extended as soon as possible after an affirmative vote of the church.

C. Status of Members

- 1) A voting member of this church is one who attends regularly the services of the church and is thereby granted full voting privileges at all Church Meetings. "Regular services" shall be interpreted to mean Sunday School, Sunday Morning, Sunday Evening Service and the Mid-Week Service.

D. Responsibilities of Members

- 1) Members are expected to be present at all regular services of the church.
- 2) Members are expected to wholeheartedly support all extra services such as revivals, Bible Conferences, seminars, etc.
- 3) Members shall so regard the giving of his means as God enables as a positive command of Scripture (II Corinthians 8 and 9). Members shall support the church on a regular basis, and shall do so gladly as the Lord directs.
- 4) The church expects its members to give loyal obedience to those moral precepts so clearly taught in the Word of God.
- 5) It is the duty of all members to cultivate and cherish brotherly love for all other members of the church and to promote their spiritual benefit.
- 6) It is the duty of all members to fulfill all promises and obligations made to those who are

not members, and to seek opportunity to commend to them the Gospel of Christ.

E. Dismissal of Members

A member may be dismissed as a member only upon the occurrence of one or more of the following:

- 1) Death.
- 2) Transfer of membership by a church of like practice and faith. Letters shall be sent directly to the clerk or pastor of the church to which the member is requesting transfer.
- 3) No member of Highland Baptist Church may hold membership in another church. If any member unites in membership with another church, that person is automatically terminated without notice from membership in this church.
- 4) Members who are “habitually absent” or who become non-resident shall be considered inactive from the church roll after a period of one year unless they meet the following exceptions: illness, those away in Christian service, education, military service, or those residing in a place where there is no church which adheres to the fundamentals of the Word of God.
- 5) Any member who requests a letter by joining another church and is not in full fellowship with this church shall have such letter granted according to the following:
 - a. Attempts are made first at reconciliation so that a letter of full fellowship may be granted.
 - b. If such attempts fail, a statement is made to the other church that such a person is not in full fellowship with this church.
- 6) Members may be dismissed by letter of resignation. The resignation shall not be accepted if the member is involved in the process of discipline (see Section F).

F. Discipline and Restoration of Members

- 1) The discipline committee shall be composed of the deacons with the pastor and have sole charge in determining covenant violations and discipline.
- 2) The following offenses shall make a member liable for discipline:
 - a) Any moral or spiritual offense for which any Christian would be subject to discipline.
 - b) Holding and/or teaching any doctrine contrary to the Statement of Faith (Article IV) of this church.

c) Refusing to comply with the terms of this Constitution and By-Laws.

- 3) In all cases of private offense, the offender shall be dealt with in accordance with the mode divinely prescribed in Matthew 18:15-18 and Galatians 6:1.
- 4) Any persons or person making charges or accusations will be required to come before the discipline committee and openly support such charges in the face of the accused.
- 5) In every case, the accused shall be given ample time to prepare a defense. No matter what the charge, a fair hearing shall never be denied.
- 6) If, after a full inquiry, prayer, and counsel the offender does not repent and make attempt at reconciliation, the church may dismiss such a person from the privileges of membership by a simple majority vote of members present. Restoration shall be upon a simple majority vote.
- 7) An inactive member is not allowed to take part in any church function, which is reserved for active church members only (i.e. such as voting on church actions at a business meeting).

G. Declaration of Intent

It should be understood that none of the regulations set forth in this Article are intended to be harsh or unduly restrictive. They are intended to emphasize the privilege and responsibility of membership in Highland Baptist Church of Knoxville, TN, to uphold a high standard of loyalty to Highland Baptist Church, and to protect the rights and privileges of faithful members against those few who occasionally seek to exercise full voting authority while demonstrating by their careless conduct and/or infrequent attendance at the church services that they are unqualified to do so. The administration of any of these regulations shall be carried out in a spirit of love and forbearance. It shall always be the aim of the officers of the church to restore a careless or erring member, not embarrass or hurt him/her. In the case of a reasonable question whether any member has in any way disqualified himself as an active member of the church, he/she shall always be given the benefit of the doubt.

ARTICLE VI

Church Officers

This church acknowledges only the Lord Jesus Christ as its Head, the Holy Scriptures as the only infallible guide in matters of faith, discipline, and order, and the Holy Spirit as its Teacher and Administrator. The government of the church and its functions are as follows: the promotion of its spiritual welfare and growth, supervision of its work and administration, and the management and control of its property.

A. The Pastor

The pastor is recognized as the under shepherd of Christ's local church and its chief officer. He shall preach and teach the Word of God, provide pastoral counseling for members, administer the ordinances of the New Testament, shepherd Highland Baptist Church and lead it in the fulfillment of its sacred task. He shall be an ex-officio member of all committees and counselor of all departments (I Timothy 3:1-7; Titus 1:7-9).

- 1) A Pastor shall be chosen and called whenever a vacancy occurs.
- 2) A Pulpit Committee shall be appointed by the Church to seek out a suitable Pastor and this committee's recommendation will serve as a nomination. When the church is without a pastor the pulpit committee shall consist of at least five members selected by the congregation, at least two of whom shall be deacons. If there are no deacons, the church will select the members by simple majority vote.
- 3) The Pulpit Committee will recommend only one candidate at a time.
- 4) The election of the pastor shall take place on a meeting called for the purpose by public announcement, which shall be given on at least one Sunday before the time of the meeting.
 - a) All votes shall be submitted by paper ballot.
 - b) An affirmative vote of three-fourths (3/4) of those present is necessary for a choice.
 - c) Only members in good standing, per **Article V, C, 1**, may vote in pastor election.
 - d) Nonmembers may not vote in pastor election.
- 5) The pastor must subscribe to the doctrinal statement and constitution of Highland Baptist Church and promise to uphold and defend the same as responsible before God. His pastoral office shall be for an indefinite term. However, when the pastoral relationship is dissolved by request of the church, the dissolution of the pastoral relationship shall take place at the time of the vote. If dissolution is due to any reason other than **Article V, F, 2**, the church shall continue the pastor's pay for 2-weeks. If dissolution is due to the Pastor's resignation, he must give at least a 14-day notice and be present for all services during that time period. The pastor's resignation will be announced in every service until the relationship has ended.
- 6) In case the pastor is being dismissed for any practice, which brings reproach upon the name of the Savior or the office of the pastorate, he may be dismissed immediately upon simple majority vote and without notice being given, with no future financial obligation on the part of the church. (See Article VII, C).

- 7) The pastor has the right to call the man he feels led of the Lord to hold meetings and fill the pulpit in his absence. He has the privilege to call any committee together. He may call the church together for special meetings.
- 8) In the event the pastor becomes ill or otherwise unable attend a service, it is the responsibility of the deacons to take charge of the service and make a decision whether to cancel the service or appoint someone to fill in for the pastor at that service.
- 9) The pastor's salary shall be reviewed at least once a year at the beginning of physical year during business meeting.

B. Church Employees

- 1) Church employees shall be nominated by the pastor and deacons and employed upon congregational approval.
- 2) Dismissal of church employees shall be at the discretion of the church and put to a vote in a called business meeting.
- 3) No church employee may receive a salary that exceeds the salary of the pastor.

C. Deacons

1. Qualifications and Election

- a) The qualifications for deacons shall be those that are prescribed and set forth in the New Testament (Acts 6:3; I Timothy 3:8-13).
- b) He must be a man who is a member in good standing of Highland Baptist Church for a minimum of one year.
- c) No man shall be considered for the position of deacon who is a member of a secret order (John 18:20; I Corinthians 1:21; II Corinthians 6:14, 15-18).
- d) The number of deacons can be no less than two and no more than six, other than one being added for each 25 members or faction thereof over 150.

2. Duties

- a) The deacons shall visit the sick and delinquent members of the church, be conscious of and willing to help within the ability of the church the fatherless, and the widows, and to help in matters relating to the overall benevolence of the church.
- b) The deacons serve as a committee of counsel to assist the pastor concerning the progress and welfare of the church.

- c) Seek to solve any fellowship problem of the church.
- d) Assist the pastor in administering the church ordinances.
- e) In the absence of the pastor, the chairman of the Deacons Committee shall serve as an advisory member to all organizations, departments, and committees of the church.

3. Dismissal

If, by reason of conduct unbecoming his office, any deacon disqualifies himself, he shall be removed from his office in accordance with **Article V, F**, "Discipline of Members."

4. Replacements and Election

- a) If the office of deacon is vacated through death, dismissal, resignation, or removal from the community, the office shall be filled by a special election. The newly elected deacon shall complete the term of office vacated.

5. Deacon Approval of Non-Budgeted Expenses:

- a) Any one deacon or pastor may make/approve a non-budgeted expenditure up to \$100 on his own.
- b) Any two deacons or one deacon and pastor may make/approve a non-budgeted expenditure of up to \$500.

D. Treasurer

- 1) The church treasurer shall be elected as the custodian of all monies of the church and shall disburse these monies by checks as authorized by the church.
- 2) The treasurer shall keep a true and fair report of all receipts and disbursements and make a full report to the church at each quarterly meeting.
- 3) The treasurer shall be responsible for seeing that the offerings are properly received, counted, and deposited into the church's bank account.
- 4) The treasurer shall properly credit each contributor and their offerings, and is responsible for distributing an annual record of contributions to donors.
- 5) Prepare and distribute any forms and or money required by the IRS.

E. Clerk

- 1) The church clerk shall be elected and responsible for keeping an accurate record of all business meeting transactions of the church and preparing the report for quarterly

business meetings.

- 2) The clerk shall keep a register of the names and addresses of the church members, with dates of admission, dismissal, dedication of children, and deaths of members of the church family.
- 3) The clerk shall issue letters of dismissal voted by the church and write letters of transfer of membership, prepare written reports of the church, and keep an accurate history of the church.
- 4) An assistant church clerk may be elected.

F. Trustees

- 1) At least three (3) trustees shall be elected by the church to hold trust of the property of the church.
- 2) The trustee shall have no power to buy, sell, mortgage, lease, or transfer any property of the church without a specific vote of the church authorizing each action.
- 3) It shall be the function of the trustees to sign any, and all legal documents involving the sale, mortgage, purchase, or lease of church property or any other legal documents requiring the signature of the trustees for and in behalf of the church.
- 4) The trustee may make/approve a non-budgeted expenditure up to \$500 on his own.

G. Music Director

- 1) The music director shall be elected to serve over all musical aspects of the church service including: leading the choir and congregation in worship music at every service, selecting hymns and songs for services, teaching new music for church use or special events and occasions.
- 2) The music director shall work along with the pastor to ensure proper songs and music services are maintained within the church.

H. Mission Director

- 1) The mission director will be elected by the recommendation of the pastor.
- 2) The mission director will be responsible for maintaining the church's mission's program by recommending new missionaries, work with pastor to schedule mission's meetings, posting missionary letters, and ensuring the church's mission program runs smoothly.

I. Church Ushers

The ushers are to greet people as they enter and leave the church, provide bulletins and/or other materials. The ushers will be attentive to the needs of the congregation and the pastor.

J. Nursery

TBD

K. Events Coordinator

TBD

L. Vacancies

In case of vacancy in any office, except that of pastor and deacons, the vacancy shall be filled by the church at a regular or special meeting as soon as possible after such vacancy has occurred.

ARTICLE VII

Church Meetings

1. WORSHIP SERVICES:

The church shall meet regularly each Sunday morning and evening for the worship of God, for preaching, instructions, evangelism, and on Wednesday, or another night, designated for prayer and Bible study, unless canceled. These meetings will be open for the entire membership of the church and for all people and shall be conducted under the direction of the pastor or designated church officer in the absence of the pastor.

2. REGULAR BUSINESS MEETINGS:

Regular business meetings shall be held quarterly; March, June, Sept., and Dec. Notice of the business meeting shall be made known to the church one week (three services) prior to the business meeting. Should an unscheduled meeting be necessary, notice shall be given at the beginning of the church service.

3. SPECIAL BUSINESS MEETINGS:

A special called business meeting may be called by the pastor, and with other church officers, or by action of the church to consider special matters of significant nature. A one-week (i.e. three regular services) written notice or announcement must be given for the especially called business meeting, unless urgency renders such a notice impracticable.

4. ANNUAL BUSINESS MEETINGS:

An annual business meeting will be held on the first Wednesday of June of each year. All officer elections will be held during this annual meeting except for pastors and deacons. The church clerk shall provide a list of current positions to be voted upon by the church.

5. MODERATOR:

- 1) The church moderator may be the pastor or a lay leader elected to this position.
- 2) The moderator shall preside at all regular and called business meetings of the church.
- 3) In the absence of the moderator, the chairman of deacons shall preside over the regular and called business meetings of the church.
- 4) In the absence of the moderator and the chairman of deacons, the church clerk shall call the church to order and an acting moderator will be elected.

6. QUORUM:

A quorum is needed to conduct a business meeting, provided it is a stated meeting or one that has been properly called. At least one-fourth of the active members shall be present to constitute a quorum.

7. PARLIMENTARY RULES:

Roberts Rules of Order (revised edition) is adopted as the authority for parliamentary rules of procedure for all business meetings of the church and for all other meetings that demand voting of the church members, including committee meetings.

8. FISCAL YEAR

The fiscal year of the church shall run concurrently with the church year, which begins July 1 and ends on June 30.

ARTICLE VIII

Programs and Organizations

1. General

All organizations of the church shall be under church control, with all officers being elected by the church and reporting regularly to the church. It is understood that the pastor is ex officio officer of all the organizations named, and their leadership is to be recognized by the organizations.

2. Sunday School

There shall be a Sunday school, divided into departments and classes for all ages (ages and class name shall be posted on classroom door) and conducted under the direction of a Sunday School Superintendent, for the study of God's Word. Sunday School is to be conducted each Sunday morning, except in the event that the service is canceled.

3. Music Program

There shall be a Church Music program under the direction of the Music Director. The music tasks shall be to plan and evaluate the music program of the church, planning special musical programs throughout the year, and lead persons to participate in hymn singing. All members are welcome to participate in the church music program by singing in the choir or singing specials as soloists or with groups.

4. Van/Bus Ministry

This section to be revised upon the event the church restarts the van/bus ministry.

5. Missions Program

The church shall maintain a world-wide missions program to propagate the spreading of the Gospel as commissioned by our Lord and Savior Jesus Christ. The Missions Director will work with the pastor to ensure all aspects of the mission's program are maintained.

ARTICLE IX

Licensing and Ordaining

A. Licensing:

Any male member of the church who has shown by his life and has felt the call to the gospel ministry may by vote of the membership at a regular meeting be licensed by the church to the gospel ministry.

B. Ordination:

When a church of like faith and order shall have called as its pastor a member of this church who possesses the scriptural qualifications and has demonstrated by his skills and training for ordination to the work of the gospel ministry, and shall request in writing that he be ordained, or the church recommends him for ordination, a special committee shall be elected to conduct the process of his ordination. Deacons of the church may be ordained as deacons upon the recommendation of the church. The church shall consider such requests and by a vote of majority in a regular meeting approve such request. The pastor shall assemble an ordaining council for the ordination of qualified and recommended candidates.

ARTICLE X

Non-Profit Status and Liquidation

All property of this Church is to be held for the use and benefit of the membership. The Tennessee Department of Revenue has issued a tax-exempt number for the educational, religious, historical, or charitable non-profit organization or institution named, Highland Baptist Church, 6014 Babelay Rd. Knoxville, TN 37924-1507. State law (Tenn. Code Ann. **§ 67-6-322**) gives the Department the authority to allow this organization to make tax-exempt purchases of goods and services that it will use, consume or give away. This authorization for exemption does not extend to sales tax that the organization must collect or pay on its regular sales of goods or taxable services.

If there is no minority to make adequate use of said property then the title to same shall revert to Mary E. Gamble or her heir or assigns. If it cannot be established that there are surviving heirs or assigns then the title to same shall revert to missionaries currently being supported by Highland Baptist Church.

Regulations for Using Church Building and Fellowship Hall

1. No food shall be taken outside fellowship hall into any part of the church building.
2. Any group using the building shall stay within their meeting place.
3. Any group using the building shall have someone designated as responsible for keeping these rules.
4. Groups using the building shall be responsible for leaving building as they found it with all tables, chairs, etc. back in proper places.
5. Any garbage left shall be disposed of properly (must be removed from premises or placed in the outside garbage receptacle) before the group leaves.
6. Groups using the building shall be responsible for the building being unlocked, lights and heat turned on before the designated meeting and seeing that heat and lights are off and doors are locked before leaving church grounds.
7. If kitchen is used, person responsible for group must check to be sure that oven and all stove eyes are turned off.
8. For non-members, a \$100.00 non-refundable deposit will be required for each building used. (\$25.00 for members*) for use of church premises. *Church members have the option of cleaning the building and forgoing the \$25.00 charge.
9. A representative of the church may be present at the function.
10. The building must be cleaned to an acceptable level.
11. No smoking will be allowed in any part of the building.
12. No alcoholic and/or drug use allowed on church property.
13. Regarding weddings – No rice and/or confetti are to be used on church property.
14. No nails or tacks are allowed to be placed in the walls, ceiling, or floors of the building.
15. The use of strong adhesives or tapes that may pull paint off the walls is not allowed.
16. Any damage to the building must be reported and any repairs will be made at the expense of the responsible party.

ARTICLE XI

Amendments

This constitution may be amended by a two-thirds majority vote of the voting members present at any regular or special church meeting, providing the pastor and deacons have discussed the matter at least two weeks before such meeting, and announcement has been made to the church on the Sunday preceding the meeting.

On November 26, 2017, the members of Highland Baptist Church unanimously accepted and passed these bylaws.