



Union Grove Baptist Church

Grow With Us

CONSTITUTION AND BY-LAWS of the UNION GROVE BAPTIST CHURCH

PREAMBLE

WHEREAS, we, convinced of the importance of having all things done decently and in order, and believing that we may thus more readily help each other in our service in God's house by following definite rules; and

WHEREAS, it is the sacred duty of every true follower of Christ to carefully cultivate a sense of responsibility to and active interest in the church and its Spiritual Welfare;

THEREFORE, we, the members in good standing in the Union Grove Baptist Church, with these ends in view, do hereby ordain and establish the following constitution to which we voluntarily submit ourselves.

ARTICLE I. NAMES

Section 1 – The name of this organization shall be the Union Grove Baptist Church of Union Grove, Wisconsin.

Section 2 – This organization was founded as the Union Grove Baptist Church, of Union Grove, Wisconsin.

ARTICLE II. AFFILIATION

Section 1 – The Union Grove Baptist Church of Union Grove, Wisconsin, is an independent Baptist Church, associated with the Wisconsin Association of Regular Baptists, and the General Association of Regular Baptists, for fellowship only.

ARTICLE III. STATEMENT OF FAITH

Section 1 – Doctrinal Statement

1. The Scriptures. We believe in the authority and sufficiency of the Holy Bible, consisting of the sixty-six books of the Old and New Testaments, as originally written; that it was verbally and plenary inspired and is the product of Spirit-controlled men; and that it is therefore infallible and inerrant in all matters of which it speaks.

We believe the Bible to be the true center of Christian unity and the supreme standard by which all human conduct, creed and opinions shall be tried. (II Tim. 3:16, 17; II Peter 1:19-21).

2. The True God. We believe there is one and only one living and true God, an infinite Spirit, the Maker and supreme Ruler of heaven and earth; inexpressibly glorious in holiness, and worthy of all possible honor, confidence and love; we believe that in the unity of the Godhead there are three persons, the Father, the Son and the Holy Spirit, equal in every divine perfection, and executing distinct but harmonious offices in the great work of redemption. (Exodus 20:2,3; I Cor. 8:6; Rev. 4:11).
3. The Holy Spirit. We believe that the Holy Spirit is a divine person, equal with God the Father and God the Son, and of the same nature; that He was active in the creation; that in His relation to the unbelieving world He restrains the evil one until God's purpose is fulfilled; that He convicts of sin, of righteousness and of judgment; that He bears witness to the truth of the gospel in preaching and testimony; that He is the Agent in the new birth; that He seals, endues, guides, teaches, witnesses, sanctifies and helps the believer. (John 14:16,17; Matt. 28:19; Heb. 9:14; John 14:26; Luke 1:35; Gen. 1:1-3; John 16:8-11; Acts 5:30-32; John 3:5,6; Eph. 1:13,14; Mark 1:8; John 1:33; Acts 11:16; Luke 24:49; Rom. 8:14, 16, 27).
4. The Devil, or Satan. We believe in the reality and personality of Satan, the Devil. We believe that he was created by God as an angel but through pride and rebellion became the enemy of his Creator. We believe that he became the unholy god of this age and the ruler of all the powers of darkness and is destined to the judgment of an eternal justice in the lake of fire (Matt. 4:1-11; II Cor. 4:4; Rev. 20:10).
5. Creation. We believe the Biblical account of the physical universe, angels, and man; that this account is neither allegory nor myth, but a literal, historical account of the direct, immediate creative acts of God without any evolutionary process. We believe that man was created by a direct work of God and not from previously existing forms of life, and that all men are descended from the historical Adam and Eve, first parents of the entire human race. (Gen. 1:2; Col. 1:16,17; John 1:3).
6. The Fall of Man. We believe that man was created in innocence (in the image and likeness of God) under the law of his Maker, but by voluntary transgression Adam fell from his sinless and happy state, and all men sinned in him. Consequently, all men are totally depraved, are partakers of Adam's fallen nature, are sinners by nature and by conduct, and therefore are under just condemnation without defense or excuse. (Gen. 3:1-6; Rom. 3:10-19; 5:12, 19; 1:18,32).
7. The Virgin Birth. We believe that Jesus was begotten of the Holy Spirit in a miraculous manner, born of Mary, a virgin, as no other man was ever born or can be born of woman, and that He is both the Son of God and God, the Son. (Gen. 3:15; Isaiah 7:14; Matt. 1:18-25; Luke 1:35; John 1:4).
8. Salvation. We believe that the salvation of sinners is divinely initiated and wholly of grace through the mediatorial offices of Jesus Christ, the son of God, Who, by the appointment of the Father, voluntarily took upon Himself our nature, yet without sin, and honored the divine law by His personal obedience, thus qualifying Himself to be our Savior; that by the shedding of His blood in His death He fully satisfied the just demands of a holy and righteous God regarding sin; that His sacrifice consisted not in setting us an example by His death as a martyr, but was a voluntary substitution of Himself in the sinner's place, the Just dying for the unjust, Christ the Lord bearing our sins in His own body on the tree; that

having risen from the dead He is now enthroned in Heaven, and, uniting in His wonderful person the tenderest sympathies with divine perfection, He is in every way qualified to be a suitable, a compassionate and an all-sufficient Savior.

We believe that faith in the Lord Jesus Christ is the only condition of salvation. Repentance is a change of mind and purpose toward God prompted by the Holy Spirit, and is an integral part of saving faith. (Jonah 2:9; Eph. 2:8; Acts 15:11; Rom. 3:24,25; John 3:16; Matt. 18:11; Phil. 2:7,8; Heb. 2:14-17; Isa. 53:4-7; I John 4:10; I Cor. 15:3; II Cor. 5:21; I Pet. 2:24).

9. Resurrection and Priesthood of Christ. We believe in the bodily resurrection of Christ and in His ascension into Heaven, where he now sits at the right hand of the Father as our High Priest interceding for us. (Matt. 28:6,7; Luke 24:39; John 20:27; I Cor. 15:4; Mark 16:6; Luke 24:2-6, 51; Acts 1:9-11; Rev. 3:21; Heb. 8:6; 12:2; 7:25; I Tim. 2:5; I John 2:1; Heb. 2:17; 5:9,10).
10. Grace and the New Birth. We believe that in order to be saved, sinners must be born again. We believe that the New birth is a new creation in Christ Jesus; that it is instantaneous and not a process; that in the new birth the one dead in trespasses and in sins is made a partaker of the divine nature and receives eternal life, the free gift of God; that the new creation is brought about by our sovereign God in a manner above our comprehension, solely by the power of the Holy Spirit in connection with divine truth, so as to secure our voluntary obedience to the gospel; that its proper evidence appears in the holy fruits of repentance, faith and newness of life. (John 3:3; II Cor. 5:17; I John 5:1; Acts 16:20-33; II Pet. 1:4; Rom. 6:23; Eph. 2:1,5; Col. 2:13; John 3:8).
11. Justification. We believe that justification is that judicial act of God whereby He declares the believer righteousness of Christ; that it is bestowed, not in consideration of any works of righteousness which we have done, but solely through faith in the Redeemer's shed blood. (Rom. 3:24; 4:5; 5:1,9; Gal. 2:16; Phil. 3:9).
12. Sanctification. We believe that sanctification, the divine setting apart of the believer unto God, was accomplished in a three-fold manner. First, it is an eternal act of God, based upon redemption in Christ, establishing the believer in a position of holiness at the moment he trusts in the Savior. Second, it is a continuing process in the saint as the Holy Spirit applies the Word of God to the life. Third, sanctification is the final accomplishment of this process at the Lord's return. (Heb. 10:10-14; 3:1; John 17:17; II Cor. 3:18; Eph. 5:25-27; I Thess. 4:3,4; 5:23,24; I John 3:2; Jude 24,25; Rev. 22:11).
13. The Security of the Saints. We believe that all who are truly born again are kept by God the Father for Jesus Christ. (Phil. 1:6; John 10:28,29; Rom. 8: 35-37; Jude 1).
14. The Church. We believe that a local church is an organized congregation of immersed believers associated by covenant of faith and fellowship of the gospel. It observes the ordinances of Christ, its governed by His laws, and exercises the gifts, rights and privileges invested in them by His Word. Its officers are pastors and deacons, whose qualifications, claims and duties are clearly defined in the Scriptures. We believe that the true mission of the church is the faithful witnessing of Christ to all men. We hold that the local church has the absolute right of self-government, free from the interference of any hierarchy of individuals or organizations; and that the one and only Superintendent is Christ through the Holy Spirit.

We believe that it is contending for the faith and for the furtherance of the gospel; that each local church is the sole judge of the measure and method of its cooperation; and that on all matters of membership, of policy, of government, of discipline, of benevolence, the will of the local church is final. (I Cor. 11:2; Acts 20:17-28; I Tim. 3:1-13; Acts 2:41,42). We believe in the unity of all New Testament believers in the Church which is the Body of Christ. (I Cor. 12:12,13; Eph. 1:22,23; 3:1-6; 4:11; 5:23; Col. 1:18; Acts 15:13-18).

15. Baptism and the Lord's Supper. We believe that Christian baptism is the single immersion of a believer in water to show forth in a solemn and beautiful emblem the believers identification with the crucified, buried and risen Savior, through Whom man died to sin and rose to a new life; that baptism is to be performed under the authority of the local church; and that it is prerequisite to the privileges of church membership. We believe that the Lord's Supper is the commemoration of His death until He come and should be preceded always by solemn self-examination. We believe that the Biblical order of the ordinances is baptism first and then the Lord's Supper, and that participants in the Lord's Supper should be immersed believers. (Acts 8:36, 38, 39; John 3:23; Romans 6:3-5; Matt. 3:16; Col. 2:12; I Cor. 11:23-28; Matt. 28:18-20; Acts 2:41,42).
16. Separation. We believe in obedience to the Biblical commands to separate ourselves unto God from worldliness and ecclesiastical apostasy. (II Cor. 6:14-7:1; I Thess. 1:9,10; I Tim. 6:3-5; Romans 16:17; II John 9-11).
17. Civil Government. We believe that civil government is of divine appointment for the interests and good order of human society, and that magistrates are to be prayed for, conscientiously honored and obeyed, except in those things opposed to the will of our Lord Jesus Christ, Who is the only Lord of the conscience and the coming King of Kings. (Romans 13:1-7; II Sam. 23:3; Exod. 18:21,22; Acts 23:5; Matt. 22:21; Acts 5:29; 4:19,20; Daniel 3:17,18).
18. Israel. We believe in the sovereign selection of Israel as God's eternal covenant people, that she is now dispersed because of her disobedience and rejection of Christ, and that she will be re-gathered in the Holy Land and, after the completion of the Church, will be saved as a nation at the second advent of Christ. (Gen. 13:14-17; Romans 11:1-32; Ezekiel 37).
19. Rapture and Subsequent Events. We believe in the pre-millennial return of Christ, an event which can occur at any moment, and that at that moment the dead in Christ shall be raised in glorified bodies the living in Christ shall be given glorified bodies without tasting death, and all shall be caught up to meet the Lord in the air before the seven years of the Tribulation. (I Thess. 4:13-18; I Cor. 15:42-44, 51-54; Phil. 3:20,21; Rev. 3:10).
20. The Righteous and the Wicked. We believe that there is a radical and essential difference between the righteous and the wicked; that only those who are justified by faith in our Lord Jesus Christ and sanctified by the Spirit of our God are truly righteous in His esteem; and that all such as continue in impenitence and unbelief are in His sight wicked and under the curse. This distinction holds among men both in and after death, in the everlasting felicity of the saved, and in the everlasting conscious suffering of the lost in the lake of fire. (Mal. 3:18; Gen. 18:23; Rom. 6:17,18; I John 5:19; Rom. 7:6; 6:23; Prov. 14:32; Luke 16:25; Matt. 25:34-41; John 8:21; Rev. 20:14,15).

Section 2 – Purpose

1. The purpose of this church shall be the worship of God; and the study of His Word; the evangelization of the unsaved; and the edification of those of the faith.

ARTICLE IV. QUALIFICATIONS FOR MEMBERSHIP

Section 1 – Any person who professes faith in the Lord Jesus Christ as the Son of God, and, therefore, God the Son, accepts Him as personal Savior by the blood atonement, gives evidence of change of heart, and adopts the New Testament as standard of faith and practice, may, upon baptism by immersion, be received into its membership.

Section 2 – Candidates for baptism shall be examined by the pastor and deacons, and upon their approval shall relate their confession of faith to the church, after which the church shall vote upon their reception.

Section 3 – On recommendation of the pastor of the church and deacons, those baptized by immersion (members of other churches holding the same faith and order), may be received by letter of recommendation and dismissal from their respective churches.

Section 4 – On recommendation of the pastor and deacons, persons formerly members of this church who for any reason have been excluded may be restored to membership on confession of their errors after giving evidence of repentance.

Section 5 – No person shall be received as a member of this church to whose admission five members object. This number cannot perpetually exclude such persons from membership unless they make their objections satisfactorily known in writing to the church.

Section 6 – All applications for membership shall be presented to the pastor and deacons, which shall make its recommendation thereto to the church. Before any candidate shall become a member, the church membership shall vote thereon, and three-fourths of the vote cast must be in favor of receiving such candidate into membership.

ARTICLE V. DISMISSAL OF MEMBERS

Section 1 – A letter of dismissal may be granted at any regular service or business meeting of the church by a majority vote for any member in good and regular standing who unites with another church of like faith and practice. Members uniting with other churches that are not of like faith and practice shall be dropped.

Section 2 – Any member of this church who has not attended the regular church services and supported the work of the church with some degree of regularity provided they are not hindered by sickness or disability from

doing so, for a period of six months, on recommendation of the Board of Deacons and by vote of the church, shall be placed on the Broken Fellowship List.

Any member of this church removing from the Union Grove area shall communicate with the church at least once a year. If said member shall not be heard from for one year, said member shall, upon recommendation of the Board of Deacons, and by vote of the membership of the church at a stated meeting, be placed on the Broken Fellowship List.

Whenever a member is placed on the Broken Fellowship List, a notice in writing of such action shall be given to such member at his last known address. Persons whose names are on the Broken Fellowship List may be reinstated to full fellowship and church privileges by compliance with the customs of the church, within six months from the time their names were placed on the Broken Fellowship List. All persons who fail to reinstate themselves within the six months (one year for those who have moved from the vicinity) shall be dropped from the church rolls without further action and shall be so notified in writing. While a person is on the Broken Fellowship List, he shall not be privileged to participate in or vote at any business meeting of the church.

It shall be the duty of the Board of Deacons to visit those persons on the Broken Fellowship List and they shall use every effort to restore such members to active membership during the reinstatement period.

Section 3 – By joining any other church, a member shall terminate, ipso facto, his membership in this church.

ARTICLE VI. GENERAL DUTIES OF MEMBERS.

Section 1 – The duties of the members to themselves are: The faithful study of the Scripture, constancy in prayer and consistency in Christian living.

Section 2 – It is the duty of members to honor, esteem and love their pastor; to pray for him fervently and daily; to submit to him in Scriptural exercises of his official authority; to attend constantly upon his ministrations; to manifest a tender regard for his reputation, and to contribute toward his support in proportion to their ability.

Section 3 – It is the duty of each member to cultivate and cherish brotherly love for all other members of the church, and to show this love by using all proper measure to promote their spiritual benefit and prosperity.

Section 4 – Toward those who are not connected with the church, it is the duty of members to be exact in fulfilling obligations and performing promises, and as opportunity and ability may enable, to commend to them the Gospel of Christ.

ARTICLE VII. DISCIPLINE

Section 1 – Conduct. Any member failing to live up to the duties of members as set forth in Article VI, or breaking the covenant, shall be dealt with as disorderly.

Section 2 – All cases of proposed discipline shall be submitted to the Board of Deacons. If approved by them, it shall be submitted to a meeting of the church membership. At least three weeks' notice of such meeting and of the discipline proposed must be given to the membership, and a like notice actually given by the deacons to the person whom it is proposed to discipline. Such person shall be accorded the right to be heard in his own defense. Three-fourths of the members present must vote in favor of the proposed discipline to proceed. The vote shall be taken by ballot. A quorum for the purpose of administering discipline shall be one-third of the church membership.

ARTICLE VIII. OFFICERS

Section 1 – Number of Officers. The officers of this church shall consist of a pastor, associate pastors, ten deacons, six Christian Education Board members, six Christian School Board members, a clerk, a treasurer, a financial secretary, a Sunday School superintendent, an assistant Sunday School superintendent, and a head usher.

Section 2 – The Pastor. The pastor shall be a member of this church. He shall believe and teach the statement of faith as found in ARTICLE III, Section 1, of this Constitution. It shall be the duty of the pastor to act as moderator at his option at all business meetings, except where business is transacted which relates to the pastor personally. He shall be an ex-officio member of all boards and committees. It shall be his duty to conduct the regular religious services of the church. No call shall be extended to any person to become pastor except at a meeting specially called for that purpose, of which at least one week previously, public notice has been given by the Board of Deacons. A vote by ballot of three-fourths of the members present shall be necessary to issue said call. The pastor shall, when called, before entering upon his duties, subscribe to the above articles of faith as set forth in this constitution. When he ceases to believe or preach the same, he shall tender his resignation as pastor of this church.

Section 3 – Associate Pastors. The associate pastors shall assist the pastor in the various pastoral functions. They must meet the same qualifications as the pastor.

Section 4 – Assistant Moderator. The Chairman of the Board of Deacons will serve as assistant moderator. He shall moderate business relating to the pastor and moderate business meetings in the pastor's absence.

Section 5 – Deacons. The deacons shall be members of this church and their qualifications shall be as recommended in I Timothy 3:8-12. They shall be associated with the pastor in having charge of the spiritual interest of the church and of the administration of the ordinances. They shall have charge of the fund for the relief of the poor, and of the order of the house of worship. During the pastor's absence they shall have charge of the pulpit supplies. They also shall have jurisdiction over the question of the nature of the use that shall be made of the church buildings. The term of office for deacons shall be three years and so arranged that one-third (1/3) of the board shall be elected each year. They shall subscribe to the same articles of faith as the pastor.

Deaconesses. The deacons' wives shall serve as deaconesses. It shall be their duties to help prepare the communion table, the baptismal services, and other areas of need.

Section 6 – Trustees. The deacon board shall act as the board of trustees. It shall be their duty to acquaint themselves with the laws of the state and ordinances of the city applying to the churches, and see that such are observed. They shall oversee all matters pertaining to the church building and improvements in the church property and shall keep the same in good repair and perform all duties vested in them by the church. The trustees shall undertake no expenditure above the amount of five hundred dollars (\$500) per quarter without the consent of the church. They shall execute notes and deeds subject to the will of the church. The trustees shall act as custodian of all deeds, abstracts, title papers, contracts and important documents and papers of the church. They shall be instructed with such other responsibilities as civil law assigns to this office.

Section 7 – Christian Education Board. The Board of Christian Education shall consist of the Sunday School superintendent, one deacon (who shall serve as chairman), the chairman of the social committee, the AWANA commander, one school board member, and six members to be elected from the membership. The terms of office of the six elected members shall be a period of three years. They shall be elected in such a manner that insofar as possible one third of the terms expire each year. No elected member shall serve more than two consecutive terms. A period of one year shall elapse before he is eligible to be re-elected to this board. Any vacancies that may occur during the year shall be filled according to the provisions of this constitution and by-laws.

If a Director of Christian Education is employed, he shall be recommended by the Board of Deacons and called by a three-quarters majority of the members in a business meeting called for that purpose. The Board of Deacons shall establish the salary and other compensations. The afore-said actions must be ratified by the church. The Director of Christian Education shall without any mental reservations subscribe to the Article of Faith and the Constitution and By-laws of this church. He shall have oversight and the direction of the Christian education in regards to (1) the Sunday School, (2) the Sunday evening youth groups, (3) the Vacation Bible School, (4) total church time program, (5) the camping program, (6) all retreats, (7) weekday clubs and activities, (8) all recreation programs, (9) work closely with the Sunday School Superintendent in the oversight and direction of the Sunday School program and the teacher training program. The Director of Christian Education shall work in close cooperation with the pastor in order that the Christian education will be church-centered.

The Board of Christian Education shall meet at such time and place as it may deem advisable for the best interests of this church. The Board of Christian Education shall keep accurate minutes of its meetings which shall be available to the Board of Deacons upon request. All matters of policy formulated by the Christian Education Board shall be subject to the approval of the Board of Deacons. The Board of Christian Education shall prepare and present a report of its activities to the church at the annual business meeting of the church.

Section 8 – Christian School Board. The six-member school board shall be elected from the membership of the Union Grove Baptist Church. The Pastoral Staff shall serve as ex-officio members. The term of office for the six elected members shall be a period of three years. All shall be elected in such a manner that insofar as possible one-third of the terms expire each year. No elected member shall serve more than two consecutive terms. A period of one year shall elapse before a member whose term is expired may be re-elected to this board. Any vacancies that occur during the year shall be filled according to the provisions of this constitution and by-laws. The Christian School Board shall hold a meeting as soon as possible following the annual election of officers of this church at which time they shall elect a president, vice-president and secretary. The board president shall present a school board

report annually to the church at the regular annual meeting and semi-annually to the Board of Deacons, or as they may require. The budget of the school will be presented for approval of the church at its semi-annual meeting.

Section 9 – Clerk. A clerk shall be elected for one year whose duties are to keep an accurate record of business meetings of the church; to keep an account of such events in the work of the church as may be of value in preparing its history; to keep an accurate register of the membership of the church; to record the date and manner of admission and dismissal of members; and to perform such other duties as pertain to the office of clerk and as the church may direct.

Section 10 – Treasurer. The treasurer shall be elected for one year. He shall pay all the regular salaries and bills approved by the trustees from funds deposited by the financial secretary. He shall keep a bank account in the name of the church and as far as practical, shall make payments by checks. He shall keep an accurate account of the receipts of money and the disbursement of the same. He shall make reports at the regular business meetings of the church and whenever so directed by the church, and at the annual business meeting shall file a written report with the clerk. He shall attend the trustees' meetings or send a written report.

Section 11 – Financial Secretary. The financial secretary shall be elected for one year. He shall distribute the envelopes among the members of the church and keep a record of the names and addresses of the members and the number of their envelopes. He shall keep an individual record of the giving of everyone who gives to the church. He shall, with another member, take count and keep a record of all weekly offerings. He shall deposit the money in the bank into the account to which it was given and give the treasurer of that fund a duplicate deposit slip for his records. He shall thus be prepared to make reports of the standing of any or all members to the financial committee or upon request to the church.

Section 12 – Sunday School Officers. The church shall elect a Sunday School Superintendent and an assistant superintendent for a term of one year. Department superintendents and secretary of the Sunday School shall be appointed by the Board of Christian Education. All officers shall be members of the church in good standing. The superintendent shall, with the advice, assistance and counsel of the pastor and director of Christian Education, have charge of, promote, direct, maintain, manage and govern the Sunday School. The superintendent shall be assisted by the assistant superintendent in these duties.

Section 13 – Ushers. The church shall elect a head usher for a term of one year. The head usher shall, with the help of the pastor, select other persons to usher with him.

Section 14 – Vacancies. Any vacancy that might occur in any office can be filled at any regular business meeting or at any special business meeting, provided two weeks' notice from the pulpit has been given of such a meeting. The Board of Deacons shall make nominations to fill vacancies.

Section 15 – Divorce: Union Grove Baptist Church shall encourage the scripturally-based family unit and stand opposed to divorce for non-biblical reasons (Gen.2:18-24; Matt. 19:1-9; I Cor. 7:1-15). Any pastor or deacon who becomes involved in divorce shall be counseled regarding the sinfulness of this action and shall be removed from the office of pastor,

associate pastor, or deacon of this church (I Tim. 3:1-13; Titus 1:5-9). Individuals who have been divorced or united to one previously divorced shall not be nominated to the offices of pastor, associate pastor, or deacon. Individuals who have been divorced or married to one previously divorced and who are in agreement with the biblical position stated in this section may be elected to a church office other than pastor, associate pastor, or deacon.

ARTICLE IX. COMMITTEES

Section 1 – Pulpit Committee. The deacons of the church shall act as the pulpit committee. No foreign cause shall be presented to the church without the approval of this committee. However, the pastor shall be free to invite visiting brethren to occupy the pulpit without such consultation. In case the church shall be seeking a pastor, the deacons shall consider the prospective candidate and make their recommendations to the church. (See Article VIII, Section 2)

Section 2 – Music Committee. The pastor and the board of deacons will oversee the music of the church including the organist, pianist and the choir director.

Section 3 – Social Committee. The social committee shall be appointed by the nominating committee. The social committee shall elect its own chairman. The duties of the social committee shall be to arrange a general church social not oftener than each quarter. This committee shall be responsible for arranging a suitable program for each social and seeing that every member is invited to attend all of these socials, thus seeking to promote the social life of the church.

Section 4 – Nominating Committee. The nominating committee will consist of the chairman of the Deacon Board and two other deacons selected by the Board. The nominating committee will present a slate of officers to the church which will appear in the Sunday bulletin not later than two weeks before the annual election of officers. Any church member eligible to vote may hand in written nominations to the nominating committee. These names will be screened and added to the ballot. There will be no nominations from the floor.

Section 5 – Auditing Committee. The chairman of the Deacons and the secretary of Deacons will form the auditing committee. The duty of said committee shall be to audit the books of the church or Sunday School as often as shall be requested by the church officers. The books shall always be audited before the annual church meeting. The records held by the church clerk shall also be examined once each year by this committee. A report of their findings is to be made to the church.

Section 6 – Missionary Committee. The Board of Deacons shall constitute the missionary committee of the church, and it shall be the duty of the deacons to prepare the annual missionary budget for presentation to the membership at its annual meeting. The Board shall authorize the disbursement of all missionary funds of the church in accordance with the will of the church or individual donors.

It shall be the duty of the Board of Deacons to investigate missionary enterprises which may be seeking assistance from the church and report their findings to the church, to advise the church as to its various missionary enterprises, and to deal with the important work of enlightening and mobilizing the entire membership in the missionary work.

ARTICLE X. CHRISTIAN EDUCATION BOARD

The Board of Christian Education shall be responsible for the correlation of the educational ministry of this church. It shall have the responsibility of the duties, as outlined in this constitution and by-laws, in regard to the Sunday School, Sunday School teacher training groups, youth churches (such as Total Church Time Program), youth clubs, vacation Bible school, young people's conferences, camps, retreats, and so forth. The curriculum used by each of said organizations or groups must be approved by the Board of Christian Education. Nothing in the curriculum may in any manner be contrary to the doctrine, practice and policies of this church. Any stated policies or practice of said organizations or groups must be approved by the Board of Christian Education.

The Board of Christian Education will review the purchase and use of the equipment, materials and facilities used by the aforesaid organizations or groups to avoid overlap and duplication.

The Christian Education treasurer will be responsible for all budgets, income and expenses of all organizations in the educational ministry of this church.

It shall be the responsibility of this board to approve and prepare a consolidated annual budget for the aforesaid organizations and present the consolidated budget to the Board of Trustees for approval and incorporation in the proposed current expense budget of this church.

The Board of Christian Education shall annually appoint the Sunday School department superintendents, Sunday School general secretary, librarian, and leaders and sponsors of all organizations or groups in the church educational program. All appointments shall be for the term of one year or until a successor is appointed. The Board of Christian Education shall approve staff members for all organizations in the educational ministry of this church.

ARTICLE XI. CHRISTIAN SCHOOL BOARD

- A. The name of the organization shall be Union Grove Christian School (hereinafter called school).
- B. The statement of faith of the school shall be the statement of faith of the Union Grove Baptist Church (hereinafter called church), East Highway 11, Union Grove, WI.
- C. Union Grove Christian School shall be a non-profit educational are of Union Grove Baptist Church to provide an outstanding Christian education which emphasizes the new birth, Christian maturity, the sanctity of the home, the development of the whole man, Biblical morality, discipline, Christian missions, and American patriotism. The Christian school holds God's Word, the Bible, as the ultimate authority in all matters. Its goals include directing young people into God's perfect will for their lives.
- D. The Union Grove Baptist Church shall maintain full authority over the Union Grove Christian School by vesting the management and operation of the school in a six (6) member Christian School Board.
 1. The Union Grove Baptist Church delegates to said board the authority and duty to establish, subject to restrictions and limitations herein contained, such rules, regulations and policies as may be necessary to properly administer, control, operate and maintain said school.

2. The board shall establish its own rules for procedure; shall meet at any time to conduct the necessary business of the school; and shall keep minutes of all meetings. The pastor, president of the board, and/or the associate pastor-educational ministries shall have the authority to call meetings of the board at any time deemed necessary.
3. All income and revenue for the operation of the school proper shall become a part of the treasury of the Union Grove Baptist Church. These moneys shall be applied toward the payment of all expenses incurred by the school. All such finances shall be under the direct control of Union Grove Baptist Church.
4. The Board shall regularly receive a report of the school's financial condition and make periodic reports to the Board of Deacons.
5. The Board shall recommend to the Deacon Board a man it feels qualified to be the associate pastor educational ministries. The Deacon Board, after satisfactory investigation, will recommend the man to the church. The church shall, either at a specially-called business meeting or at a regularly scheduled church business meeting, vote by secret ballot regarding the call of the associate pastor-educational ministries. A three-fourths positive vote will be required for a call to be extended. The associate pastor-educational ministries shall, before entering his duties, subscribe to the Articles of Faith of the Constitution of the Union Grove Baptist Church. He will serve as the administrator of the Union Grove Christian School and carry out its established policies.
6. The Christian School Board will appoint one of its members to serve on the Christian Education Board of the Union Grove Baptist Church.

ARTICLE XII. DEPARTMENT OF THE CHURCH

Section 1 – The church may create such departments of the church as it shall deem necessary and desirable for the carrying on of the work and worship of the church, for such periods as it sees fit. Such departments shall work under the direction and supervision of the church, and their jurisdiction and powers shall be limited by terms of their creation which shall in no way conflict with this Constitution.

Section 2 – Members in good standing shall be able to vote and nominate officers upon reaching the age of 18.

ARTICLE XIV. QUORUM.

Section 1 – For the purpose of all elections herein provided for, and for the transaction of other business (except as herein otherwise specifically provided), twenty church members, including at least three deacons, will be required to constitute a quorum of any regular or special business meeting.

ARTICLE XV. MEETINGS.

Section 1 – The church shall meet regularly on each Lord's Day (the first day of the week) for public worship.

Section 2 – Once during each week the church shall meet for prayer and conference.

Section 3 – The Lord’s Supper shall be observed on the first Sunday of the month as regularly as possible.

Section 4 – Once each six months the church shall meet to discuss such matters of importance as might be necessary. These meetings shall be held in January and within one week of the closing of the fiscal year, which shall end July 31, the date to be selected by the Board of Deacons.

Section 5 – The annual business meeting of the church shall be held in January each year, the date to be selected by the Board of Deacons. At the annual business meeting, written reports shall be rendered by all standing committees, the clerk, treasurer, auditors, chairman of the Board of Deacons, superintendent of the Sunday School, president of the Young Peoples Society, presidents of any other societies that shall exist. All written reports shall be received and placed on file by the clerk.

Section 6 – Special business meetings of the church may be held at any time upon the call of the pastor, or of a majority of the trustees, or of a majority of the deacons, or by written request of at least five members in good standing. Such a meeting must be announced from the pulpit in the Sunday morning service previous to the meeting.

Section 7 – The order of all business meetings shall be governed by the current edition of Robert’s Rules of Order.

ARTICLE XVI. BY-LAWS

Section 1 – The church may adopt such by-laws and rules, not inconsistent or in conflict herewith, as it shall deem necessary or desirable, and may amend, suspend, or rescind the same whenever it may see fit.

ARTICLE XVII. ORDINATION

Section 1 – This church as an autonomous local body, has the right to ordain any of its members in good standing to the Gospel Ministry. Such persons shall make their wishes known to the deacons. After consideration of the request, the deacons shall make the request of ordination to the church.

Section 2 – The church shall, upon receiving authority from a vote of the majority of members present in any business meeting called in accordance with this constitution, convene an Ordination Council in the following manner:

- (a) The Ordination Council shall be composed of at least five churches selected by the deacons and the pastor. These churches shall be invited to comprise the Ordination Council for this examination.
- (b) The Ordination Council shall give a thorough examination of the Applicant as to his conversion, Christian experience, call to the ministry, education and doctrinal beliefs.

- (c) The Ordination Council shall then make recommendations to the church to proceed as it deems wise.

Section 3 – The church shall proceed with the ordination service according to the arrangements convenient to both the applicant and the Ordination Council.

Section 4 – The applicant shall in the ordination service be ordained to the Gospel Ministry by the Union Grove Baptist Church.

Section 5 – Licensing.

1. When a man in this membership is called to be licensed, he shall make his desire known to the board. If the board, after having heard him preach and having examined his doctrinal beliefs, is satisfied concerning his salvation, his call to the ministry and his consistent Christian living, it may recommend to the church that a license be granted. The church may act upon this recommendation at any meeting of the church.
2. The duration of this license shall be for two years from the date of issuance, but may be renewed by review of the Board. No license granted by this church shall be valid after the licensee removes his membership from this church. A license can be annulled or withdrawn at any time, should this church in its judgment have sufficient reasons for such action.

ARTICLE XVIII. GENERAL

Section 1 – Legal Provisions.

- A. This church shall have the right to own, buy or sell tangible properties, both real and personal, in its own name and through its properly elected officers, when authorized by vote of the church.
- B. No profit shall ever accrue to the benefit of any individuals from the assets, holdings or other transactions in which this corporation may become involved.
- C. In the event of the dissolution of this corporation, all of its debts shall be fully satisfied. None of its assets or holdings shall be divided among the members or other individuals, but shall be irrevocably designated by corporate vote prior to dissolution to such other non-profit religious corporations as are in agreement with the letter and spirit of the articles of faith adopted by this church, and in conformity with the requirements of the United States Internal Revenue Service Code of 1954 (Section 501 C-3).

Section 2 – Use of the Church Property and Name.

- A. Use of the property for other than regularly scheduled meetings shall first be approved by the trustees.
- B. All gatherings off the church property held in the name of the church shall be subject to the approval of the pastor and deacons.

- C. No secret society will be permitted to hold services in the church. The funeral of any person so associated may be held in the church if conducted by an approved minister. The society may take charge of the remainder of the service after the body leaves the church.
- D. No pastor or pulpit orator will be permitted to preach in the church who fails to confess clearly the fundamentals of the faith “once delivered unto the saints” (Jude 3). Any visiting speaker must have the approval of the pastor and deacons.

Section 3 – Statement on Sexuality, Gender, and Sanctity of Marriage

We believe in the sanctity of marriage, and thus define marriage as being a commitment between only one naturally born man and one naturally born woman, as ordained by God.¹ Husband and wife are joined together, as covenanted before God and seek unity and oneness for life as designed by God and granted to us. Believers could also offer their union as an illustration of the union we have with Christ.²

We believe that any form of sexual immorality such as and including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and pornography, is sinful and offensive to God.³ Each one of these sexual sins in some measure alters the truth of what marriage is and why God created it. Each one focuses upon the sexuality of the union and not the complete union that was intended by God.

As a result of this belief, no same sex marriages or marriages between individuals of medically altered transgender orientation will be allowed to use facilities owned and operated by Union Grove Baptist Church for weddings or other such social events. Ministers or other members of Union Grove Baptist Church will be allowed to participate only in weddings and solemnize marriages between only one man and one woman.

No one knowingly involved in sexual immorality such as pornography, adultery, homosexuality, transgender, bestiality, or a bisexual relationship will be allowed the privilege of membership at Union Grove Baptist Church. Every person is capable of sin and thus becoming ensnared by its appeal. Therefore, anyone in membership that is discovered as being in any of these sexual sins will be placed under the step-by-step process of discipline.⁴

Anyone hired for any capacity as an employee of Union Grove Baptist Church or working in a volunteer position at Union Grove Baptist Church must agree to abide by this Statement on Sexuality, Gender, and Sanctity of Marriage.⁵

We also believe that every person is due compassion, love, respect and dignity. Union Grove Baptist Church will repudiate unkind or harassing speech or conduct toward anyone, even if that speech is

¹ Gen. 2:18-25

² Mal. 2:10-16

³ Matt. 15:18-20; 1 Cor. 6:9-10

⁴ Matt. 18:15-17; Gal. 6:1-2; 1 Cor. 5

⁵ Matt. 5:16; Phil. 2:14-16; 1 Cor. 6:9-11

directed toward a person or group that stands opposed to this church's view of Scripture and God's commands.

ARTICLE XIX. AMENDMENTS.

Section 1 – This constitution may be amended at any annual or quarterly business meeting of the church, or at a special meeting called for that purpose by the favorable vote of three-fourths of the members present at such meeting, provided, however, that no amendment shall be presented for adoption at any meeting unless it shall have been read from the pulpit in regular public worship service for at least two successive Sundays immediately prior to such meeting and clearly designated as a proposed amendment to the constitution.

Revisions included to August 16, 2015