



HILLCREST BAPTIST CHURCH

# Constitution & Bylaws

**Adopted: October 3, 2021**

**Effective: January 1, 2022**



## TABLE OF CONTENTS

### CONSTITUTION

Preamble

- Article I. Name
- Article II. Articles of Faith
- Article III. Church Covenant
- Article IV. Character
- Article V. Doctrine
- Article VI. Marriage
- Article VII. Sanctity of Human Life

### BYLAWS

Article I. Church Membership

- Section 1. General
- Section 2. Candidacy (Qualifications)
- Section 3. Duties
- Section 4. Rights
- Section 5. Termination
- Section 6. Restoration
- Section 7. Record of Membership

Article II. Church Organization

- Section 1. General
- Section 2. Church Business Meetings
- Section 3. Chief Executive Officer
- Section 4. Trustees
- Section 5. Corporate and Church Officers
- Section 6. Church Council
- Section 7. Deacons
- Section 8. Committees
- Section 9. Ministry Teams

Article III. Church Pastor

- Section 1. Senior Pastor

Article IV. Church Ministries

Article V. General

- Section 1. Licensing and Ordination
- Section 2. Adoption of Constitution and Bylaws
- Section 3. Fiscal and Church Year
- Section 4. Amendments



# HILLCREST BAPTIST CHURCH OF DALLAS, TEXAS

## CONSTITUTION

### PREAMBLE

For the more certain preservation and security of the principles of our faith, and to the end that this body may be governed in an orderly manner consistent with the accepted tenets of the Southern Baptist Churches, and for the purpose of preserving the liberties inherent in each individual member of the church and the freedom of action of this body with respect to its relation to the churches of the same faith and order, we do declare and establish this constitution.

### ARTICLE I. NAME

This body shall be known as and operate under the corporate name of "Hillcrest Baptist Church of Dallas, Texas."

### ARTICLE II. ARTICLES OF FAITH

The Holy Bible is the inspired, infallible, inerrant Word of God and is the basis of our faith. This church accepts "The Baptist Faith and Message" as adopted by the Southern Baptist Convention on June 14, 2000. The Church is a committed body of baptized believers in Jesus Christ and is committed to personally sharing the good news of salvation to lost mankind. The Church follows our Lord Jesus Christ in the ordinances of baptism and the Lord's Supper.

### ARTICLE III. CHURCH COVENANT

- Having been led, as we believe, by the Spirit of God to receive the Lord Jesus Christ as our Savior, and on the profession of our faith, having been baptized in the Name of the Father, and of the Son, and of the Holy Spirit we do now in the presence of God and this assembly, most solemnly and joyfully enter in the covenant with one another, as one body in Christ.
- We engage, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church in knowledge, holiness and comfort;
- To promote its prosperity and spirituality, to sustain its worship, ordinances, discipline and doctrines;
- To contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the Gospel through all nations;
- We also engage to maintain family and personal devotions; to religiously educate our children; to seek the salvation of our kindred and acquaintances;
- To walk carefully and wise in the Word: to be just in our dealings; faithful in our engagements and exemplary in our behavior;
- To avoid gossiping, backbiting, and excessive anger;

- To discourage the use of intoxicating drinks as a beverage; the abusive use of drugs; and any other ungodly addiction;
- We further engage to watch over one another in brotherly love;
- To remember each other in prayer; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and courtesy in speech;
- To be slow to take offense, but always ready for reconciliation and mindful of the commands of our Savior to secure it without delay;
- We moreover engage that when we remove from this place we will, as soon as possible, unite with some other church, where we can carry out the spirit of this covenant and the principles of God's word.

#### **ARTICLE IV. CHARACTER**

The government of this church is vested in the body of believers (members) who compose it. This church will be, and is always to be a sovereign, autonomous Baptist church, self-governing on all matters by a majority of the body of members who compose it as set forth in its Bylaws, and this church recognizes and sustains the obligations of mutual counsel and cooperation which are common among Southern Baptist Churches. In no way is this to be understood that such co-operation or affiliation shall ever become one of the doctrines and/or tenets of this church.

#### **ARTICLE V. DOCTRINE**

As interpreted by the Senior Pastor, this church receives the scriptures (Holy Bible) as its authority of faith and practice. Its understanding of Christian truth as contained therein is in essential accord with the belief of the Baptist churches as indicated in the Articles of Faith referred to in Article II.

#### **ARTICLE VI. MARRIAGE**

We believe the word "marriage" means only a legal union between one man and one woman as husband and wife, and the word "spouse" refers only to a person of the opposite sex who is a husband or wife. Marriages outside of these parameters will not be performed by church ministers or on church property.

#### **ARTICLE VII. SANCTITY OF HUMAN LIFE**

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. (Psalms 139)

# HILLCREST BAPTIST CHURCH OF DALLAS, TEXAS

## BYLAWS

### ARTICLE I. CHURCH MEMBERSHIP

#### SECTION 1. GENERAL

This is a sovereign and democratic Baptist church under the Lordship of Jesus Christ. The membership retains unto itself the right of exclusive self-government in all phases of the spiritual and temporal life of this church as set forth in these Bylaws.

The membership reserves the exclusive right to determine who shall be members of this church and the conditions of such membership.

#### SECTION 2. CANDIDACY (QUALIFICATIONS)

Any person may offer himself/herself as a candidate for membership of this church. All such candidates shall be presented to the church at any regular worship service for membership in any of the following ways:

1. By profession of faith and for baptism according to the policies of this church and completion of approved membership class.
2. By promise of letter from another Baptist church and completion of approved membership class
3. Upon statement of prior conversion experience through faith followed by baptism by immersion in a church of like faith and completion of approved membership class. A church of like faith shall always be determined at the sole discretion of the Pastoral Staff.

Should there be any question that might require prayer, thought or study or if there is any dissent as to any candidate, such question or dissent shall be referred to the Senior Pastor and, at his discretion, to the Pastoral Staff for the making of a recommendation within thirty (30) days to the existing membership of the church.

The membership of this church shall consist of such persons as confess Jesus Christ to be their Savior and Lord and who:

1. after due examination by the church as to their Christian experience, and if coming from other churches, the receipt of an acceptable letter of recommendation;
2. have completed the approved membership class;
3. have been accepted by affirmation of the existing membership of the church and have been baptized; and
4. agree and enter into our church covenant.

#### SECTION 3. DUTIES

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. RIGHTS**

Members in good standing as defined in Sections 2 and 3 above may participate in the ministries of the church, vote in church business meeting, hold office and exercise leadership and service.

## **SECTION 5. TERMINATION**

Membership shall be terminated in the following ways:

1. Death;
2. Dismissal to another Baptist church;
3. Affiliation with a church of another denomination;
4. Exclusion by action of the church (Matthew 18:15-22);
5. By request of member desiring his/her termination; or
6. By not maintaining Section 3. Duties.

All requests for recommendations as to the termination of a member under item (4) of Section 5, shall first be brought to the attention of the Senior Pastor who shall, after consideration of the matter, either himself or by his duly appointed representative, confer with the individual subject to said termination and only after faithful efforts have been made to bring such member to repentance shall the Senior Pastor recommend to the existing church membership that the membership of said person be terminated.

The member subject to termination will be notified in writing by the Senior Pastor at least thirty (30) days prior to the recommendation that his/her membership be terminated. Such recommendation will be presented to the church at a church business meeting. Action to terminate will be taken upon an affirmative vote of a simple majority of the existing membership of the church attending the church business meeting.

## **SECTION 6. RESTORATION**

Any person whose membership has been terminated may be restored upon evidence of his/her repentance and reformation by recommendation of the Senior Pastor and affirmative vote of a simple majority of the existing membership of the church attending the church business meeting.

## **SECTION 7. RECORD OF MEMBERSHIP**

A recording secretary, at the direction of the Church Clerk, shall keep an accurate roll of all members, and insofar as possible, an up-to-date record of members' physical and email addresses.

# **ARTICLE II. CHURCH ORGANIZATION**

## **SECTION 1. GENERAL**

The church is both a spiritual body and a non-profit corporation under the laws of the State of Texas. The church is subject to the authority of Scripture in all matters and subject to the rules of duly constituted public authority (Romans 13:1-7). The church organization is to provide the mechanism for the orderly activity of the church body.

## SECTION 2. CHURCH BUSINESS MEETINGS

The church shall meet in regular worship services each Sunday at such times and place as may be determined by the Senior Pastor. Additionally, the church may meet at such other dates and times as may be deemed appropriate by the Senior Pastor for the purpose of worship, edification, and proclamation.

The church shall meet in regularly scheduled or duly called church business meetings for the purpose of conducting the business of the church. Church business meetings are to be scheduled by the Senior Pastor, the Chairman of the Board of Trustees, or others as provided by Texas law, as needed, by giving at least fourteen (14) days notice to the membership through verbal announcement during the regular Sunday morning worship service and printed announcement at the church, with optional additional announcement by electronic mediums. Items to be included on the agenda for such meeting shall be announced at least seven (7) days prior to the scheduled business meeting in the same manner.

A quorum for all regular and duly called church business meetings shall be composed of at least seventy voting members in attendance and entitled to vote to conduct business, except as otherwise provided in these Bylaws. A voting member must be at least 16 years of age. The date on which notice of the subject meeting is first given, shall also be the record date for such meeting.

The moderator at the church business meetings shall be the chief executive officer or his designee, provided the church has a Senior Pastor. If the church has no Senior Pastor or in the event the Senior Pastor or his designee is absent, the Chairman of the Board of Trustees, or in his absence, the Treasurer of the Board of Trustees, shall serve as moderator pro-tem and call the church to order.

It is further provided that any moderator, even though he may be present and acting as moderator, may be required to step down and another elected upon such moderator's request or upon a motion by any member present and approval by a simple majority of the membership in attendance at the meeting.

The moderator is to utilize the latest version of "Robert's Rules of Order" for the purpose of conducting meetings and may appoint a parliamentarian, if he determines such appointment to be appropriate.

The church shall conduct an annual meeting once during each church year. As needed, but no less than annually, the following matters shall be brought before the church in regularly scheduled or duly called church business meetings:

- a. Membership admissions and terminations;
- b. A slate of deacons to serve the church body as may be necessary to fill vacancies or to increase the size of that body;
- c. A slate of proposed members of the church committees as may be necessary to fill vacancies in these bodies;
- d. A slate of messengers to represent the body before local, state and national conventions of the Southern Baptist denomination;

- e. An annual church budget or any proposed change to the church's current budget;
- f. Any proposed change to the church Constitution and Bylaws;
- g. Any proposed action regarding the calling of a new Senior Pastor;
- h. Any proposal approved and proposed by the Board of Trustees; and
- i. Receive the most current financial report.

Except as detailed herein, any matter presented to the church business meeting for action shall require a simple majority vote of those voting members in attendance entitled to vote.

### **SECTION 3. CHIEF EXECUTIVE OFFICER**

The Senior Pastor shall be the Chief Executive Officer of the church as a corporation and, with those Trustees serving as corporate officers of the church, shall have general and active management of the operation of the church as a corporation. He shall be responsible for the administration of the church as a corporation, including general supervision of its policies.

### **SECTION 4. TRUSTEES**

The Board of Trustees shall consist of five (5) persons elected from the church membership and shall operate under the corporate name of the "Hillcrest Baptist Church of Dallas, Texas"

Eligibility Requirements for service as a Trustee: Any male, age twenty-one or over, with at least three (3) years of membership in Hillcrest Baptist Church, Cedar Hill; who meets the scriptural requirements as found in 1Timothy 3:8-13 and Acts 6:3; and other requirements stated on the trustee nomination questionnaire; is eligible to be nominated as a trustee.

The existing Board of Trustees will remain in service for the 2021 church year. Beginning with the 2022 church year, five (5) Trustees shall be elected by the church membership on recommendation by the Church Council. One shall be elected to serve for a five-year term, one shall be elected for a four-year term, one for three years, one for two years, and one for a term of one year.

Following the election to be held in the 2022 church year, the seat of the Trustee whose term is ending shall be open for election with a regular term of office of five (5) years. After serving a five-year term, at least one year must elapse before a Trustee is eligible for re-election.

Vacancies occurring in the Board of Trustees for any reason shall be reported to the Church Council. The Church Council shall then recommend to the church a suitable person to fill such vacancy for the remainder of the unexpired term. A Trustee is not required to be a Deacon.

Regular monthly meetings of the Board of Trustees may be held with or without notice. Special meetings of the Board of Trustees may be held on two (2) business days written notice deliverable in person or by email. The business to be transacted at, or the purpose of, a regular or special meeting of the Board of Trustees is not required to be specified in the notice or waiver of notice of the meeting. Quorum for meetings of the Board of Trustees shall be three and the vote of a simple majority of those in attendance is required for passage.

The duties of the Trustees are:

1. The Trustee officers as described below shall be legal representatives of the church and as such the President is given authority to execute deeds, debentures, mortgages, liens, Constitution and Bylaws, and other legal documents for the

church, with attestation by the Secretary, but shall have no authority or privilege to buy, sell, mortgage, lease, etc. any property of the church without prior approval of the church business meeting.

2. The Trustees shall have supervision and maintain any deeds, bonds, insurance policies and important papers of the church. They are further authorized to receive and disburse monies in accordance with terms of wills, bequests, and special instruments wherein the church is named beneficiary.
3. The Board of Trustees shall make a written report to the church as needed and said report may be incorporated in any annual report.
4. The Senior Pastor shall be accountable to the Trustees and an annual performance review will be conducted.
5. The Board of Trustees shall have the right to intervene and override any financial related matter they deem inappropriate.

## **SECTION 5. CORPORATE AND CHURCH OFFICERS**

In addition to the Chief Executive Officer, the corporate officers of the church shall be a President, Secretary, and Treasurer drawn from the Trustees of the church and shall be elected annually within that body. The following shall serve as both corporate and church offices:

1. **President:**  
The President of the corporation is to act as Chairman of the Board of Trustees and is to moderate meetings of that body. The President may not simultaneously serve as Secretary;
2. **Treasurer:**  
The Treasurer shall be charged with the oversight of the financial affairs of the corporation and shall have the responsibility to recommend action concerning the corporation's financial affairs to the Chief Executive Officer and/or Board of Trustees. In the absence of the President, the Treasurer shall assume the duties and responsibilities of the President.
3. **Secretary:**  
The Secretary shall keep minutes of all meetings of the Board of Trustees and have charge of the minute books and shall perform such other duties and have such other powers as may from time to time be delegated by the President of the Board of Trustees.
4. **Assistant Secretary and Assistant Treasurer:**  
These two (2) positions may be elected from the remaining Trustees as required by the business of the corporation.

Additionally, the church will designate the following position as a church officer:

5. **Church Clerk:**

- a) The Church Clerk will be elected annually by the church upon nomination of the Church Council from the church's existing members.
- b) The Church Clerk, or such Clerk's authorized designee, will be responsible for keeping an accurate record of all official actions of the church, preserve all official church records in a safe place, prepare minutes of all church business meetings, and ensure the Notices required by these Bylaws are properly given and posted for all Business Meetings.
- c) A church staff member may assist the Church Clerk in the duties of the office.

## SECTION 6. CHURCH COUNCIL

The Church Council is a seven (7) member committee consisting of the following positions as outlined below. The function of the Church Council is to examine and propose nominations for vacancies of committees in cooperation with the Senior Pastor and Staff. The Church Council will meet regularly, at a minimum quarterly, to work with the Senior Pastor on the vision and direction of the church. The Church Council shall set the agenda for each church business meeting. The Church Council shall determine, at its first meeting following the adoption of these Bylaws, the internal procedures for its operation. The Senior Pastor will serve as the Chairperson of the Church Council.

1. The Church Council will consist of the following positions:  
 Senior Pastor  
 Deacon Chairman  
 Executive Pastor or minister of education  
 Stewardship Committee Chairperson  
 Personnel Committee Chairperson  
 Missions Committee Chairperson  
 Trustee Chairperson  
**NOTE:** If a chairperson is unable to attend, their Vice Chairperson (or Treasurer if the Trustee Chairperson is unable to attend) should attend in their absence.
2. The Church Council will have oversight and approval over all the actions of these Committees – Stewardship, Personnel, Missions.

## SECTION 7. DEACONS

1. Functional Role: In accordance with the meaning of the word "deacon" as practiced in the New Testament, deacons are to be servants of the church. The function of the deacon is to serve with the Senior Pastor in performing the tasks of the church of worshiping, proclaiming, educating, and ministering.
2. Eligibility Requirements for service as a Deacon: Any male, age twenty-one or over, with at least one (1) year of membership in Hillcrest Baptist Church, Cedar Hill, as of the posted deadline, and who meets the scriptural requirements of a deacon as found in 1Timothy 3:8-13 and Acts 6:3, and other requirements stated on the deacon nomination questionnaire, is eligible to be nominated as a deacon.
3. Number of Active Deacons in Service: The number of deacons shall be based on the needs of the church as recommended by the Senior Pastor. The needs of the

church in regard to the number of deacons for the next church year shall be determined by the current year's Chairman of the Deacons with input from the current year's active deacon body and presented to the Senior Pastor as a recommendation.

4. Deacon Nominating Committee: The Deacon Nominating Committee, hereinafter referred to as "Committee," shall consist of a sufficient number of active deacons, consisting of the Chairman of Deacons and other members, to be chosen by the Senior Pastor and Chairman of Deacons. The Senior Pastor acts as a nonvoting moderator over the voting committee members. It is required for the Committee to consist of deacons who have served at least one year as a deacon at Hillcrest Baptist Church.

A. Deacon Nominating Procedure:

- i. Eligible men are reviewed and possibly selected for deacon service through a process of encouragement and spiritual discernment and not be judgmental or fault focused. We desire to encourage and exhort men into service as deacons. A church member may nominate as many individuals as they desire. The nominees will access a questionnaire prepared by the Committee. The questionnaire is to be completed and submitted to the Senior Pastor. Any questionnaires received after the posted deadline shall not be reviewed.

- ii. When all questionnaires are submitted by the nominees, the Senior Pastor's designee will secure anonymity of candidate by removing the personal identification sheets. A code will be assigned to each candidate and anonymous copies will be given to each member of the Committee for review.

- iii. The Committee shall evaluate the anonymous candidates on the basis of answers to the questions, the candidate's stated record of church membership, and the candidate's known compliance with the church's qualifications for Deacon service. Based on the total of all information received, the committee will make their selections of candidates to be interviewed for final evaluation and subsequent recommendation to the Senior Pastor.

- iv. The Committee shall interview each selected nominee individually. All information about each nominee is confidential and shall not be discussed with anyone outside of the Committee except for the Senior Pastor. The Committee must have unanimous affirmation of each interviewed nominee in order for that nominee to be presented to the Senior Pastor for approval.

- v. Upon approval by the Senior Pastor, the qualified candidates will be presented to the church at a church business meeting and the concurrence of a majority of the voting members casting a vote will be required to proceed with ordination.

- vi. Deacons not selected by the Committee shall be notified by the Committee with great care. The procedure shall be conducted in a manner that encourages and supports the individual for service everywhere in the church or may suggest mentoring support to prepare the individual for future deacon consideration and service.

5. Nomination Procedure for Deacon Chairman and Vice Chairman:

- A. The outgoing Deacon Chairman will select a candidate he wishes to succeed him as Deacon Chairman. He will present his candidate to the Senior Pastor for approval. Upon approval, the Deacon Chairman will ask the candidate to pray over becoming the new Deacon Chairman. This process shall occur in the fourth Quarter of the current church year. If the candidate chooses not to serve as Deacon Chairman, the process continues until a Deacon Chairman is selected.
- B. The Deacon Vice Chairman(s) is selected by the incoming Deacon Chairman. He may select up to two (2) candidates who have served at least one year at Hillcrest Baptist Church. He will also consult with the Senior Pastor before asking the candidates. Upon approval, the incoming Chairman will ask the candidate(s) to pray over being Deacon Vice-Chairman. This process shall occur in the fourth Quarter of the current church year. If the candidate(s) chooses not to serve as Deacon Vice-Chairman, the process continues until a Deacon Vice-Chairman is selected. No more than two Deacon Vice-Chairmen may be selected.

**SECTION 8. COMMITTEES**

- A. Standards for All Committees:
  - 1) Four (4) Year Terms
  - 2) A member of any committee must have been a member of the church for at least one (1) year.
  - 3) All committee members have voting rights, including Trustee and Staff
  - 4) Chairperson
    - i. Only votes in the event of a tie
    - ii. Position cannot be held by Staff
    - iii. One Year Term, but required to have served as Vice Chairperson the previous year
    - iv. If the Chairperson cannot or will not serve out their term, the Vice Chairperson will assume the position of Chairperson.
  - 5) Vice Chairperson
    - i. Position cannot be held by Staff
    - ii. One Year Term, but rolls up to the Chairperson position at end of term (Total commitment of two (2) years – one (1) year as Vice Chairperson and one (1) year as Chairperson)
    - iii. If the Vice Chairperson is required to assume the position of Chairman, a new Vice Chairperson will be nominated by the committee to assume the position of Vice Chairperson.
  - 6) Committee Secretary
    - i. Can be held by any member of the committee including Staff
  - 7) The committee will consist of six (6) persons
    - i. Staff Member - Appointed by Senior Pastor
    - ii. Trustee - Appointed by Trustee Chairman
    - iii. Four (4) members of church body - Nominated through Church Council and approved by the church body.

- 8) Length of tenure on a committee
  - i. Any person elected to serve on one of the Committees may not serve for more than four (4) consecutive years on that specific Committee.
  - ii. After a hiatus of at least one (1) year, a person may again be nominated for membership on the same Committee.

B. Stewardship Committee

- 1) The Stewardship Committee should function as a “check and balance” or “audit” for all financial decisions made by church staff, Committees, and Ministry Teams, but is not specifically a decision-making body.
- 2) The Stewardship Committee will be responsible to ensure that all of the church’s financial processes, practices, and reports are in line with biblical principles of faithful stewardship, are in line with the church’s current Bylaws and are being practiced in accordance with the Stewardship Committee’s current financial policies and procedures.
- 3) Budget Process
  - i. Relevant church leadership will work with the staff to derive a proposed budget that will be submitted first to the Stewardship Committee.
  - ii. Upon approval by the Stewardship Committee, the proposed budget will be submitted to the Church Council for review.
  - iii. Upon approval by the Church Council, the budget will be presented to the church at the next scheduled business meeting or at a special-called business meeting, if necessary, for the budget to be approved before the beginning of the next fiscal year.
  - iv. A vote to approve the annual budget shall require a two-thirds (2/3rds) vote of those voting members in attendance and entitled to vote.
  - v. The Stewardship Committee will review the financial operations of the church including cash receipts/counts, cash disbursements, overall cash management, accounting and internal controls, reviews by consultants or accountants, and will examine the church’s internal financial reporting on a regular basis.

C. Personnel Committee

- 1) The function of the Personnel Committee is to assist the Senior Pastor in determining the staffing and compensation levels of the church and with the consultation of the Senior Pastor or his designee, to propose staffing and compensation changes within the Stewardship Committee guidelines.
- 2) The Personnel Committee will be asked to advise and counsel the Senior Pastor in interviews of prospective staff members, job descriptions, employee benefit program considerations, and other personnel-related matters.
- 3) The Personnel Committee would be responsible for all hiring, removal, replacement, or realignment of church staff positions above the executive assistant and clerical positions with the consultation and approval of the Senior Pastor.

D. Missions Committee

- 1) The Missions Committee in cooperation with the Senior Pastor and Staff will help cast the vision for the missions ministry of the church. The Missions Committee will identify, develop, and oversee strategic mission projects and partnerships on behalf of the church; and in cooperation with the Senior Pastor and Staff will plan and implement mission education and support.
- 2) The Missions Committee, as part of the annual budget planning outlined in this document, will present a proposed budget for mission initiatives to be funded by estimated designated funds and by the regular church budget.
- 3) A report representing the actual designated missions revenue and expenses will be presented to the church alongside of regular church budget operating reports during church or church business meetings. The Stewardship Committee will define the format for the report.
- 4) The Church Staff will approve expense transactions which are included in the original missions budget presented to the church.
- 5) The Missions Committee in cooperation with the Stewardship Committee will be required to approve any expense transactions or initiatives not originally included in the missions budget.

## **SECTION 9. MINISTRY TEAMS**

- 1) The functionality of Ministry Teams (Hospitality/Decorating/etc.) will be utilized to clearly differentiate from the above Committees.
  - i. Ministry Teams will be “self-managed” and will add and remove members on their own as necessary to accommodate their needs.
  - ii. A staff member will be assigned to each ministry team to assist in providing structure and support for the team.
  - iii. The church staff will create or dissolve ministry teams as needed based on the needs of the church under the direction of the Senior Pastor.

## **ARTICLE III. PASTOR**

### **SECTION 1. SENIOR PASTOR**

By virtue of his calling and office, the Senior Pastor is the spiritual leader of the church and Chief Executive Officer of the church as a corporation. He shall be elected for an indefinite period of time and may terminate his position with the church by a notice of thirty days, or the church may terminate his position upon the recommendation of the Board of Trustees and the approval by at least a two-thirds (2/3rds) vote of those voting members in attendance and entitled to vote.

In the event of a vacancy in the position of Senior Pastor, a replacement or fill-in shall be considered by a Senior Pastor Search Committee consisting of five (5) persons elected by the church business meeting from nominations made from the floor of members in good standing and willing to serve. This committee shall consider the scriptural qualifications of potential Pastors. After due consideration, the Senior Pastor Search Committee shall recommend a man to the church for approval or disapproval by written ballot. Only one name will be considered at a time. Approval of at least ninety-percent (90%) of the voting members in attendance and entitled to

vote representing the acknowledgement of God's calling of the Senior Pastor. The duly called church business meeting should occur on a Sunday morning worship service.

The Senior Pastor shall serve as the senior preacher and senior Bible teacher by virtue of his calling. The Senior Pastor, or his designee, shall be considered an ex-officio member, without vote, of all Committees as Church Moderator. The Senior Pastor shall oversee the total ministry of the church. It is recommended that the Senior Pastor is to have a dedicated staff member that holds an executive position to oversee and manage the business operations of the church.

The Senior Pastor is solely responsible for the church staff who assume his delegated responsibilities. Each church staff member serves at the will of the Senior Pastor. The Senior Pastor may remove, replace, or realign existing church staff positions, as he deems necessary and appropriate in consultation with the Personnel Committee.

#### **ARTICLE IV. CHURCH MINISTRIES**

The ministries of the church are to be consistent with the Church Covenant and Articles of Faith. They are to be under the supervision of the Senior Pastor or his designated church staff member. In order for a ministry to be considered as a ministry of the church, it must be under the Scriptural authority of the church so as to ensure appropriate accountability, integrity, and management of such ministries.

#### **ARTICLE V. GENERAL**

##### **SECTION 1. LICENSING AND ORDINATION**

Any person recommended by the Senior Pastor having given evidence that he is called to the work of the ministry, may be licensed to preach. The Senior Pastor shall possess the sole right to convene an Ordination Council to examine the qualifications of a candidate and, in turn, advise the church as to the propriety of ordination. The final action to ordain such minister shall rest with the church upon recommendation of the Senior Pastor.

##### **SECTION 2. ADOPTION OF CONSTITUTION AND BYLAWS**

This Constitution and the Bylaws, shall be considered adopted and will become effective the 1st day of January, 2022 upon affirmative vote of the church business meeting as required by the immediately preceding Bylaws.

##### **SECTION 3. FISCAL AND CHURCH YEAR**

The church hereby adopts January through December as its fiscal year and church year.

##### **SECTION 4. AMENDMENTS**

This Constitution and Bylaws may be amended at any regularly scheduled or duly called church business meeting, with proper notice given, by a two-thirds (2/3rds) majority vote of those voting members in attendance and entitled to vote.

A copy of this Constitution and Bylaws shall, at all times, be kept by the Church Clerk along with amendments to or revisions thereof. Up to date copies shall also be maintained in the church offices and made available to any church member upon request.





265 W. Pleasant Run Road • Cedar Hill, Texas 75104  
phone. 972.291.3521 • website. [hillcrestbc.com](http://hillcrestbc.com)