
The Bylaws of Locust Hill Baptist Church

Travelers Rest, SC



***Complete Revised Edition
September 2021***



LOCUST HILL BAPTIST CHURCH

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Bylaws of Locust Hill Baptist Church

Amended and Restated

For the purpose of maintaining consistent governance of Locust Hill Baptist Church so that the church can freely and efficiently execute its mission to glorify God by making disciples, we do declare and establish these amended Bylaws.

Article One | General Information

Section 1 – Name

The name of the corporation (congregation) shall be Locust Hill Baptist Church. This corporation was organized on October 28, 1886 and was incorporated on November 21, 1989.

Section 2 – Objective

For the purpose of preserving and making secure the principles of our faith and to the end that this body is governed in an orderly manner, consistent with the accepted tenets of the Churches affiliated with the Three Rivers Baptist Association, South Carolina Baptist Convention and the Southern Baptist Convention, and for the purpose of preserving the liberties inherent in each individual member of the church, and to set forth the relationship of this body to other bodies of the same faith, we do declare and establish these Bylaws.

The purpose of this corporation (congregation) shall be to foster and maintain public worship, to carry out the Great Commission of Jesus Christ, and to promote Christian fellowship and growth among its members; to acquire, own, retain, and perpetuate property as may be necessary for the building of the church and for all other religious charitable purposes properly attributable to a religious organization. This corporation is not organized for profit. The corporation is organized exclusively for religious purposes under section 501(c)(3) of the Internal Revenue Code (*see addendum B*).

Section 3 – Affiliation

Affiliation: This Corporation voluntarily associates itself as a member of the Southern Baptist Convention, the South Carolina Baptist Convention, and the Three Rivers Baptist Association. This Corporation will continue association with these entities as long as each entity's mission and statements of faith continue to align with the common mission of Locust Hill Baptist Church and its statement of faith.

Section 4 – Membership & Governance

Membership: Membership in this Corporation (congregation) shall be established in accordance with these Bylaws and enacted to govern the affairs of the Corporation as defined within.

Corporation & Governance: This Corporation is a church with the membership and management of its affairs vested in its members. The membership retains unto itself the right of exclusive self-government in all phases of its life and organization. It recognizes the needs for mutual counsel and cooperation, which are common among Baptist churches. This Corporation shall remain a free, local, self-governing organization and shall not become subject to any outside ecclesiastical authority or any other governing body or power; shall be subject only to the Bible as the authoritative rule of faith and action; and shall be free to adopt operational policies pursuant to these Bylaws for the management of its own affairs.

Status: No part of the net earnings of Locust Hill Baptist Church shall be applied to the benefit of, or be distributable to its members, officers, or other private persons, except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in the purpose clause hereof. No substantial part of the activities of the organization shall support or distribute propaganda; or otherwise attempt to influence legislation, and the organization shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provision of this document, the organization shall not carry on any other activities not permitted to be carried on (a) by an organization exempt from federal income under section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or (b) by an organization, contributions to which are deductible under section 107(c)(2) of the Internal Revenue Code, or corresponding section of any future federal tax code.

Private Property of Members: The private property of the members, directors, or employees of this Corporation shall not be subject to debts of the Corporation.

Section 5 – Statement of Faith

The Holy Bible is the inspired and inerrant word of God and is the basis for our Statement of Faith. Locust Hill Baptist Church will adhere to the doctrinal statement of the Baptist Faith and Message (2000) (*see addendum A*).

Article Two | Membership

Section 1 – General

Membership is open to people who have accepted the Lord Jesus Christ as their personal Savior, have been baptized by immersion, and who are united together by covenant as one body in Christ; however, the membership reserves the right to determine who shall be members of the church and the conditions of such membership.

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

This church will follow the scriptures found in 1 Corinthians 12:12-14 as a principle guide for church membership. ¹² *For as the body is one and has many members, but all the members of that one body, being many, are one body, so also is Christ.* ¹³ *For by one Spirit we were all baptized into one body—whether Jews or Greeks, whether slaves or free—and have all been made to drink into one Spirit.* ¹⁴ *For in fact the body is not one member but many.*

Section 2 – Candidacy

The membership of this church will consist of members who have been, and shall be received upon majority vote of the church, in one of the following ways:

- By letter from a Baptist church of like faith and order, which verifies membership
- By public profession of faith in Christ and baptism by immersion
- By statement of Christian faith and baptism by immersion

Section 3 – Responsibilities

Members are expected to be faithful and obedient in all areas of the Christian life, attend the services of this church, give regularly to its support, and participate in its ministries.

Section 4 – Designation

In an effort to properly reflect the membership of the church, there will be two (2) designations of membership maintained by the church office staff.

Active members: Members who are currently involved in the activities, functions and worship of the church and who contribute to the financial support of the church.

Inactive members: Members who have been inactive for twelve (12) months by their non-attendance or not contributing to the financial support of the church.

Section 5 – Rights

All active members in good standing as defined in Sections 3 and 4 above may participate in the ministries of the church and exercise leadership and service. Active church members in good standing, ages 18 years old and above are eligible to vote in church conference, at all elections and on all questions submitted to the church, provided the member is present.

Section 6 – Termination

Membership shall be terminated in the following ways:

- A. Death
- B. Transfer of membership to another Baptist church
- C. Affiliation with a church of another denomination
- D. Exclusion by action of the church (*Matthew 18:15-20*)
- E. Personal written request of the member

Any consideration as to the termination of a member under Section 6 (D) shall first be brought to the attention of the Senior Pastor and Chairman of Deacons. Should a 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 Senior Pastor and by the deacons to resolve the problem. A spirit of Christian kindness and forbearance shall pervade all such proceedings. But, finding that the welfare of the church will best be served by the exclusion of the member, the church may take this action by a majority vote of the members present at a special called meeting for this purpose, and the church may proceed to declare the individual to be no longer in the membership of the church. The member subject to exclusion will be notified in writing that his/her membership has been terminated.

Section 7 – Restoration

Any person, whose membership has been terminated by the church under Section 6 (D) of these Bylaws, may be restored upon evidence of his/her repentance and reformation by recommendation of the Senior Pastor and Deacons and a vote of affirmation by the church.

Section 8 – Record of Membership

The Church Staff, along with the Clerk, shall keep an accurate roll of all members, and insofar as possible, an up-to-date record of addresses and contact information.

Article Three | Meetings

Section 1 – Worship

Worship Services: The church shall meet regularly on Sundays & Wednesdays for preaching, instruction, evangelism, discipleship and worship. These meetings will be open to all people and shall be conducted under the direction of the Senior Pastor.

Section 2 - Ordinances

Baptism: A person who receives Jesus Christ as Savior by personal faith, who professes Him publicly at any worship service, and who indicates a commitment to follow Christ as Lord, shall be received for baptism.

Baptism shall be by immersion in water.

The Senior Pastor or persons approved by the Senior Pastor shall administer baptism. The Baptism Committee shall assist in the preparation for an observance of baptism.

Lord's Supper: The Lord's Supper is a symbolic act of obedience through partaking of the bread and fruit of the vine, commemorate the death of Jesus Christ and anticipate His second coming.

The Senior Pastor and deacons shall be responsible for the administration of the Lord's Supper.

The Lord's Supper Committee shall be responsible for the physical preparations of the Lord's Supper.

All Christians may participate in the ordinances of the church.

Section 3 - Regular Business Meetings

The church shall hold business meetings at its principal location, unless otherwise announced by the Senior Pastor or Chairman of Deacons, for the purposes of conducting the business of the church. In all business meetings, the church may receive reports and conduct such business as may come before them on any matter. An Annual Business Meeting shall be held each year in the fall, no later than the Sunday before Thanksgiving. The Senior Pastor and/or Chairman of Deacons shall preside at all business meetings of the Church consistent with the guidelines found in Robert's Rules of Order.

Section 4 - Special Called Meetings

The Senior Pastor or the Chairman of Deacons may call Special Called business meetings at any time for any purpose by giving notice to the members in accordance with Section 5 of this Article.

Special Called meetings on any of the following proposals require a (2/3) majority approval by those active members present and entitled to vote. A minimum of fourteen (14) calendar days notice is required.

- Calling or removal of the Senior Pastor
- Amending the Articles of Incorporation
- Adopting, amending or repealing of these Bylaws
- Disposing of all, or substantially all of the church's assets
- Approving the acquisition of real property and related indebtedness or contracts
- Approving the election to dissolve the church

Section 5 - Notices

Notification of Regular Business Meetings shall be given at least seven (7) calendar days in advance of the meeting in any of the following manners which shall be deemed to be a reasonable method of calling a church membership meeting:

- Announcement of the meeting in the church bulletin
- Oral announcement to the congregation in all Sunday morning worship services

Notification of Special Called Business Meetings shall be given at least (14) calendar days in advance of the meeting and will use the same reasonable methods for calling a church membership meeting as mentioned above for Regular Business Meetings.

Section 6 - Quorum

The quorum consists of those active members present and voting at a regular or special called business meeting, provided it is a stated meeting or one that has been properly called.

Section 7 - Voting

On matters requiring action by the church, a simple majority vote by standing or show of hands will be required at any church business meeting with the exception of the items listed in Section 4 of this Article.

Article Four | Professional Ministerial Leadership & Support Staff

Section 1 - Overview

The church shall call or employ such staff members, as the church may need. These positions may include Full or Part-Time Pastoral Staff, Full or Part-Time Ministerial Staff, and Full or Part-Time Support Staff.

All duties, salaries and benefits shall be established, in coordination with the Senior Pastor, by the Personnel Committee.

Section 2 - Function

Senior Pastor: By virtue of his calling and office, the Senior Pastor is the leader of the church and shall oversee the total ministry of the church. The Senior Pastor works under the authority of the Lord and in consultation with the church staff and Deacons. The Senior Pastor has the responsibility of seeking God's will for the church. Having God's will confirmed by the Deacons and staff, he is to oversee God's will being carried out by the ministry teams and members of the church (Hebrews 13:7 & 17). Other duties of the Senior Pastor are preeminently spiritual. The Senior Pastor shall qualify in accordance with Timothy 3:1-7. The Senior Pastor is expected to devote himself to "prayer and the ministry of the Word" (Acts 6:3-4). He is, first and foremost, a preacher and teacher of the Word of God (1 Timothy 4:1-4). He is to lead the church in evangelism (1 Timothy 4:5). He is to be an equipper for lay ministry, seeking out and training leaders (Ephesians 4:11-16; 2 Timothy 2:2). He is to oversee and be active with membership care and visitation.

The Senior Pastor shall conduct the worship services and oversee the two ordinances of the church. He shall preside at meetings of the church and may serve as moderator in all business meetings. He is the leader and supervisor of the church staff. The Senior Pastor has the option to serve as an ex-officio (*non-voting*) member of all standing committees and ministry teams.

Associate/Ministerial Staff: The Senior Pastor is responsible for the Church Associate/Ministerial Staff as they assume his delegated responsibilities in coordination with the Personnel Committee. These positions may include but are not limited to Associate Pastor, Preschool Minister, Children's Minister, Student Minister, Worship Minister, Pastoral Care Minister, etc...

Support Staff: The Senior Pastor is responsible for the Church Support Staff as they assume his delegated responsibilities in coordination with the Personnel Committee. These positions may include but are not limited to Ministry Assistant, Finance Ministry Assistant, Administrative Assistant, etc...

Section 3 - Selection

Senior Pastor: The Senior Pastor shall be chosen by the Senior Pastor Search Team and, with the support of the Deacons, called by the church during a special called business meeting for that purpose (*See Article 3, Section 4*). The committee shall bring for consideration of the church only one name at a time. A two-thirds (2/3) vote by secret ballot is required for the election of a Senior Pastor.

Pastor Search Team: The church upon recommendation by the Nominating Committee shall elect a Pastor Search Team consisting of five (5) members and two (2) alternates. The membership of the Pastor Search Team shall be representative of the congregation by gender, age, and length of membership in the church.

Associate/Ministerial Staff: All Associate/Ministerial Staff shall be searched for and presented to the Church by the Pastor & Personnel Committee, with the support of the Deacons, for employment in accordance with Article 4, Section 1 of these Bylaws. A majority vote by secret ballot at a regular called business meeting is required for the election of an Associate/Ministerial Staff member.

Interim Pastor: In the event of a vacancy in the position of Senior Pastor, The Deacons and the Personnel Committee shall appoint an interim pastor to serve until a permanent Senior Pastor can be called.

Interim Associate/Ministerial Staff: In the event of a vacancy in an Associate/Ministerial Staff position, The Senior Pastor, in coordination with the personnel committee and deacons, may appoint interim Associate/Ministerial staff to serve until a replacement can be called.

Support Staff: All Support Staff positions shall be hired by the Senior Pastor, upon recommendation of the Personnel Committee & Deacons.

Section 4 - Terminations

Senior Pastor: The Senior Pastor shall serve until the relationship is terminated at his request or the church's request. The Senior Pastor is expected to give a notice of not less than two weeks to the Chairman of Deacons and Chairman of Personnel Committee. The Senior Pastor may only be terminated, with or without cause, by the members of the church at a special called business meeting of the church according to notification stipulated in Article 3, Section 4 of these Bylaws. The Chairman of Deacons will preside. Any grievance with the Senior Pastor shall be directed to the entire Deacon body.

Associate/Ministerial Staff Members: Associate/Ministerial Staff members shall serve until the relationship is terminated at their request or the church's request. These positions are expected to give a notice of not less than two weeks to the Senior Pastor. The Pastor may remove these positions with or without cause after consulting with the Personnel Committee and Deacons. Any grievance with an Associate/Ministerial Staff member shall be directed to the Senior Pastor and/or Personnel Committee.

Support Staff: Support Staff shall serve until the relationship is terminated at their request or the church's request. These positions are expected to give a notice of not less than two weeks to the Senior Pastor. The Senior Pastor may remove these positions with or without cause after consulting with the Personnel Committee. Any grievance with a Support Staff member shall be directed to the Senior Pastor and/or Personnel Committee.

Any exit financial arrangements for the Senior Pastor and/or Associate/Ministerial Staff Members shall be on a case-by-case basis and shall be recommended by the Personnel Committee, in coordination with the Finance Committee, and reviewed by the Deacons.

Section 5 - Staff Screening

All Staff members must go through full screening procedures prior to their name being presented to the church for hiring/calling. Such screenings may include: academic background, address verification, criminal, sexual, driving and other necessary checks as needed.

Article Five | Corporate Officers, Deacons & Trustees

Section 1 – Overview

The leadership structure of Locust Hill Baptist Church is based upon the nature of the church as revealed in Scripture, as well as the necessary legal requirements for a recognized religious organization. This leadership structure is intentionally designed to accommodate simplicity, growth, unity, and biblical teaching.

The Church Corporate Officers are: Clerk, Moderator(s), Treasurer, Chairman of Deacons & Trustee Chairman whose election and tenure shall be provided for in these Bylaws.

All Church Corporate Officers, Deacons & Trustees shall be members of the church for at least one (1) year and be at least twenty-one (21) years of age.

Section 2 – Corporate Officers

Clerk - The Church Clerk is a layperson elected annually and is responsible for recording, processing and maintaining accurate records of all church business meetings and transactions. The Church Clerk (*along with possible church office personnel*) is responsible for all accurate church membership changes and communication of membership transitions. The Church Clerk shall assist in getting messengers for the Southern Baptist Convention, S.C. Baptist Convention and Three Rivers Baptist Association meetings. The Clerk shall send appropriate information about messengers to the SBC, SCBC, and TRBA and shall notify messengers of their appointment. The Church Clerk may also be asked to keep the minutes in the Church Business meetings.

Moderator(s) - The Pastor and/or Chairman of Deacons shall preside at all regular and special called business meetings of the Church body, consistent with the guidelines found in Robert's Rules of Order.

Treasurer - The Church Treasurer is a layperson elected annually to be responsible for the proper receipt, accounting and disbursement of church funds within policies established by the church for adequate financial control.

Chairman of Deacons - The Chairman of Deacons is a layperson elected first to the Deacon Body of the church through the church's polity/governance according to these bylaws and then elected to that position by the Deacon Body. This term of service is one-year. Re-election is possible within the service rotation based on these church bylaws. The Chairman of Deacons functions in the role of "overseer" and "shepherd" during the pastor's absence – filling any of the roles needed to maintain continuity of ministry and leadership.

Trustee Chairman – The Trustee Chairman is a layperson elected first as a Trustee of the church through the church's polity/governance according to these bylaws and then elected to that position by the Trustees. This term of service is one-year. Re-election is possible within the service rotation based on the church bylaws. The Trustee Chairman shall lead the Trustees to transact any and all legal matters as authorized by the church body and to act as legal custodians of the church.

Section 3 – Deacons

The Scriptural basis, qualifications and instructions for the men who serve as Deacons are found in Acts 6: 1-7 and 1 Timothy 3: 8-13. The role of the Deacon is that of a servant. It will be his duty to assist the Pastors in meeting the spiritual needs of the Church, to cooperate with the Pastors and other Deacons in furtherance of their duties, to visit the members, care for the needy, and to share the gospel with others. The Deacons will help lead church members to engage in a fellowship of worship, witness, education and ministry. Additionally, the deacons are to prayerfully affirm and vote on matters set forth in Article 3, Section 4 of these Bylaws as being God's will, before they are presented to the church.

Section 4 – Deacon Selection & Ordination

The active Deacon Body shall consist of such a number as the pastors and deacon body shall from time to time deem necessary to fulfill the duties and needs of the church body.

- Deacons shall serve on a three-year rotation basis. Each year the service of one-third of the number of Deacons shall expire, and elections shall be held to fill those vacancies.
- In the case of death, removal, resignation or incapacity to serve, the Deacons may elect to fill the unexpired term. After serving a term of three years, no Deacon shall be eligible for re-election until the lapse of at least one year.
- From September 1st through September 15th, the Deacons will receive nominations from the congregation, as well as each other. Those nominated, biblically qualified and willing to serve, will be placed on a ballot for a vote at a called church conference on the 2nd Sunday of November. The nominations receiving the highest number of votes will fill the needed vacancies.
- The Church Clerk, Senior Pastor, current Personnel Chair, and current Chairman & Vice-Chairman of the Deacons will count the votes. The Church Clerk will file the voting ballots and the results in the church safe until the next election.
- If individuals are elected as a Deacon and have never been ordained, the Pastor shall assemble an ordination council to perform the ceremony during a worship service.

Section 4a - Qualifying a Deacon

- The men nominated for Deacon will be contacted and asked if they would be willing to serve after a qualification process.
- Those agreeing to serve after a qualification process will then be sent a Deacon Candidate Questionnaire.
- After questionnaires are returned, the Pastor and Deacon Chairman will have a one-on-one meeting with those men, biblically qualify them and then present the list of qualified names to the Deacon Ministry Team for approval. Anyone found to be unqualified will not have their name placed on the list and the reasons for disqualification will be kept confidential. Each name must receive at least 80% approval from the Deacon Ministry Team before being presented to the Church.
- Following approval, the qualified men will be presented to the Church on a written ballot for selection to fill the number of vacancies.
- All other aspects of being a Deacon are noted in the Deacon Handbook.

Section 5 – Trustees

Trustees – The Trustees are laypersons that act as legal custodians of the church to transact any and all legal matters as authorized by the church body. Trustees will execute and ensure the safekeeping of all legal documents, titles, deeds, mortgage records, and insurance policies and will make an annual report to the Deacons and Church Clerk.

The Nominating Committee shall recommend to the church the names of all Trustees.

Section 6 – Service, Rotation and Termination

Church Corporate Officers shall serve a one-year commitment that begins in January of each year. During a period of annual review, re-enlistment/re-election, both the individual and Pastor may evaluate the continuance of service; considering the Biblical qualification as well as any personal factors that might affect service.

Deacons and Trustees will serve a three (3) year term beginning January 1 following their election after which there must be a one-year lapse before being able to serve another term. A person serving an unexpired term is eligible to be elected for a full-term of their own following the unexpired term.

Any Church Officer, Deacon or Trustee may resign by written notification to the Pastor or Deacons.

Any Church Officer, Deacon or Trustee may be removed from office at the recommendation of the Pastor and Deacons for 1) physical incapacitation, 2) spiritual or moral issues, 3) doctrinal issues, and/or 4) failure to fulfill responsibilities of the office.

Section 7 – Screening

All Church Corporate Officers, Deacons and Trustees must go through full screening procedures prior to their name being presented to the church for election, as outlined in the LHBC Policy and Procedures Manual. Such screenings may include: address verification, criminal, sexual, driving and other necessary checks as needed.

Article Six | Standing Committees

Section 1 - Overview

All Standing Committees are advisory groups and have no powers except those authorized and approved by the church. The church body will elect standing Committees unless otherwise indicated in the descriptions below. A quorum of a simple majority is required to conduct business and formulate recommendations to the church through the Senior Pastor and Deacons. Specific members, leadership roles, duties and responsibilities of each Standing Committee will be as presented by the Nominating Committee to the Deacons and approved by the church. *These specific Duties & Responsibilities for each of the Standing Committees are detailed in the LHBC Policies & Procedures Manual.*

All team members shall be active church members in good standing as provided for in Article Two, Section 3 & 4.

Section 2 - General Responsibilities

The church will have the following Standing Committees consisting of a minimum of six (6) members each:

Nominating Committee – The Nominating Committee coordinates with the Senior Pastor in the staffing of all church leadership positions that are filled by volunteers. They recommend leadership roles, duties and responsibilities of each Standing Committee and Ministry Team to the Deacons to be approved by the church. The Life+Group Director will serve as a member of this committee.

Personnel Committee – The Personnel Committee coordinates with the Senior Pastor in developing and administering personnel policies and recommending other ministerial staff. The Personnel Committee coordinates with the Pastor and Deacons the employment and termination of non-ministerial and contract staff (*clerical, maintenance workers, etc.*)

Finance Committee – The Finance Committee coordinates with the Senior Pastor in the responsibilities for establishing the financial arrangements of the church with bank and other fiduciaries as deemed in the best interest of the church. They will propose an annual budget and also serve as financial reviewers and advisors of the church, keeping the deacons informed of the financial condition of the church. This committee shall establish and monitor the policies & procedures of collecting, handling, managing, and reporting of all funds. The Finance Committee will provide a copy of the annual itemized budget to any active member in good standing upon their request. The Finance Committee will ensure that an audit of the church financial records is conducted every three years by a qualified Certified Public Accountant who is not a church member or affiliated with the church in any way.

In an emergency, with the consent of three-fourths of the Finance Committee, the Treasurer and Deacon Chair all agreeing, funds may be expended beyond the budget for any line item up to \$1,000 for operational expenses, and up to \$5,000 for emergency repairs. This provision is intended only to be utilized when the need is sufficiently compelling and there is inadequate time to secure congregational approval. When this authority is utilized, the Finance Committee shall advise the church of its action during a congregational business meeting and within 30 days. If the emergency repair is greater than \$5,000, and less than \$25,000, expenditure of the funds will require consent of three-fourths of the Finance Committee, the Treasurer and Deacons.

Building and Grounds Committee – The Building & Grounds Committee coordinates with the Senior Pastor in carrying out the responsibilities of the maintenance, repair and upkeep of the church grounds and buildings.

Section 3 – Service, Rotation and Termination

Standing Committee members shall serve a three-year rotation commitment specific to the position qualifications and duties. On an annual basis, both the individual, Pastor and Deacons may evaluate the continuance of service; considering the Biblical qualifications as well as any personal factors affecting their continuance of service.

Any Standing Committee member may resign by written notification to the Pastor or Deacons.

Any Standing Committee member may be removed from office by the Pastor and Deacons for 1) physical incapacitation, 2) spiritual or moral issues, 3) doctrinal issues, and/or 4) failure to fulfill responsibilities of the office.

Any Standing Committee shall not have two members of the same, immediate family serving at the same time. An immediate family member is defined as a parent; sibling; child by blood, adoption, or marriage; spouse; grandparent or grandchild.

A Chairperson of a Standing Committee may not also serve as the Chairman of Deacons or chair of another Standing Committee in the same calendar year. Anyone with an immediate family member serving on the current church staff is ineligible for serving on the Personnel or Finance Committee.

Section 4 – Standing Committee Screening

All Standing Committee nominees will go through full screening procedures prior to their name being presented to the church for election, as outlined in the LHBC Policy and Procedures Manual; such screenings may include: a credit check, address verification, criminal, sexual, driving and other necessary checks as needed.

Article Seven | Ministry Teams

All Ministry Teams and Ministry Team Leaders are enlisted by the Nominating Committee, in coordination with the Pastor, Staff and Deacons and are elected annually by the church.

All Ministry Team Members and Ministry Team Leaders are determined by a combination of volunteering and recruitment as determined by the Nominating Committee.

All Ministry Team Members and Ministry Team Leaders are subject to full screening procedures. Such screenings may include: address verification, criminal, sexual, driving and other necessary checks as needed.

Article Eight | Ordaining, Licensing & Commissioning

Section 1 – Licensing & Ordaining of Ministers

Licensing – When a member announces to the church that he feels the call to the ministry, the Pastor and Deacons may recommend him to the church who may, by a majority vote, license him to the ministry.

Ordaining – In the event this church has been requested to ordain a member, the following procedures shall be followed:

- The Pastor shall organize a council to examine the candidate concerning his fitness for the ministry. Upon receiving a favorable report, the church shall proceed with the ordination.

- The church will express its approval by two-thirds (2/3) vote of the members present at any regularly arranged business conference of the church.

Section 2 - Commissioning Missionaries

Any present or former member of this church now serving in some aspect of ministry or feels the call of God to have them serve on a mission field anywhere in the world, and who makes this known to the Pastor, shall be presented to the church after having been examined by the pastors and other ordained individuals in the church membership. By a majority vote of the members present at any regular church conference, the individual so presented may be commissioned by the church to missionary related service.

Article Nine | Amendments

Section 1 – Bylaws

Procedures – These Bylaws may be amended at any special called business meeting of the church provided that the motion to amend has been previously approved by the Deacons of the church, and that a copy of the amendment is made available in writing to the members of the church at least two weeks prior to the special called business meeting. The vote to amend these Bylaws requires a two-thirds majority vote of the members of the church who are qualified to vote and are present in the special called business meeting.

Section 2 – Policies & Procedure Manuals

The Policy and Procedures Manual for Locust Hill Baptist Church, cross-referenced with Locust Hill Baptist Church Bylaws, shall consist of the following sections:

- Finance Policies & Procedures
- Personnel Policies & Procedures
- Deacon Handbook
- Child Abuse Prevention Policy

The Policy and Procedure Manual may be amended by the Deacons upon recommendation from a current Standing Committee, in relation to their specific area of ministry.

Article Ten | Article of Dissolution

Locust Hill Baptist Church, being organized and incorporated, operates as a non-profit, tax-exempt organization under the United States Internal Revenue Code. In the event of dissolution of Locust Hill Baptist Church, the assets thereof shall be liquidated and distributed for payment of all outstanding debts and obligations; remaining assets shall be distributed to the Cooperative Program through the local Baptist Association, of which Locust Hill Baptist Church is a member of at the present time, for the purpose of God's Kingdom work.

No assets of the church shall be distributed to any member, officer, or staff of Locust Hill Baptist Church or any other individual.

Addendum (A) | The Baptist Faith & Message (2000)

I. The Scriptures

The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.

Exodus 24:4; Deuteronomy 4:1-2; 17:19; Joshua 8:34; Psalms 19:7-10; 119:11,89,105,140; Isaiah 34:16; 40:8; Jeremiah 15:16; 36:1-32; Matthew 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16ff.; 17:11; Romans 15:4; 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21.

II. God

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all-powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

A. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all-powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

Genesis 1:1; 2:7; Exodus 3:14; 6:2-3; 15:11ff.; 20:1ff.; Leviticus 22:2; Deuteronomy 6:4; 32:6; 1 Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3,15; 64:8; Jeremiah 10:10; 17:13; Matthew 6:9ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Romans 8:14-15; 1 Corinthians 8:6; Galatians 4:6; Ephesians 4:6; Colossians 1:15; 1 Timothy 1:17; Hebrews 11:6; 12:9; 1 Peter 1:17; 1 John 5:7.

B. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the Virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever present Lord.

Genesis 18:1ff.; Psalms 2:7ff.; 110:1ff.; Isaiah 7:14; Isaiah 53:1-12; Matthew 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16,27; 17:5; 27; 28:1-6,19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18,29; 10:30,38; 11:25-27; 12:44-50; 14:7-11; 16:15-16,28; 17:1-5, 21-22; 20:1-20,28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5,20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3,34; 10:4; 1 Corinthians 1:30; 2:2; 8:6; 15:1-8,24-28; 2 Corinthians 5:19-21; 8:9; Galatians 4:4-5; Ephesians 1:20; 3:11; 4:7-10; Philippians 2:5-11; Colossians 1:13-22; 2:9; 1 Thessalonians 4:14-18; 1 Timothy 2:5-6; 3:16; Titus 2:13-14; Hebrews 1:1-3; 4:14-15; 7:14-28; 9:12-15,24-28; 12:2; 13:8; 1 Peter 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Revelation 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16.

C. God the Holy Spirit

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Saviour, and effects regeneration. At the moment of regeneration He baptizes every believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

Genesis 1:2; Judges 14:6; Job 26:13; Psalms 51:11; 139:7ff.; Isaiah 61:1-3; Joel 2:28-32; Matthew 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10,12; Luke 1:35; 4:1,18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17,26; 15:26; 16:7-14; Acts 1:8; 2:1-4,38; 4:31; 5:3; 6:3; 7:55; 8:17,39; 10:44; 13:2; 15:28; 16:6; 19:1-6; Romans 8:9-11,14-16,26-27; 1 Corinthians 2:10-14; 3:16; 12:3-11,13; Galatians 4:6; Ephesians 1:13-14; 4:30; 5:18; 1 Thessalonians 5:19; 1 Timothy 3:16; 4:1; 2 Timothy 1:14; 3:16; Hebrews 9:8,14; 2 Peter 1:21; 1 John 4:13; 5:6-7; Revelation 1:10; 22:17.

III. Man

Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God, and fell from his original innocence whereby his posterity inherit a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

Genesis 1:26-30; 2:5,7,18-22; 3; 9:6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18,23; 5:6,12,19; 6:6; 7:14-25; 8:14-18,29; 1 Corinthians 1:21-31; 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11.

IV. Salvation

Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Saviour, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

A. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace.

Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Saviour.

B. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer unto a relationship of peace and favor with God.

C. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

D. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

Genesis 3:15; Exodus 3:14-17; 6:2-8; Matthew 1:21; 4:17; 16:21-26; 27:22-28:6; Luke 1:68-69; 2:28-32; John 1:11-14,29; 3:3-21,36; 5:24; 10:9,28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Romans 1:16-18; 2:4; 3:23-25; 4:3ff.; 5:8-10; 6:1-23; 8:1-18,29-39; 10:9-10,13; 13:11-14; 1 Corinthians 1:18,30; 6:19-20; 15:10; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; 5:22-25; 6:15; Ephesians 1:7; 2:8-22; 4:11-16; Philippians 2:12-13; Colossians 1:9-22; 3:1ff.; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1-12:8,14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20; 21:1-22:5.

V. God's Purpose of Grace

Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves; yet they shall be kept by the power of God through faith unto salvation.

Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7, 19-22; Isaiah 5:1-7; Jeremiah 31:31ff.; Matthew 16:18-19; 21:28-45; 24:22,31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45,65; 10:27-29; 15:16; 17:6,12,17-18; Acts 20:32; Romans 5:9-10; 8:28-39; 10:12-15; 11:5-7,26-36; 1 Corinthians 1:1-2; 15:24-28; Ephesians 1:4-23; 2:1-10; 3:1-11; Colossians 1:12-14; 2 Thessalonians 2:13-14; 2 Timothy 1:12; 2:10,19; Hebrews 11:39-12:2; James 1:12; 1 Peter 1:2-5,13; 2:4-10; 1 John 1:7-9; 2:19; 3:2.

VI. The Church

A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation each member is responsible and accountable to Christ as Lord. Its scriptural officers are pastors and deacons. While both men and women are gifted for service in the church, the office of pastor is limited to men as qualified by Scripture.

The New Testament speaks also of the church as the Body of Christ, which includes all of the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation.

Matthew 16:15-19; 18:15-20; Acts 2:41-42,47; 5:11-14; 6:3-6; 13:1-3; 14:23,27; 15:1-30; 16:5; 20:28; Romans 1:7; 1 Corinthians 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Ephesians 1:22-23; 2:19-22; 3:8-11,21; 5:22-32; Philippians 1:1; Colossians 1:18; 1 Timothy 2:9-14; 3:1-15; 4:14; Hebrews 11:39-40; 1 Peter 5:1-4; Revelation 2-3; 21:2-3.

VII. Baptism and the Lord's Supper

Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Saviour, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper.

The Lord's Supper is a symbolic act of obedience whereby members of the church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.

Matthew 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; 20:7; Romans 6:3-5; 1 Corinthians 10:16,21; 11:23-29; Colossians 2:12.

VIII. The Lord's Day

The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should include exercises of worship and spiritual devotion, both public and private. Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ.

Exodus 20:8-11; Matthew 12:1-12; 28:1ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3,33-36; John 4:21-24; 20:1,19-28; Acts 20:7; Romans 14:5-10; 1 Corinthians 16:1-2; Colossians 2:16; 3:16; Revelation 1:10.

IX. The Kingdom

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

Genesis 1:1; Isaiah 9:6-7; Jeremiah 23:5-6; Matthew 3:2; 4:8-10,23; 12:25-28; 13:1-52; 25:31-46; 26:29; Mark 1:14-15; 9:1; Luke 4:43; 8:1; 9:2; 12:31-32; 17:20-21; 23:42; John 3:3; 18:36; Acts 1:6-7; 17:22-31; Romans 5:17; 8:19; 1 Corinthians 15:24-28; Colossians 1:13; Hebrews 11:10,16; 12:28; 1 Peter 2:4-10; 4:13; Revelation 1:6,9; 5:10; 11:15; 21-22.

X. Last Things

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord.

Isaiah 2:4; 11:9; Matthew 16:27; 18:8-9; 19:28; 24:27,30,36,44; 25:31-46; 26:64; Mark 8:38; 9:43-48; Luke 12:40,48; 16:19-26; 17:22-37; 21:27-28; John 14:1-3; Acts 1:11; 17:31; Romans 14:10; 1 Corinthians 4:5; 15:24-28,35-58; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-18; 5:1ff.; 2 Thessalonians 1:7ff.; 2; 1 Timothy 6:14; 2 Timothy 4:1,8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7ff.; 1 John 2:28; 3:2; Jude 14; Revelation 1:18; 3:11; 20:1-22:13.

XI. Evangelism and Missions

It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life, and is expressly and repeatedly commanded in the teachings of Christ. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ.

Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-18; 24:46-53; John 14:11-12; 15:7-8,16; 17:15; 20:21; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Romans 10:13-15; Ephesians 3:1-11; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17.

XII. Education

Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

Deuteronomy 4:1,5,9,14; 6:1-10; 31:12-13; Nehemiah 8:1-8; Job 28:28; Psalms 19:7ff.; 119:11; Proverbs 3:13ff.; 4:1-10; 8:1-7,11; 15:14; Ecclesiastes 7:19; Matthew 5:2; 7:24ff.; 28:19-20; Luke 2:40; 1 Corinthians 1:18-31; Ephesians 4:11-16; Philippians 4:8; Colossians 2:3,8-9; 1 Timothy 1:3-7; 2 Timothy 2:15; 3:14-17; Hebrews 5:12-6:3; James 1:5; 3:17.

XIII. Stewardship

God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4, 19-21; 19:21; 23:23; 25:14-29; Luke 12:16-21, 42; 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Romans 6:6-22; 12:1-2; 1 Corinthians 4:1-2; 6:19-20; 12; 16:1-4; 2 Corinthians 8-9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19.

XIV. Cooperation

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

Exodus 17:12; 18:17ff.; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1ff.; Acts 1:13-14; 2:1ff.; 4:31-37; 13:2-3; 15:1-35; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.

XV. The Christian and the Social Order

All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Jesus Christ. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12; 27:17; Psalm 101:5; Micah 6:8; Zechariah 8:16; Matthew 5:13-16, 43-48; 22:36-40; 25:35; Mark 1:29-34; 2:3ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Romans 12-14; 1 Corinthians 5:9-10; 6:1-7; 7:20-24; 10:23-11:1; Galatians 3:26-28; Ephesians 6:5-9; Colossians 3:12-17; 1 Thessalonians 3:12; Philemon; James 1:27; 2:8.

XVI. Peace and War

It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war.

The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace.

Isaiah 2:4; Matthew 5:9, 38-48; 6:33; 26:52; Luke 22:36, 38; Romans 12:18-19; 13:1-7; 14:19; Hebrews 12:14; James 4:1-2.

XVII. Religious Liberty

God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

Genesis 1:27; 2:7; Matthew 6:6-7,24; 16:26; 22:21; John 8:36; Acts 4:19-20; Romans 6:1-2; 13:1-7; Galatians 5:1,13; Philippians 3:20; 1 Timothy 2:1-2; James 4:12; 1 Peter 2:12-17; 3:11-17; 4:12-19.

XVIII. The Family

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption.

Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race.

The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15,17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.

Addendum (B) | 501(c)(3) Non-Profit Documentation



Executive Committee
Southern Baptist Convention

OFFICE OF BUSINESS AND FINANCE

March 9, 2011

TO WHOM IT MAY CONCERN:

This is to state that *Locust Hill Baptist Church of Travelers Rest, South Carolina* (as well as ministries sponsored by the same) has in time past communicated to the Southern Baptist Convention its desire to be a missionary Baptist church in friendly cooperation with the Southern Baptist Convention and has demonstrated its support of Southern Baptist work in accordance with the SBC Constitution, Article III, and is, therefore, included in the SBC's 501(c)(3) group tax exemption ruling number GEN #1674 as a cooperating church.

Attached is a copy of the group ruling dated August 10, 1990 as well as an updated confirmation dated December 20, 2004.

Sincerely,

A handwritten signature in cursive script that reads "William Townes, Jr.".

William (Bill) Townes, Jr., CPA
Vice President of Convention Finance

rhw

Enclosures

901 Commerce Street
Nashville, TN 37203-3699
(615) 244-2355

Internal Revenue Service

District
Director

Southern Baptist Convention
901 Commerce Street
Nashville, TN 37203-3620

Dear Sir or Madam:

This is in response to your request for confirmation of your exemption from Federal Income Tax.

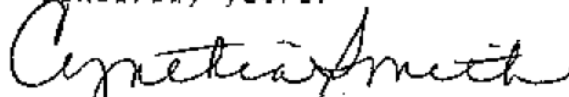
You were recognized as an organization exempt from Federal Income Tax under section 501(c)(3) of the Internal Revenue Code by our letter of August, 1964. You were further determined not be a private foundation within the meaning of section 509(a) of the Code because you are an organization described in section 170(b)(1)(A)(i) and 509(a)(1).

Contributions to you are deductible as provided in section 170 of the Code.

The exemption letter for you and your subordinates remains in effect until terminated, modified, or revoked by the Internal Revenue Service. Any change in your purposes, character, or method of operation must be reported to us so we may consider the effect of the change on your exempt status. You must also report any change in your name and address.

Thank you for your cooperation.

Sincerely yours,



EXEMPT ORGANIZATIONS/MASTER FILE
COORDINATOR

Department of the Treasury
Returns Program Management
Staff- Taxpayer Assistance
P. O. Box 1055 - Room 907
101 Marietta Street, NW
Atlanta, Georgia 30370

Date: AUG 10 1980

Refer Reply to:RPM:ED:TPA

Your Inquiry Dated: 7/18/90

EIN: 62-0535346

GEN: 1674

Internal Revenue Service

Date: December 20, 2004

EXECUTIVE COMMITTEE OF THE SOUTHERN
BAPTIST CONVENTION
% MORRIS H CHAPMAN PRES & CHIEF EX
901 COMMERCE ST STE 750
NASHVILLE TN 37203-3600 754

Department of the Treasury
P. O. Box 2508
Cincinnati, OH 45201

Person to Contact:

Richard E. Owens 31-07974
Customer Service Representative

Toll Free Telephone Number:

8:00 a.m. to 6:30 p.m. EST
877-829-5500

Fax Number:

513-263-3756

Federal Identification Number:

62-0535346

Group Exemption Number:

1674

Dear Sir or Madam:

This is in response to your request of December 20, 2004 regarding a copy of your organization's group exemption letter.

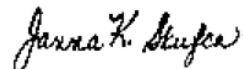
In August 1964 we issued a determination letter that recognized your organization as exempt from federal income tax. Our records indicate that your organization is currently exempt under section 501(c)(3) of the Internal Revenue Code.

Based on the information submitted, we recognized the subordinates named on the list your organization supplied as exempt from federal income tax under section 501(c)(3) of the Code.

Our records indicate that contributions to your organization are deductible under section 170 of the Code, and that you are qualified to receive tax deductible bequests, devises, transfers or gifts under section 2055, 2106 or 2522 of the Internal Revenue Code.

If you have any questions, please call us at the telephone number shown in the heading of this letter.

Sincerely,



Janna K. Skufca, Director, TE/GE
Customer Account Services

Addendum (C) | Marriage & Model Human Sexuality Policy

Marriage is a union ordained by God. It was first instituted by God in the early chapters of Genesis, codified in the Levitical law, the Old Testament prophets compared it to a relationship between God and his people, examples of it are in the historical narratives, and the wisdom literature discusses the unique unity of this relationship. Jesus explained the original intention and core elements of marriage, and several New Testament Epistles give explicit instructions on this union. Marriage is a typology of Christ and the Church. As such, the Church views marriage as a profound spiritual institution established by God.

The Baptist Faith and Message, which is the doctrinal statement adopted by Locust Hill Baptist Church, says in Article 18, The Family, "Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race."

The following Scripture verses are given in support of our beliefs:

Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6, 15; 23:13-14; 24:3; 29:15, 17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8, 14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.

Due to the importance of marriage in the biblical witness, this church adopts the following policy:

Clergy:

1. Only duly ordained clergy shall officiate at marriage ceremonies conducted on church property.
2. Clergy employed by the church shall be subject to dismissal and/or loss of ordination for officiating a same gender marriage ceremony.

Applicants:

1. Applicants wishing to have a ceremony performed by a member of the clergy employed by the church, or to use the church facilities, shall affirm their agreement with The Baptist Faith and Message and shall conduct themselves in a manner that is consistent therewith.
2. Applicants shall have premarital counseling by clergy or counselors employed by the church or other persons who, in the sole opinion of the pastoral staff of the church, have appropriate training, experience, and spiritual understanding to provide such counseling.

Premises:

1. Any marriage performed on church premises shall be officiated by a member of the clergy.
2. Clergy officiating marriage ceremonies on church premises, whether or not employed by the church, shall affirm their agreement with The Baptist Faith and Message and shall conduct themselves in a manner that is consistent therewith.
3. The clergy assigned by the church to implement the procedures contained in this Marriage Policy may, in his sole discretion, decline to make church facilities available for, and/or decline to officiate at, a ceremony when, in his judgment, there are significant concerns that one or both of the applicants may not be qualified to enter into the sacred bond of marriage for theological, doctrinal, moral or legal reasons.

Marriage:

Marriage has been instituted by God. This church defines "marriage" as the exclusive covenantal union of one man and one woman in which such union is a lifetime commitment. A civil government's sanction of a union will be recognized as a legitimate marriage by the church only to the extent that it is consistent with the definition of "marriage" found in this statement.

Human Sexuality:

Legitimate sexual relations are exercised solely within marriage. Hence, sexual activities outside of marriage (referred to in the New Testament as "porneia") including but not limited to, adultery, premarital sex, homosexuality, and pedophilia are inconsistent with the teachings of the Bible and the Church. Further, lascivious conduct, transgender behavior, and the creation and/or distribution and/or viewing of pornography, are incompatible with the biblical witness.

Qualifications:

Every minister, deacon, member, employee, or volunteer shall affirm their agreement with The Baptist Faith and Message and this statement and shall conduct themselves in a manner that is consistent therewith.