

THE CONSTITUTION AND BY-LAWS OF  
K.R.B.C Ministries  
San Antonio, Texas

PREAMBLE

We, the members of the Baptist Church, K.R.B.C Ministries, in order to win men, women and children to Christ, and to spread the gospel of the grace of God to the ends of the earth and to build up believers in the faith and knowledge of Christ, for ourselves and for others who shall hereafter become members of this church, to ordain and establish the Constitution and By-Laws of this church to which we, as members thereof, agree and voluntarily submit ourselves.

ARTICLE I-NAME, MISSION, VISION AND PURPOSE

Section 1. --- Name: The Name of this Church is K.R.B.C Ministries.

Section 2. --- Location(s): The Main Location of this Church is 700 W. Hutchins Pl. San Antonio, Texas, 78221 with additional properties at 4459 Pleasanton Rd. and 658 Moursund Blvd. San Antonio, Texas 78221

Section 3. --- Mission: Our mission is to love God, love others, and reach the community for Christ Jesus.

Section 4. --- Vision: Impacting the southside of San Antonio, Texas for Christ Jesus.

Section 5. --- Purpose: Making disciples that leave a positive legacy through Christ Jesus.

Section 6. --- See Article IV titled "GOVERNMENT" for structure of church.

ARTICLE II-CHURCH COVENANT

The following Church Covenant shall be followed and entered by the members of this Church: 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, the son and of the Holy Spirit, we do now, in the presence of God, and this assembly, most solemnly and joyfully enter into covenant with one another as one body in Christ.

We engage, therefore, with 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 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 sacred 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 department; to avoid all tattling, backbiting, and excessive anger; to abstain from the sale of, and use of, intoxicating drinks as a beverage; 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 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 III-ARTICLES OF FAITH

We the congregation of K.R.B.C Ministries present the following articles as a statement of those basic truths taught in the Bible which are common to our Christian faith and practice:

1. The One True God: We believe in one God who eternally exists in three persons: Father, Son, and Spirit. Isaiah 45:21-25; Luke 1:26-38, 2:1-7; John 1:1-14; Galatians 4:4; I Timothy 2:5.
2. The Bible: We believe in the Scriptures of the Old and New Testaments as verbally inspired by God, as inerrant in the original writings, and as the supreme and final authority in faith and life. II Timothy 3:16-17; Psalm 19:7; Isaiah 8:20; II Peter 1:21.
3. The Lord Jesus Christ: We believe that Jesus Christ was begotten by the Holy Spirit, was born of the Virgin Mary, and is true God and true man, and is the only mediator between God and man. Isaiah 7:14; Matthew 1:18-25; Luke 1:26-38, 2:1-7; John 1:1-14; Galatians 4:4; I Timothy 2:5. We believe in the vicarious death of the Lord Jesus Christ as a substitutionary sacrifice for our sins, and that all who believe in Him are justified on the ground of His shed blood. I Peter 1:18-19, 2:24; Acts 16:31; Ephesians 1:7, 2:13; I John 1:7; Revelation 1:5, 12:11. We believe in the resurrection of the crucified body of our Lord, in His ascension into heaven, and in His present life there for us as High Priest and Advocate. Psalm 16:10; Matthew 28; Mark 16; Luke

4; John 20, 21; Acts 2:22-36; I Corinthians 15; Acts 1:10-11; Hebrews 5:1-10, 7:23-28; I John 2:1.  
4. The Holy Spirit: We believe in the Holy Spirit, His personality, His role as Comforter, Convictor of Truth, His deity, and His work in each believer. John 16:7-15, 14:17, 26; Acts 5:3-4. We believe in His baptism and indwelling now of regeneration, and His filling to empower each believer for Christian life and service. I Corinthians 12:13; Ephesians 3:16, 5:18; Romans 8:9; Acts 1:8; Galatians 5:22-23.

5. Salvation: We believe that all who receive the Lord Jesus Christ by faith are born again of the Holy Spirit and thereby become children of God. All such are indwelt by the Holy Spirit and baptized by Him into that spiritual body (the Church) of which Jesus Christ is the Head. John 1:12-13, 3:3-7, 14:16-17; I Corinthians 12:12-13; Colossians 1:18, 24. We believe in the eternal security of all who trust in our Lord Jesus Christ. John 3:16, 36, 10:28-29; Romans 8:35-39; II Timothy 1:12; Jude 1.

6. Second Coming: We believe in (a) "that blessed hope" (rapture) and in (b) the personal and visible return of our Lord Jesus Christ to the earth to establish His kingdom. (a) Rapture—Titus 2:11-13; John 14; I Thessalonians 4:13-18. (b) Return to earth – Psalm 24; Isaiah 9:6, 24:22-23; Zechariah 14:4; Acts 1:10-11; Jude 14-15; Revelation 20.

7. Future Life: We believe in the bodily resurrection of the saved and lost. The saved will appear in Heaven at the Judgment Seat of Christ to receive rewards and to dwell with Him for all eternity. The lost will be judged at the Great White Throne and be cast into eternal hell. John 5:29; I Thessalonians 4:13-18; Ephesians 2:8-9; I Corinthians 3:11, 15; Luke 16:19-31; Revelation 20:11-15.

8. Ordinances: We believe that baptism is the immersion of a believer in water, in the name of the Father, and of the Son, and of the Holy Spirit, setting forth the essential facts of redemption – the death, burial, and resurrection of Christ. Baptism also sets forth the essential facts in the experience of the believer – death to sin and resurrection to newness of life. We believe that the Lord's Supper is a commemoration of the Lord's death until He comes. Matthew 28:19-20; Acts 8:34-39, 16:30-33; Romans 6:1-11; Matthew 26:26-29; I Corinthians 11:20-34.

9. Marriage: We believe marriage is a union between one man and one woman ordained by God. It was first instituted by God in the early chapters of Genesis. Marriage is a typology of Christ and the Church. As such, the Church views marriage as a profound spiritual institution established by God. Due to the importance of marriage in the biblical witness, this church adheres to this concept of biblical marriage. Genesis 2:24, 25; Matthew 19:4, 5; Romans 7:2.

## ARTICLE IV-GOVERNMENT

Section 1. --- The Church is a pure democracy. Authority and responsibility for church affairs is vested in its members whose will on any subject or measure is expressed by a 51% majority vote of members present, or major issues in a duly constituted business meeting or conference.

Section 2. --- This Baptist church is autonomous and independent in its government and in the regulation of its own affairs. It shall not in any manner be answerable to any other ecclesiastical body. It controls the admission, discipline, and removal of its members according to its own understanding of the Word of God. The decision of the church shall be final in all matters, and no appeal can be made to any other ecclesiastical body.

## ARTICLE V-MEMBERSHIP

### Section 1. --- QUALIFICATIONS

Only such people meet all the following qualifications shall be eligible for membership in this church:

- A. Profess a scriptural faith in the Lord Jesus Christ.
- B. Adopt the views of faith and practice held by this church and as set forth in this Constitution.
- C. Be scripturally baptized, which is by immersion.

### Section 2. --- RECEPTION

People shall be received into the membership by

- A. Baptism.

Or by majority vote of the church upon one of the following conditions:

- B. Letter-Presentation of letter of recommendation from a sister Baptist church which adheres to the fundamental doctrines as accepted by this church.
- C. Statement-Applicant may make statement of faith, baptism and membership when for any unavoidable reason a church letter cannot be obtained.
- D. Restoration-Any person whose membership has been terminated for any offense may be restored upon evidence of his repentance and reformation.

### Section 3. --- RESPONSIBILITY OF MEMBERS

Members are expected to wholeheartedly participate in, give to, and support the ministries of the church. They are to joyfully support, encourage, edify, pray for, and

fellowship with other members and regular attendees of the body. They will accept encouragement, teaching support, and discipline from other members of this body.

(A) Active members may\* (See Appendix List):

(1) participate in all church ministries and programs.

(2) serve in any lay ministry position for which they qualify.

(3) vote in congregational elections if you are at least eighteen years old.

(4) serve in elected lay leadership positions for which they qualify.

#### Section 4. --- TERMINATION

Membership shall terminate upon any of the following conditions:

A. By Letter of transfer - Letters of recommendation will be granted to churches of like faith and order upon request.

B. Exclusion-In case of a member's violating the covenant of fellowship reflecting upon Christian standards of morality or denying belief in the fundamental doctrines of the church.

C. Dropping from the roll. Upon satisfactory evidence that a member has been united with a church of another denomination, notice will be made at a regular business meeting, and the clerk will drop such member from the roll

D. By personal request for member's name to be removed from church membership.

E. Death

#### ARTICLE VI-DISCIPLINE

All members shall recognize the authority of the church and their accountability as members of it. The church shall have the right to administer, reprove, rebuke, or to withdraw fellowship. While every member has a right to present disciplinary cases directly to the church, yet he is urged in the interest of harmony to first bring the matter to the attention of the deacons.

It shall be the basic purpose of K.R.B.C Ministries to emphasize to its members that every reasonable measure will be taken to assist any troubled member. The pastor, members of the church staff, and deacons are available for counsel and guidance. Reconciliation rather than punishment should be the guideline that governs the attitude of one member toward another.

Should some serious condition exist, which would cause a member to become a liability to the general welfare of the church, every reasonable measure will be taken by the pastor and by the deacons to resolve the problem in accordance with Matthew 18:15-35, 1 Corinthians 5:1-13, 2 Corinthians 2:1-11.

All such proceedings shall be pervaded by a spirit of Christian kindness and forbearance. If it is determined that the welfare of the church will best be served by the exclusion of the member, the church may take this action by a 51% vote of the members present at a meeting called for this purpose; and the church may proceed to declare the offender to be no longer in the membership of the church.

Any person whose membership has been terminated for any condition which has made it necessary for the church to exclude him, may upon his request be restored to membership by the recommendation of the pastor and deacons and an affirmation vote of the church upon evidence of his repentance and reformation.

#### ARTICLE VII-ORGANIZATION

##### Section 1. --- OFFICERS AND DUTIES

##### A. EXECUTIVE PASTOR

##### 1. ELECTION AND DUTIES:

The pastor shall be elected by the church upon recommendation from a pulpit ministry previously authorized by the church and shall serve for an indefinite period. The election of the Pastor shall require an affirmative vote by secret ballot of a two-thirds (2/3) majority of the members present at a business meeting not to exceed one week hence for the purpose of calling a Pastor. The pastor shall be responsible for the regular and appointed times of worship services, and attention to the spiritual welfare of the membership. He shall be an ex officio member of all committees of the church. He shall not usurp the duties power or privileges of any committee. If in the opinion of the pastor any committee ceases to function, becomes derelict in its duty, or refuses to perform the duties for which it was created, he shall notify the Nominating Committee.

Any grievances against the Pastor shall be presented in the form of a written petition bearing not less than twenty (20) names of active members in good standing of the church, to the chairman of the deacons. After a thorough study by the deacons, they shall take remedial action by first taking the matter up with the Pastor. If after having done so and the matter cannot be resolved, then it shall be the duty of the deacons to present the matter to the church, together with their findings, for church action in no later than 30 days. Any bill of particulars presented by the deacons to the church for action shall be presented by the deacons to the

church at a regular business meeting or conference. It shall be read to the church at the time of presentation. The church shall take no action on the bill of particulars until the next scheduled regular business meeting, or conference, at which time the bill of particulars shall be read to the church once more before a vote is taken. On any bill relating to disciplinary action, or dismissal of the pastor a two-thirds (2/3) affirmative vote of the members present at the meeting shall be required. All manners of voting on such matters shall be decided by the church.

## 2. PERSONAL RESPONSIBILITIES:

The pastor shall direct and coordinate the work of the church staff which shall consist of the directors, secretaries, and other salaried employees. He shall have a reasonable amount of paid vacation and may take a leave of absence on Sunday as deemed necessary within reason. The pastor shall have one designated day of rest per week to be selected by him, and it is suggested that church business not be conducted with him on this day.

## 3. DENOMINATIONAL RESPONSIBILITIES:

The pastor shall be encouraged to attend any of the denominational meetings, conventions and conferences which in his judgment are necessary for inspiration, information, and promotion. At such meetings he shall be the official messenger of our church when such a representation is required.

## B. SALARIED EMPLOYEES:

Full-time salaried employees shall be allowed a reasonable amount of paid vacation per year, after completion of one (1) year service with the church. Vacation date shall be approved by pastor. The church office must be notified of unscheduled absence. Any salary adjustment must be approved by the Finance Ministry.

### PAID HOLIDAYS:

Eight working days per year, New Year; Good Friday; Battle of Flowers; Fourth of July, Labor Day; Thanksgiving & Friday; Christmas. Holidays falling on Saturday will be taken on Friday before. Holidays falling on Sunday will be taken on the following Monday.

## C. DEACONS:

### 1. THE OFFICE:

There shall be an active deacon body elected by the church. The deacons are the servants of the church and not its rulers, they shall be subject to the wishes of the church, cooperate with and assist the pastor; they shall not encroach upon the pastor's duties as spiritual leader; they shall in general minister to the material and charitable affairs of the church in accordance with their scriptural office and duties. If the office of pastor is vacated, the

deacons are responsible for pulpit supply. They shall be responsible for recommending an interim Pastor to be elected by the church. All monies paid are to be set by the Finance Ministry and approved by the church.

## 2. QUALIFICATIONS OF DEACONS:

1. No man shall be considered for ordination or election to the deaconship who has not, by previous service, proven himself to the church covenant and is a commendable example of a Christian gentleman in his home, business and social contacts.
2. A man who serves as deacon must fulfill the scriptural qualifications of a deacon as set forth in I Timothy 3:8-13.
3. No man shall be ordained or permitted to serve as a deacon who does not faithfully tithe his income.
4. A deacon who for any reason feels that he cannot faithfully fulfill the qualifications and duties of an active deacon, may resign by notifying the secretary of the deacons, or the church, to that effect and the matter will be presented to the church for acceptance.

## 3. SELECTION OF CANDIDATES:

When new deacons are to be ordained, the active deacon body of the church shall serve as a committee to prayerfully consider and seek out men as candidates for ordination. They will approach such men concerning moral, spiritual and scriptural qualifications of the office, and any of those who meet the qualifications and consent to serve, will have their names presented to the church for its action. Members of the deacon body shall be elected annually by the church at the same time the general officers are chosen. No man shall be elected to serve as a deacon until after having been a member of this church for at least three (3) months. He must attend (3) three regular deacon meetings before becoming an active deacon. If a deacon misses three (3) regular meetings in succession without a valid reason he will be put on an inactive deacon list until the regular annual election of deacon (to be reinstated).

## D. LAY LEADERS:

Lay leaders shall be appointed by the church leadership as an ordained position and will assist in fulfilling the church's mission by fostering Christian discipleship within the congregation and community. The lay leaders will participate in church leadership and committees to strengthen ministries by connecting the people, leadership, and local community.

#### E. TRUSTEES:

There shall be a Board of Trustees consisting of seven (7) members elected by the nominating committee and then voted in by the church. They shall serve at the will of the church and act for the church in legal matters but must have the authority of the church for such an action.

Their authority and methods of conducting business shall be in accord with the provisions of statutes of the city, county, and the state of Texas. The trustees will act as legal channels when the will of the church is expressed and see that the correct legal procedures are followed in transferring or purchasing church property notes, loans, liens, etc.....

#### F. TREASURER:

The treasurer shall be elected annually by the church and shall receive and disburse funds upon the authority of the church budget and the Finance Ministry, or upon special order of the church. An audit shall be made of the treasurer's books annually by the church auditing committee with or without notice and may be made more often if the church desires. Before entering upon the performance of his duties as Treasurer, they shall execute and deliver to the church an indemnity bond in favor of the church, executed by a good and sufficient corporation surety, in the amount of not more than \$2,000.00, and such further sums as may hereafter from time to time be determined by the church. Such bond shall protect the church from all financial loss by reason of his acting Treasurer. The bond premium shall be paid by the church.

The church shall use the unified budget, and the treasurer shall disburse all funds for local expenses, missions and benevolences. The treasurer shall hold all money belonging to this church and shall, without special vote or authority, pay out of the church funds available for the purpose of all fixed charges as outlined in the adopted budget. They shall pay all the other bills only after they have been approved by the church at a regular business meeting. They shall keep a record of all receipts and disbursements with proper vouchers. They shall present a summary of the financial condition of the church at each regular business meeting. They shall be elected annually by the church and shall be an ex-officio member of the deacon body to represent the financial matters of the church. Also, an associate treasurer shall be elected in the same manner and shall perform the duties of the treasurer in the latter's absence.

#### G. CHURCH CLERK:

The clerk shall keep accurately the record of all church business which shall be approved at each covenant meeting, shall preserve in a safe place all church documents, and shall keep a correct register of the membership with the date and manner of their admission and dismissal.

They shall keep in a separate list name of those on the inactive roll. At the annual meeting of the church, they shall submit a statistical report on the membership for the year, and a general record of the work of the church in the annual letter to the Association. The clerk shall be elected annually.

#### H. CHURCH MINISTRY TEAMS

Ministry teams shall be responsible for overseeing and fulfilling the various ministries of the church, and each team shall be led by a leader appointed by the Annual Ministry Leaders Selection Team and voted upon by the majority church. There shall be no limit as to how many members may serve on a ministry team. If there are not enough available members to serve as leaders of all the ministry teams, the pastor shall appoint a ministerial staff member or a deacon as the leader of each ministry team. Team members should serve on a volunteer basis. All ministry teams shall be responsible to the church. Each ministry team leader, having consulted with the ministry team they lead, shall meet to develop an annual calendar of church events. Each ministry team shall submit a proposed budget annually to the church for approval that projects the costs of carrying out the ministry or ministries for which it is responsible.

#### I. SPECIAL MINISTRIES

Special Ministries exist and/or may be created to fulfill needed ministry in various areas.

### ARTICLE VIII-CHURCH MEETINGS

#### Section 1. --- WORSHIP SERVICES

The church shall meet regularly at least each Sunday morning, for preaching, instruction, evangelism, and for the worship of Almighty God. Any other church meetings, which will be essential in the promotion of the objectives of the church, shall be placed on the church calendar. These meetings will be open for the entire membership of the church and for all people.

#### Section 2. --- CHURCH FAMILY MEETINGS

The business of the church shall be conducted through three types of meetings:

1. Monthly Church Family Meetings. The church will assemble monthly to approve the treasurer's report; hear reports from any committee, ministry team, organization and/or ministry of the church; conduct miscellaneous business as needed; and pray for the church.
2. August Church Family Meeting. The church will assemble each year in August to conduct regular business, elect members to church offices and other positions, and approve the annual budget for the upcoming fiscal year.

3. Special Church Family Meeting. The church will assemble for special church family meetings upon the request of the pastor and/or most of the deacons. Unless the church is without a pastor, a special church family meeting may not be called by the deacons without giving the pastor reasonable notice. A special church family meeting will be announced two (2) weeks prior to the date of the meeting through the bulletin, mail, or announcement from the pulpit. A special church family meeting can be called during the Sunday morning worship service provided it is announced two (2) weeks prior. On rare occasions an emergency may arise, making the two (2) weeks' notice impractical.

Section 3. --- QUORUM

The quorum consists of those who are active members in attendance at any church family meeting, provided it is a stated meeting or one that has been properly called.

Section 4. --- PARLIMENTARY RULES

Roberts' Rules of Order, Revised, is the authority for parliamentary rules of procedure for all church family meetings.

Section 5. --- FISCAL YEAR

The fiscal year of the church will begin on September 1 and end August 31 of the following calendar year.

ARTICLE IX-LICENSING AND ORDAINING

Section 1. --- LICENSING

Any male member of the church, who in the judgment of the church gives evidence by his piety, zeal, and "aptness to teach" that he is called of God to the work of ministry, after having preached in the hearing of the church, may be licensed to preach the Gospel of Jesus Christ provided a 51% vote of approval be given by qualified members of the church at a regular church family meeting or special church family meeting called for such purpose.

Section 2. --- ORDAINING

When the church shall decide that one of its licensed preachers possesses the scriptural qualification for ordination to the Gospel Ministry, it shall call a council of ministers and deacons to examine the qualifications of the candidate to which council the propriety of ordaining shall be wholly referred.

Candidates for deacon may be ordained at any time the need arises, and qualified men are available. A 51% vote of approval by qualified members of the church at a regular church family meeting or special church family meeting called for such purpose shall be required.

### Section 3. --- REVOKING OF LICENCE AND/OR ORDINATION

A license or ordination by the church may be revoked with proper cause upon the recommendation of the pastor and deacons when proof of unbecoming behavior is supplied. The revoking of a license or ordination shall require a 51% vote of qualified members at a regular church family meeting, or a special church family meeting called for such purpose.

### ARTICLE X-STATEMENT OF MARRIAGE AND SEXUALITY

We believe that term “marriage” has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture. (Gen. 2:24)

We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. (1 Cor. 7:2)

We believe that any form of sexual immorality which is outlined specifically in the Bible is sinful and offensive to God. (Heb 13:4)

We believe that in order to preserve the function and integrity of the church as the local Body of Christ, and to provide a biblical role model to the church members and the community, it is imperative that all persons employed by the church in any capacity, or who serve as leaders or volunteers, should abide by and agree to this Statement on Marriage and Sexuality and conduct themselves accordingly.

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with scripture nor the doctrines of the church.

### ARTICLE XI- OUTSIDE GROUP MEETINGS

No organization or club that is not associated with this church or denomination shall hold meetings in any of the church buildings without the consent of the pastor.

## ARTICLE XII-ADDITIONAL PROPERTIES

### Section 1. --- OWNERSHIP

All property, real or personal, acquired by this church shall be held in the name of K.R.B.C Ministries, a nonprofit religious organization organized under the laws of the State of Texas.

### Section 2. --- CURRENT CHURCH PROPERTIES

The church currently owns and maintains the following properties:

Primary Property: 700 W. Hutchins Pl. San Antonio, Texas 78221 – designated for worship, ministry, and administrative purposes.

Secondary Property: 4459 Pleasanton Rd. & 658 Moursund Blvd. San Antonio, Texas 78221 – designated for ministry expansion, community outreach, daycare, rental income, or held in reserve for future ministry needs. (Due to properties being adjacent, the church will consider property as one property, should the Church fall into litigation, the properties will be separated).

### Section 3. --- TRUSTEE RESPONSIBILITY

The Trustees of the church shall hold in trust the church properties and shall be responsible for their maintenance, insurance, and lawful use, subject to the direction of the church membership.

### Section 4. --- USE OF PROPERTY

No property of the church shall be sold, leased, mortgaged, or otherwise transferred without the approval of the church membership by a two-thirds (2/3) majority vote at a duly called meeting.

### Section 5. --- DISSOLUTION

In the event of dissolution of the church, all properties shall be disposed of in accordance with Article XIII of these bylaws and shall not benefit any private individual but only to another nonprofit religious organization in alignment with the purposes of this church.

## ARTICLE XIII-DISSOLUTION CLAUSE

In the event of the dissolution of this Church, all its debts shall be fully satisfied. None of its assets or holdings shall be divided among the members or any private individual or entity. All such remaining assets shall be conveyed to one or more organizations which agree with the Articles of Faith and purposes of this Church, and which are themselves recognized as exempt

under Section 501(c)(3) of the Internal Revenue Code (or the corresponding provision of any future United States Internal Revenue Law).

The selection of such recipient organization(s) shall be made by a majority vote of the members present at a duly called meeting for the purpose of dissolution. If the membership fails to designate an appropriate recipient organization, the assets shall be distributed by a court of competent jurisdiction exclusively to such organizations which agree with the religious purposes of this Church and are qualified as tax-exempt under Section 501(c)(3).

#### ARTICLE XIV-AMENDMENTS

It is the responsibility of the pastor, church staff, and deacons to review the constitution and bylaws, proposing any revisions or adjustments necessary to maintain their effectiveness, and to bring these changes to the church in a church family business meeting. These bylaws adopted MONTH\_\_\_\_, DATE\_\_\_\_\_, YEAR\_\_\_\_\_, shall supersede all previous bylaws of the church.

New bylaws may be adopted, or these bylaws may be amended or repealed by the affirmative vote of a two-thirds (2/3) majority of votes cast at a meeting called for such purpose. The church membership shall be given two weeks' advance notice of the time of such a meeting. Further, a copy of the proposed changes shall be made available to members during two consecutive weeks of Sunday morning worship services in advance of the meeting.

## Appendix List

### Appendix A: Associate and Assistant Pastors

The church may call additional pastors whose relationship to the executive pastor is that of associate or assistant. He shall perform the duties outlined in "ARTICLE VII-ORGANIZATION" above and shall be recognized by the church as particularly gifted and called to the full-time ministry of preaching and teaching. He shall assist the senior pastor in the performance of his regular duties and shall perform any other duties as usually pertain to the office of pastor, or as set forth in the constitution, or which may be specifically assigned to him by the congregation. In the absence or incapacity of the executive pastor for defined periods of time (such as sabbatical or illness), the associate/assistant pastor(s) shall assume the responsibility for his duties under the oversight of the deacons. If at any time the associate/assistant pastor shall make application to be released from his office, or if the congregation shall choose by a 51% majority vote to dismiss him, the relationship between the associate/assistant pastor(s) and church may be terminated by the congregation in ninety days from the date of notice of intention, or in a shorter period of time, if it is mutually agreed upon.

### Appendix B: Standing Committees

#### Finance Committee

The finance committee shall consist of the pastor, the treasurer, the assistant treasurer, and five (5) others nominated by the nominating committee and approved annually by the church. This committee shall be responsible for developing the annual church budget for approval by the church and review the budget and treasurer's report throughout the year. (Note: The pastor(s) may be authorized to use funds directly from the church funds, should a need which is reasonable should arise, i.e. emergency repairs, necessity of securing life or property, etc.)

#### Nominating Committee

The nominating committee shall consist of the pastor(s), ministerial staff, the lead deacon, and the Sunday school director. This committee shall be responsible for making nominations for the church, in conference, at least one (1) month prior to the beginning of the new church year which begins in September. Officers, committees and others to be elected include, but may not be limited to the following: clerk, assistant clerk, treasurer, assistant treasurer, trustees, Sunday school director, assistant Sunday school director, Sunday school secretary (if needed), Sunday school teachers, and standing committees. The Nominating Committee shall select the Ministry Leaders Selection Team.

## Appendix C: Ministry Teams

### Adults Ministries Team(s)

Responsible for spiritual, social, and personal development by conducting activities like, Bible studies, prayers groups, and mentoring.

### Communications Ministry Team(s)

Responsible for broadcasting all messages across all forms of media to connect church members and local communities to church events and community resources.

### Building & Property Ministry Team(s)

Responsible for assisting the church in the care of all properties and buildings; to study and recommend the use of space and furnishings as they relate to all programs and activities; to oversee and grant building use requests; to enforce rules for building use.

### Children & Youth Ministry Team(s)

Responsible to assist the pastor and church staff in leading the church to develop and implement an on-going dynamic ministry to the children and youth of the church.

### Senior Ministry Team

Responsible to assist the pastor and church ministerial staff in maintaining a personal relationship between the church and members who are confined to their homes or nursing homes by arranging for regular visits; to oversee the church pantry and clothing ministries.

### Food Pantry Ministry Team

Responsible for the distribution of food items to qualifying communities and storing and maintaining food supply in accordance with local, state, and federal regulating entities.

### Outreach Ministry Team(s)

Responsible to assist the pastor and church ministerial staff in leading the church to develop and implement an ongoing program of outreach and evangelism.

### Praise and Worship Ministry Team

Responsible for engaging and setting the tone for the worship service by supporting the pastors' vision and align music with biblical principles.

### Social Safety Team

Responsible for maintaining a safe environment where all can worship and attend church service while also providing safety training for leaders, staff, and volunteers.

## Appendix D: Associations

### *San Antonio Baptist Association*

K.R.B.C Ministries participates in the San Antonio Baptist Association to support missionary strategies.

### *Texas State Baptist Convention*

K.R.B.C Ministries participates in the Texas State Baptist Convention to live out the Great Commission.

### *Southern Baptist Convention*

K.R.B.C Ministries participates in the Southern Baptist Convention to impact the whole world with the Good News of Jesus Christ.

Organizations for teaching, training and activities for men, women, and young people shall be maintained at the will of the church. Officers, teachers and workers of all such organizations shall be elected by the church and regular reports of organizations made to the church.

\*Members are encouraged to serve in all ministries, but the church may restrict certain members from ministries.