

Baptist Churches of NSW & ACT

# **Belmont Baptist Church Constitution and Governance Rules**

**December 2019**

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# **Belmont Baptist Church**

## **Constitution and Governance Rules**

### **Preamble:**

As a fellowship of committed Christian believers we seek to honour God in all matters, most particularly in our relationship and dealing with others. We seek to handle all matters in a caring, thoughtful, gracious, Christian manner. We endeavour to hold fast to our Christian principles as outlined in the Statement of Beliefs. This Constitution provides a guide to the manner in which we operate as a Christian Fellowship. However, honour of God and respect for others come first in all circumstances.

### **Preface:**

### **AIMS AND PURPOSES**

In fellowship with one another, to worship God through the Lord Jesus Christ our Saviour and Mediator, and to honour Him with ourselves, our talents and our gifts.

To study the inspired Word of God that we might come to know and do God's Will more fully, both individually and as a Church.

To nurture Christians in an endeavour to deepen their spiritual experiences that Jesus Christ might be manifested in their attitudes and actions.

To maintain a local centre of evangelism and to bring others into a vital relationship with Jesus Christ as Saviour and Lord.

To serve for the betterment of our local community in the provision of a spiritual home and fellowship, Christian education and youth organisations.

To support Home and Overseas evangelism, both financially and prayerfully.

# **Belmont Baptist Church - CONSTITUTION**

## **1. INTRODUCTION**

Belmont Baptist Church was constituted on 4th September 1932. It shall be autonomous, affiliated with the Baptist Union of NSW and the local District Baptist Association, and shall consist of those persons who have become members in the manner hereinafter set forth.

The Church shall be governed on Congregational Government Principles with the Biblical principle of "The Priesthood of all Believers" as the basis.

Subject to The Baptist Union Incorporation Act, 1919, or any amendment thereof, the following Constitution and By-laws were adopted by the Church at a Members' Meeting held on the 1st day of December, 2019.

It is recognised that this Constitution and the By-laws are arranged for the guidance of officers and members and that the real spirit of the Church is manifested in the harmony of its members, guided by the Holy Spirit and seeking to conduct all business to the glory of God.

## **NAME**

This Church is named the Belmont Baptist Church and shall be affiliated with the Baptist Union of NSW.

## **2. DOCTRINAL POSITION OF THIS CHURCH**

This following is a summary of the doctrinal position of this church:

- The nature and unity of the Godhead
- The deity and humanity of Christ
- The Holy Spirit
- The divine inspiration of the Scriptures
- The sinfulness of people
- Christ's atonement for human sin
- The work of the Holy Spirit in salvation
- The Church
- The baptism of believers by immersion
- The communion
- The return of the Lord Jesus Christ
- The resurrection of the dead
- Rewards and punishments in a future state
- Marriage

(Refer to Addendum 2 for an expansion of these doctrines.)

### **3. MEMBERSHIP**

#### **3A. Eligibility for Membership**

- (a) Members shall be persons who give evidence of a sincere profession of faith in the Lord Jesus Christ who agree to hold to the doctrines set forth in this Constitution under the heading "Doctrinal Position of this Church" except possibly for the doctrine of the baptism of believers by immersion.
- (b) Associates.

Should a member (to be called an associate) not believe in the doctrine of the baptism of believers by immersion, then they must agree to this Church holding to this doctrine.

Further, a member who does not personally believe in the doctrine of the "baptism of believers by immersion" shall be restricted in the following five respects:

- (i) Not voting in relation to the call or removal of a Pastor of this Church;
- (ii) Not voting in relation to a property transaction by this Church;
- (iii) Not being a delegate of this Church to an Assembly of the Baptist Union of NSW;
- (iv) Not voting in relation to a Constitutional change;
- (v) Ineligible to hold office as Church Secretary, Church Treasurer, Deacon, Elder, Management Committee member or School Company member.

- (c) Associates will commence after the acceptance of this constitution.

#### **3B. Admission to Membership**

- (a) Applicants for membership shall apply to the Pastor or Secretary.
- (b) Members under 18 years of age may not vote.

#### **3C. Responsibilities of Membership**

- (a) To endeavour at all times, by God's grace, to remain true to their commitment to Christ.
- (b) To join regularly in the worship and witness of the Church.
- (c) To lead a life worthy of Christ in love, humility and peace, endeavouring to build each other up through encouragement, counsel and comfort.
- (d) To study the Scriptures in private and in groups as the Lord gives opportunity.
- (e) To express their gratitude to God, and their responsibilities as His stewards by contributing regularly and wholeheartedly to the financial support of the Church and the wider work of the Union of Churches or causes of an interdenominational or missionary nature.
- (f) To pray regularly in private and where possible in fellowship for the people and ministry of the Church and the family of Churches.
- (g) To support the Pastor and the Pastoral team in their work within the Church and community through prayer, and personal encouragement for their spiritual and material welfare.

## **4. PASTOR(S)**

### **4A. Appointment of Pastor(s)**

The Pastor(s) shall be a person whose credentials are acceptable to the Baptist Union of NSW and holds the doctrines set forth in this Constitution under the heading: "Doctrinal Position of this Church".

Where more than one Pastor is appointed, the Pastors shall comprise the Pastoral team in which one will be the Pastoral Team Leader, appointed by the Church. The Pastor or Pastoral Team Leader shall normally be ex-officio President of all organisations, although the responsibility may be delegated to another member of the team or member of the Diaconate.

Pastors will be appointed or removed upon 75% majority vote of valid votes cast by secret ballot at a meeting of which written notice has been given, and announced on the three Sundays preceding such meeting, the purpose of such meeting having been specified. The quorum shall be 60% to allow the meeting to proceed, and if a quorum is not available, subsequent meetings will also require the same 60%. Absentee votes, signed, received in writing by the Secretary one week before the meeting will be included in this vote only.

All *terms and conditions* of a call shall be conveyed to a Pastor in writing, having previously been clarified between both parties, together with full particulars of the Church and its development. Pastors may be called to a full time or part time ministry depending on needs and negotiations. Acceptance shall be made in writing to the Church indicating acceptance of terms of call.

The tenure of the Pastor may be terminated by two month's notice in writing by either the Pastor or the Church.

### **4B. Continuity of Leadership**

Should there be no Pastor/s, pastoral responsibilities will be assumed by the Elder/s. In the absence of the Pastor(s) and Elder(s), their respective responsibilities will be assumed by the Diaconate.

## **5. ORDINANCES**

### **5A Baptism**

The Pastor may baptise any believer upon application, or alternatively a member of the pastoral team, deacons, elders or member of the Church may baptise any believer upon approval of the Pastoral Team.

### **5B Communion**

Communion shall normally be observed at least once a month in each service. All believers in the Lord Jesus Christ shall be invited to take part in the communion

## **6. PROPERTY OWNERSHIP AND DISSOLUTION**

### **6A Property Ownership**

The Trustees of all Church property shall be the Baptist Churches of NSW Property Trust.

### **6B. Application of Church Assets and Income**

The assets and income of the church shall be applied solely in the furtherance of its charitable purpose and the advancement of religion and no portion shall be distributed directly or indirectly to the Members except as bona fide reimbursement of expenses incurred on behalf of the Church.

### **6C. Church Dissolution**

In the event of the Church being dissolved, the amount that remains after such dissolution and the satisfaction of all debts and liabilities shall:

- a) In the case of property held in trust pursuant to the Baptist Churches of NSW Property Trust Act 1984, be dealt with in accordance with that Act and in particular Section 29 which said trusts provide that no portion shall be distributed directly or indirectly to the members of the Church.
- b) In all other cases be transferred to the Baptist Union of NSW or to any other organisation with similar purposes and which has rules prohibiting the distribution of its assets and income to its members and which is exempt from income tax.

## **7. GOVERNANCE RULES**

The church shall conduct itself in accordance with the Governance Rules endorsed by the members.

## **8. ALTERATIONS TO CONSTITUTION**

No alteration shall be made to the Constitution except by a 75% majority of members present, eligible to vote, and voting at a meeting convened for the purpose.

The quorum for such a meeting shall be 40% of the membership

Any proposed change to the Constitution shall be given in writing as a Notice of Motion to the deacons and shall be distributed by the Secretary to all members not less than one month before the date of such meeting.

The Secretary of the Baptist Union of NSW shall be notified of any changes to this Constitution by the Secretary within 14 days of any decision being made by the Church.

# **Belmont Baptist Church – GOVERNANCE RULES**

## **1. OBJECTIVES**

The Church adopts as its objective, as declared in the New Testament, the glorification of God through:

- The inspiration and maintenance of active spiritual growth among its congregation by the regular holding of church services and communion.
- The proclamation of the truths of the Bible so that persons experience salvation.
- Teaching, training, discipling and baptising all who come to faith in the Lord Jesus so that they grow together in love, are loyal to each other and grow to maturity in Christ under the guidance of the indwelling Holy Spirit.
- Proclaiming the sole Lordship of Christ Jesus in the lives of the members of the congregation and seeking to fulfil His desires in the life of the community, nation and wider world through evangelism and other missionary enterprise.
- Assisting those who are in need, believing that social action and evangelism are mutually our response to the Gospel.

## **2. GOVERNMENT (ie Decision-making)**

- The Church shall be affiliated with the Baptist Union of NSW accepting its responsibility to support and share in the ministries undertaken by the Denomination.
- Recognising the headship of Jesus Christ and the leadership of the Holy Spirit, the Church shall be governed in line with the fundamental Baptist principle of the autonomy of the local Church and congregational government. That is, the decision making of this Church shall be vested in the body of believers who compose its membership.
- Notwithstanding this principle of autonomy, the Church recognises and sustains the obligations of mutual counsel and co-operation which are common among Baptist Churches. Therefore the Church will be interdependent as well as independent.
- The Church shall conduct itself in accordance with the Constitution endorsed by the members.

## **3. MEMBERSHIP**

### **3A. Members Roll**

A Members Roll and an Absent Members Roll shall be kept by the Secretary.

### **3B. Admission to Membership**

Applicants for membership shall be advised to the Church and visited by two members appointed by the Pastor or the Deacons to discuss their testimony to faith in Jesus Christ, membership responsibilities, the Church Constitution, Governance

Rules and the various ministries of the Church. A report shall be presented to the Pastor or the Deacons following the visitation.

Where the applicant for membership has been a member of another Baptist Church, letters of transfer or commendation shall be sought and taken into account by the Church when determining the application for membership.

The church leadership, (comprising Pastor(s), Elder(s) and Deacons) will consider and determine all membership applications, advising the church and accepting successful applicants into membership at the earliest convenience.

### **3C. Removal from Membership**

The Deacons, Elders or other appropriate body will prayerfully review the Members Roll annually.

Members who for a period of three months fail to participate in the Worship of the Church without satisfactory explanation or fail to honour other responsibilities of membership should be followed up by the Deacons. Where the failure to participate in the Worship of the Church relates to moving out of the district in which the Church is situated, then such members shall be transferred by the Elders/Deacons to an Absent Members Roll.

Where the failure to participate in the Worship of the Church relates to some reason other than moving out of the district or where the member in question fails to honour other responsibilities of membership, every effort shall be made to restore such members to worship and fellowship (Matt. 18:1517).

Where these efforts fail, the church may vote to remove their names from the Members Roll on a simple majority (50+) vote at a church meeting.

Members whose names are on the Absent Members Roll shall have no right to vote at any Church meeting.

The Deacons, Elders or other appropriate body will prayerfully review the Absent Members Roll annually, seeking to determine those members who should be restored to active membership; have their membership transferred to another Church or, if all reasonable actions have failed, have their name removed from the Absent Members Roll. The Church shall vote on this, requiring a simple majority.

### **3D. Transfer of Membership**

Any member in good standing may request that a letter of commendation be sent to another Baptist Church they wish to join. The Deacons may process the request, reporting their action to the next Church meeting for confirmation.

## **4. OFFENCE AND DISPUTE**

- (a) Where a member becomes an offence to the Church by reason of immoral or unChristian conduct, the Church will make every effort, in the spirit of love and meekness, to restore the member to fellowship (Matt. 18:15 - 17). Where such efforts fail, the Church may terminate, or suspend for a specified time, the membership. Termination or suspension of membership shall be only on the decision of a 75% majority of members present and voting at a Church meeting.

- (b) In the event of a dispute arising either between the members, the Pastor/s and

the members, or the Church and the Baptist Union, such dispute may, after every effort has been made to resolve it within the Church or through the services of Ministry Support and Development, be referred for decision to the Panel of Arbitrators elected by the Assembly, if agreed to by all parties of the dispute.

- (c) Matters of offence or dispute between members shall not be brought before the Church unless the parties have first complied with the direction of Matthew 18:15-17.

## **5. PASTORS, ELDERS AND DEACONS**

### **5A. Pastors**

When calling a Senior/Lead Pastor -

- (a) A special Pastoral Search Committee will be appointed by the Elders/Deacons and confirmed by the Church. The Pastoral Search Committee appointed by the Church shall call for nominations. Members of the congregation may make recommendations for discussion within the Committee by submitting a name, together with reasons supporting the recommendation, in writing to the Committee.
- (b) The Committee may advise the Baptist Union of the vacancy and seek advice and assistance from the appropriate denominational officer.
- (c) Should more than one name come before the Committee, discussion will continue until agreement is reached regarding the approach to one person.
- (d) The Committee shall communicate privately with this nominee and/or with the appropriate Union officer, to ascertain their willingness to allow their name to be placed before the Church.
- (e) Should this nominee be willing, the name shall be submitted to the Deacons to interview and present the recommendation to the Church. Only one name shall be before the Church at any one time.
- (f) In the event of an adverse vote, or a call or approach not being accepted, the above procedure shall be repeated until successful.
- (g) In the absence of a Senior Pastor, the Elders/Deacons shall submit the name of a suitable Interim Pastor to the Church, according to the needs of the Church. Voting requirements shall be the same as for the Senior Pastor.
- (h) As required the Elders/Deacons may submit to the Church suitable nominations for Pastoral Assistants. eg. Youth Pastor or associated roles. Voting requirements shall be the same as for the Senior Pastor.

### **5B. Elders**

The Church may appoint Elders from the members of the Church, who shall support the spiritual ministry of the Pastor/s and to share with the Pastor/s in the pastoral care of the Church. Members of the Church who are over the age of 21 years and who have been in membership for at least six months may be appointed to the office of Elder by the Church at the Annual Meeting.

The Biblical material, especially 1 Timothy 3:2-7, Titus 1:7-9 and 1 Peter 5:1-4, should be considered by the Church when appointing Elders. Only persons of known maturity, spirituality and gifts appropriate to the office shall be appointed upon attaining 75% majority of members present, eligible to vote, and voting at the Annual Meeting.

(Refer to Addendum 3 for an expansion of these criteria.)

Elders shall be responsible to the Church, in cooperation with the Pastor/s, to:

- (a) Assist in shepherding those who are part of or associated with the Church, willingly and ably encouraging and building up such people and being an example to the Church in Christ-like living;
- (b) Participate in the visitation, care, and support of all who attend the Church;
- (c) Participate in the preaching and teaching ministry of the Church when they are recognised as having these gifts and are invited to do so by the Pastoral Team Leader;
- (d) An Elder will not be a Deacon.

The term of office shall be three years with eligibility for reappointment.

## **5C. Deacons**

Members of the Church who are over the age of 21 years and have been in membership for at least six months may be appointed to the office of Deacon by the church at the Annual Meeting.

The number of Deacons to be appointed, shall be a minimum of 3 and a maximum of 8, who along with the Pastor/s shall be a committee to transact Church business, and shall have the oversight of the Church business, its members and auxiliaries. Nominees shall give evidence of spiritual maturity and fulfil the qualifications of 1 Timothy 3: 8 - 13.

The Deacons shall meet monthly and at other times as required. The Pastoral Team Leader may be the chairman or a chairman may be appointed from among the Deacons. A quorum at a meeting of the Diaconate shall be 50% of the elected Diaconate.

Where the number of nominations is equal to, or less than, the number of vacancies to be filled, Deacons shall be appointed with a minimum of 60% of members present, eligible to vote, and voting. Where the number of nominations exceeds the number of vacancies to be filled, 60% minus 2.5% for each nomination exceeding the number of vacancies will be used to calculate the minimum percentage required (to a minimum of 50%).

Deacons shall endeavour to attend all appropriate meetings connected with the Church, maintain discipline in the Church and be empowered to transact the routine business of the Church.

Deacons decided upon by the Church shall be elected for a term of two years. To assist with continuity, at least half the members shall retire annually, in rotation, and shall be eligible for re-election.

## **6. OTHER CHURCH APPOINTMENTS**

At their first meeting the Deacons will elect a Vice-chairman, Secretary, and Treasurer, submitting such elected persons to the next Church Business meeting for their approval.

### **6A. Secretary**

The Secretary shall ensure that adequate records of all Church, Deacons and Committee meetings are kept, conduct correspondence for the Church and generally deal with the business of the Church.

By means of an annual report and otherwise, he/she will ensure an adequate flow of information from the various Committees to the Church members.

The Secretary will keep an up-to-date Members Roll and Absent Members Roll of the Church, which will be available for members to scrutinise.

### **6B. Treasurer**

The Treasurer shall receive all monies for the Church and make such payments as may be directed. He/she shall keep a record of all financial transactions, keeping the Church informed through regular reporting.

The Treasurer shall present a Financial Statement and Balance Sheet to the Annual Meeting covering the income and expenditure for the previous year. Such statement shall be audited.

The Treasurer will prepare financial synopses as necessary for the leadership, which will also be presented to the membership at meetings, or periodically via other media as considered expedient. Such statements to cover the income and expenditure for the previous period, and year to date.

### **6C. Other Elected Roles**

Members may elect persons to such other leadership roles as the Church deems appropriate, in order to function effectively.

### **6D. Employees**

The Church members may, on the recommendation of the Diaconate, resolve to employ clerical or other paid support staff, in order to function effectively. The Diaconate shall determine the employment details of any such employee/s. All persons paid wages, salaries, stipends or other employment related benefits by the Church, are employees of the Church.

### **6E. Church Officers**

Pastor/s, Elder/s, Church Secretary, Treasurer and Deacons are the Officers of the Church. Such Officers will attend to the affairs of the Church within the framework of the Constitution and Governance Rules, and are responsible for the adherence to Laws and Legislation that are in force from time to time.

### **6F. Nominations**

Nominations for all elected positions shall normally be invited from members at least four weeks prior to the Annual Meeting. Nominations are to be in writing, signed by the nominee and the nominator, and handed or emailed to the Church

Secretary no later than immediately after the conclusion of the last Sunday service two weeks preceding the Annual Meeting.

#### **6G. Election of Officeholders to Fill Casual Vacancies**

In the event of any elected position holder being unable to fulfil their full term the church may appoint someone to fulfil the remainder of their term. In the event of an unexpected vacancy, the Diaconate may appoint an interim until the next Church meeting.

Nominations for casual vacancies during the year shall normally be invited from members at least two weeks prior to the Church Meeting at which the elections will be held. Nominations are to be in writing, signed by the nominee and the nominator, and handed to the Church Secretary no later than after the conclusion of the last Sunday service preceding the Church Meeting.

#### **6H. Removal of Officeholders**

Anyone elected to office, other than a Pastor, may be removed from office by a simple majority of the members present at a Church meeting.

### **7. CHURCH MEETINGS AND PROCEDURES**

#### **7A. Meetings**

Church meetings shall be held as required.

Church meetings may be convened by the Pastor/s, or upon requisition signed by 10% of the members or a majority of the Deacons. A meeting may be called for a special purpose and only consider matters of which written notice has been given.

Notice of all Church Meetings shall be given at all services on at least the two Sundays prior to the meeting.

An Annual Meeting shall be called each year to receive reports and conduct elections as herein prescribed, such meeting to be within the last quarter of the calendar year. The Church Financial Year will close on 30 June each year.

In the absence of a Pastoral Team Leader, an Elder or one of the Deacons or a member of the Pastoral Team, then another Church member shall be elected to preside. Alternatively, for special reasons, in consultation with Ministry Support and Development of the Baptist Union of NSW, an outside chairperson may be appointed. Such a chairman shall be a member in good standing in a Church affiliated with the Baptist Union of NSW.

The Church Meeting shall be a meeting of those persons on the Members Roll.

The quorum at the Annual Meeting shall be forty percent (40%) of the members. In the event of the annual meeting having to be recalled by lack of a quorum, then, the quorum at such recalled annual meeting shall be thirty percent (30%) of the membership.

Non Church members may be invited to be present at and to take part in the whole or any part of a Church Meeting, without the right to vote.

#### **7B. Procedure**

All matters affecting the management and general interests of the Church shall be submitted to the Deacons before presentation to the Church.

Except in the case of the election of the Officers of the Church, where voting shall be by secret ballot, voting shall be by voices or show of hands, or as determined by the chairperson. The chairperson may only exercise one vote.

Any person who has a financial or other pecuniary interest in a matter which the Church wishes to discuss, shall retire from the meeting during such portion of the discussion as the majority of the members present shall determine.

## **8. CONFIDENTIALITY**

If a matter is declared confidential, it will be treated as confidential by all who attend a Church Meeting, until such time as the matters discussed have been made public by a person authorised by the Church, or the Diaconate, to do so.

## **9. CHURCH ORGANISATIONS**

The Pastoral Team Leader has the discretion to preside at all meetings of the Church, Deacons and Church organisations.

All organisations associated with the Church shall formulate and present, for approval to the Deacons, guidelines governing their operations annually.

The leader of each Church organisation shall normally be elected by the Church at the Annual Meeting, upon nomination from the respective organisations, provided that any Church member may submit a nomination.

All organisations, shall submit to the Deacons the names of all appointees to their various offices, other than those elected at the Annual Meeting. The Deacons shall then submit a report to a Church meeting that shall have the right to discuss and confirm appointments.

## **10. GENERAL**

### **10A. Property**

Church buildings and property shall not be used or occupied by people or organisations for any purpose except with prior consent of the Secretary, who may give such consent in accordance with the decisions and guidelines laid down by the Church.

### **10B. Insurance**

Insurances policies, as recommended by the Baptist Union of NSW, will be held by the Church. Property and Property Contents related policies will have "insured values" which fairly approximate the replacement value of the property and contents insured.

### **10C. The Ministry**

The ministry of the Church shall be supported and expenses met by voluntary contributions, or any other method approved by members. Cheques and other payment modalities shall be authorised on behalf of the Church by two members of

the Diaconate, or a member appointed by the Diaconate, in conjunction with a member of the Diaconate.

#### **10D. Auditor**

An auditor shall be appointed by the Deacons and shall audit the financial records of the Church for presentation at the Annual Meeting.

#### **10E. Other**

In order to satisfy the requirements of the Incorporation Act and the Property Trust Act, only persons who have been baptised as believers by immersion can:

- be called as a Pastor
- be a delegate to Assembly
- be entitled to vote on a resolution concerning property (see Section 42 of the Property Trust Act)

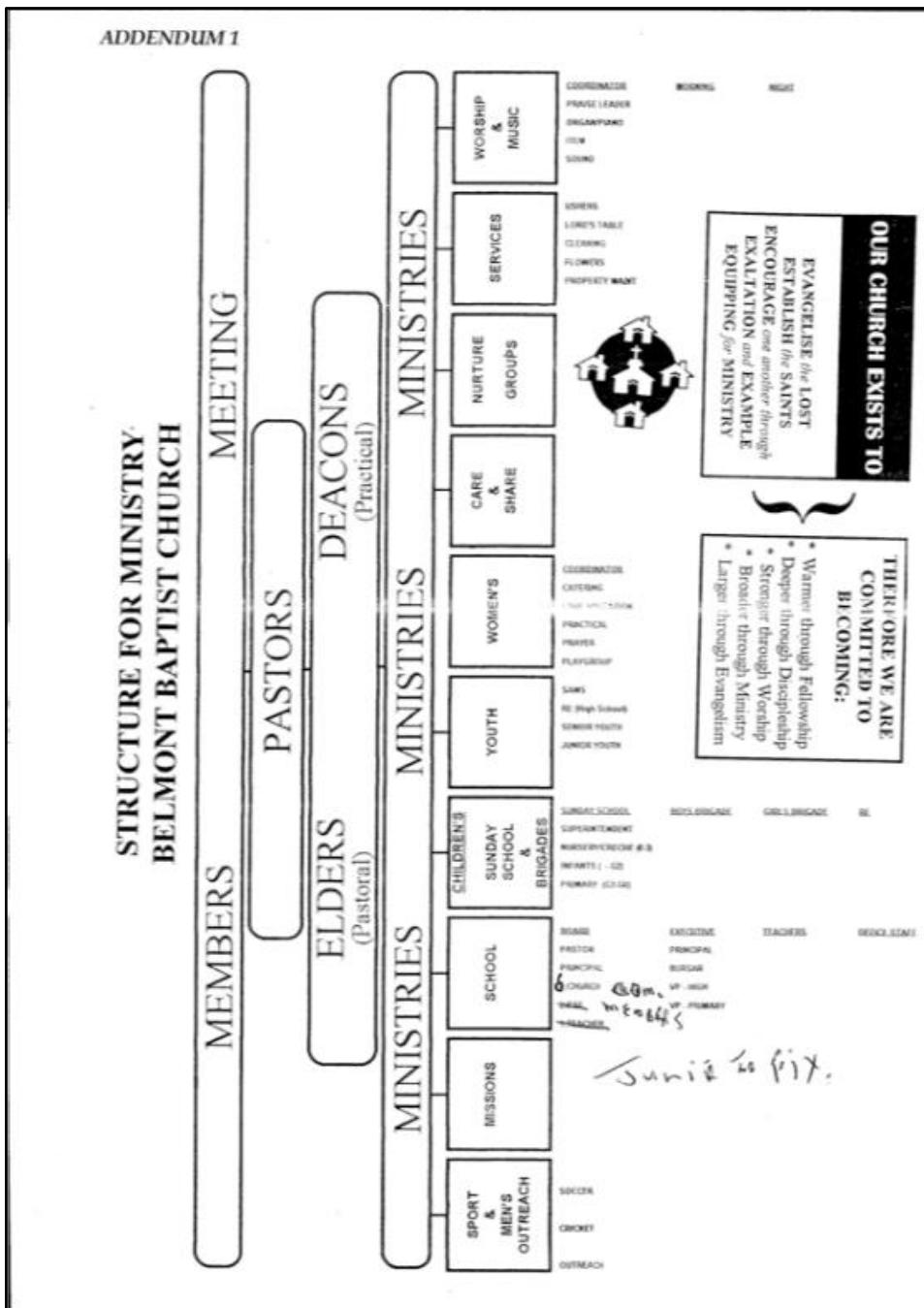
### **11. ALTERATIONS TO GOVERNANCE RULES**

No alteration shall be made to the Governance Rules except by a simple majority of members present, eligible to vote, and voting at a meeting.

The quorum for such a meeting shall be 40% of the membership.

Any proposed change to the Church Governance Rules shall be given in writing as a Notice of Motion to the Deacons and shall be distributed by the Secretary to all members not less than one month before the date of such meeting.

## **ADDENDUM 1**



## **ADDENDUM 2 (Constitution – paragraph 2)**

### **Statement of Beliefs**

#### **The Nature and Unity of the Godhead**

There is one God Who is eternal personal Spirit. He is infinite in power, wisdom, holiness and love. God is Triune in essential being and revealed to us as Father, Son and Holy Spirit.

#### **The Deity and Humanity of Christ**

Jesus Christ as the second Person of the Godhead is eternally one with God the Father of whose person and glory Jesus is the accurate expression. To become human He was conceived of the Holy Spirit and born of the virgin Mary, so that two whole and perfect natures, the nature of God and human nature, were united in one Person; truly God and truly human.

#### **The Holy Spirit**

The Holy Spirit as the third Person of the Trinity is eternally one with the Father and the Son yet He is sent by Them to achieve the divine purpose in the world and in the Church.

#### **The Divine Inspiration of the Scriptures**

The Scriptures, consisting of the sixty-six books of the Old and New Testaments, are the infallible Word of God. They were written by holy people of God inspired by the Holy Spirit and have supreme authority in all matters of faith and conduct.

#### **The Sinfulness of People**

People were made in the image of God and for fellowship with God. By transgression of God's command humankind fell from fellowship with God and their nature was corrupted. As a consequence all people are spiritually dead under Satan's dominion and control and subject to God's wrath and condemnation. Therefore, apart from God's grace, people are helpless and hopeless.

#### **Christ's Atonement for Human Sin**

In order to redeem people from the guilt, penalty and power of sin, Jesus Christ became human and died a sacrificial death as our representative substitute. By His resurrection, God's acceptance of His atoning death was demonstrated. This atonement is sufficient for the whole world, but effective only in those who receive it. The sinner is justified and reconciled to God, not through any personal merit, but solely on the basis of God's gracious gift of salvation in Jesus Christ received through faith.

#### **The Work of the Holy Spirit in Salvation**

The ministry of the Holy Spirit is necessary for the acceptance of God's provision of salvation. The Holy Spirit convinces sinners of their sinfulness, leads them to personal faith in Jesus Christ as Lord and Saviour and so brings them to spiritual birth as God's children and to fellowship in Christ. Working within the life of believers the Holy Spirit makes real the presence of Christ, witnesses to their relationship with God, leads into all truth, bestows gifts for effective service and produces graces for holy living.

## **The Church**

The Church is the body of people whom God has separated from the world through faith in Jesus Christ as their Lord and Saviour. All regenerate persons are members of the universal Church of God which takes local form wherever groups of believers unite for worship, fellowship and service in accordance with scriptural principles. All believers are called to a priestly ministry in the offering of spiritual sacrifices and sent into the world to be witnesses. God calls individuals to positions of oversight and leadership or to special ministries. The Church recognises such by ordaining pastors, commissioning missionaries, appointing deacons and other leaders, following New Testament practice.

## **The Baptism of Believers by Immersion**

Baptism is an ordinance of the Lord Jesus Christ. It is a public declaration of a person's faith in Jesus Christ as Lord and Saviour. In accordance with New Testament Scripture it should be administered only by total immersion which symbolises the believer's identification with Christ in death, burial and resurrection, the remission of sins and the believer's dedication of himself to God to live and walk in newness of life.

## **The Communion**

The Lord's Supper is an ordinance of the Lord Jesus Christ instituted by Him to be celebrated with the elements of bread and wine by believers in Christ until the end of the age. It commemorates and declares our thanks for the Lord's substitutionary death. The celebration of the ordinance expresses our fellowship with and in the Lord Jesus Christ as members of the Body of which He is the Head.

## **The Return of the Lord Jesus Christ**

At the end of this age, according to His promise, Jesus Christ will return personally and visibly in His glory to the earth. The full consummation of the Kingdom of God awaits His return.

## **The Resurrection of the Dead**

At the end of the age, there is to be a resurrection both of the righteous and the unrighteous. After death people's bodies return to dust, but their spirits return immediately to God - the righteous to be with Him and the unrighteous to be reserved for the judgment.

## **Rewards and Punishments in a Future State**

God has appointed a day of final judgement for the world. At that time Jesus Christ will judge every person and each will receive reward or punishment according to their deeds. Those judged righteous, in their resurrected and glorified bodies, will receive their reward and will dwell forever in Heaven with the Lord. The unrighteous will be consigned to Hell, the place of everlasting punishment.

## **Marriage**

We believe that according to the Bible, marriage is ordained by God to be between one man and one woman (Genesis 2:21-24; Matthew 19:4-6).

## **ADDENDUM 3 (Governance - paragraph 5B)**

### **ELDERS CRITERIA**

#### **FOR AN ELDER**

The teaching of the New Testament is for the Church to be led by a plurality of qualified men who unanimously, equally, and autonomously shepherd the local Church. Elders, as the spiritual overseers of the Church, are to:

- determine Church policy (Acts 15:22);
- ordain others (1 Timothy 4:14);
- exhort and refute (Titus 1:9); and
- act as shepherds, setting an example for all (1 Peter 5:1-3).

First Timothy 3:1-7 and Titus 1:5-9 give these qualifications for one who holds the office of an elder:

#### **He Must Be Above Reproach**

All other qualifications support this one as the single, overarching qualification. To be above reproach speaks of having an unquestionable and irreproachable character. There must be no blight of any kind of sin that taints his reputation or puts his character in question. That is not to say that he is perfect, but there must not be any obvious defect in his character.

#### **He Must Be A One-Woman Man**

He is to be devoted solely to his wife. He is to love, desire, and think only of the wife that God has given to him. This does not exclude single men, but is a qualification that speaks of moral purity.

#### **He Must Be Temperate**

He must deny any excess in life that diminishes clear thinking and sound judgment. He is to be well-balanced, calm, careful, and steady, not self-indulgent.

#### **He Must Be Sober-Minded**

He is to be serious about spiritual things, not frivolous. He is to avoid excess so that he can see things clearly, and that clarity of thought leads to an orderly, disciplined life.

#### **He Must Be Well-Organised**

He is to approach all aspects of life in a systematic, orderly manner and fulfil his duties and responsibilities diligently. He is to have a disciplined mind that produces disciplined actions.

#### **He Must Be Hospitable**

He is to show kindness to strangers. He is to be generous and caring towards others, using what he has to serve them.

#### **He Must Be Able To Teach**

He must be skilled in communicating God's Word and have the integrity to make his teaching believable.

**He Must Not Be Given To Wine**

He is not to have the lifestyle of a drinker or be characterised by a belligerent, negative temperament and quarrelsome attitude that is associated with drunkenness.

**He Must Not Be A Fighter**

He is not to be quick-tempered or resort to verbal or physical abuse. He must be able to handle things with a cool mind and gentle spirit.

**He Must Be Gentle**

He is to be patient, considerate, genial, forbearing, and gracious. He must not seek to domineer others.

**He Must Not Be Quarrelsome**

He is to be a peacemaker, not contentious or argumentative. He is not to be offensively aggressive and will not insist on his rights. He is to keep his temper under control.

**He Must Be Free From The Love Of Money**

He is not to have his attention fixed on monetary rewards. He is not to be preoccupied with amassing material possessions or involved in shady business practices.

**He Must Maintain A Godly Family**

He must be able to demonstrate spiritual leadership in the context of his family before he can lead in the Church. He is to have an unblemished and exemplary home life, with his children being respectful and under control.

**He Must Be Well-Respected ... By Non-Christians**

His character is to be certified by the testimony of those who are not in the Church. He should have a reputation for integrity, love, kindness, generosity, and goodness among those in the community who know him. He must not be self-pleasing. He is not to be self-willed or arrogant. He is not to be a headstrong, stubborn man who demands his way without regard to others.

**He Must Love What Is Good**

He is to be devoted to all that is good and beneficial. He is to be an advocate of everything worthwhile.

**He Must Be Just**

He is to be upright in his dealings with men. His conduct in relation to others must conform to the standard of right.

## **ADDENDUM 4 (Governance - paragraph 5C)**

### **DEACONS CRITERIA**

#### **FOR A DEACON**

The New Testament uses three primary words that refer to deacons:

- diakonos, which means "servant";
- diakonia, which means "service"; and
- Diakoneo, which means "to serve".

The original use of this group of words might have been specific, meaning the service of waiting on tables or serving people food. But it broadened beyond that and came to mean any kind of service. While all believers are to be characterised by service, some have been specially gifted by the Spirit of God to serve (cf. Romans 12:7, Romans 16:1). Only in 1 Timothy 3 is there a specific discussion of the office of deacon (vv 8-12).

Deacons are equally qualified with elders in terms of character and spiritual life. The one difference between their qualifications is that an elder must be able to teach, but the deacon does not have to be. The elders oversee the work of those who serve the Lord, and they are assisted in their work by deacons. The basic offices of a Church do not need to be any more sophisticated than that. The qualifications for deacons can be divided into two categories:

- personal character, and
- spiritual character

#### **Personal Character**

##### **Dignity ..**

The Greek term translated "dignity" means "worthy of respect, stately, dignified". It denotes a seriousness of mind and character. A deacon must be worthy of respect and serious-minded, not treating serious things lightly.

##### **Not Be Double-Tongued ..**

Deacons should be consistent and righteous in what they say. They are not to be one who says one thing to one person and something else to another. They know how to bridle their tongue and are not malicious gossips.

##### **Not Be Addicted to Much Wine ..**

Deacons are characterised by clear thinking and self-control.

##### **Must Not Be Fond of Gain ..**

Deacons' goals in life are not to be monetary. 1 Timothy 6:9 says that a pervasive desire for financial gain corrupts.

## **SPIRITUAL CHARACTER**

### **Doctrinally Sound ..**

1 Timothy 3:9 says that deacons must hold "to the mystery of the faith with a clear conscience". "The faith" refers to the whole of Christian truth. The spiritual character of a deacon begins with an affirmation of New Testament doctrine. A "clear conscience" is the result of obeying the truth. A deacon must hold to the faith and apply the truth in their life.

### **Active in Service ..**

Verse 10 says, "Let these also first be tested; then let them serve as deacons". The verb translated "be tested" speaks of an ongoing test, not a single test or probationary period. The test is an ongoing general assessment by the Church of their service to Christ. Before being affirmed as a deacon, they must prove themselves to be faithful in serving the Lord.

### **Morally Pure ..**

Deacons lives are to be "beyond reproach" (v.10). Like an elder, a deacon must be morally pure, having an irreproachable character. Verse 12 echoes the standard of moral purity, for it says, "Let deacons be husbands of only one wife". Deacons must be totally consecrated and devoted to their spouse.

### **Lead a Godly Family ..**

Verse 12 also says that deacons must be a good manager of their children and household. The proving ground for leadership is how they manage their children and home, and the way they care for their children and home is an excellent indicator of their ability to care for God's Church.

Although specific personal and spiritual qualifications must be met by those in the offices of elder and deacon, that does not mean the standard is lower for anyone else in the congregation. The qualifications should be a goal and guideline for every believer.

Everyone should seek to have those character qualifications in his/her life - whether he/she is a recognised, office-holding believer, or simply a servant to the Body of Christ.

## **ADDENDUM 5**

### **BELMONT BAPTIST CHURCH .. SPORTING TEAMS**

#### **FORMATION OF TEAMS**

Sporting Teams are set up and operated by the Belmont Baptist Church for the purposes of fellowship and outreach as an arm of this Church's Ministry.

#### **GUIDELINES FOR THE ESTABLISHMENT AND FUNCTIONING OF SUCH TEAMS**

##### **1.0    Officers**

The Officers of each Sporting Organisation shall be:

- (a) The President
- (b) The Secretary/Treasurer

##### **1.1    Election of Officers**

- 1.1.1 Each organisation will elect a President and Secretary/Treasurer and submit their names to the Church for endorsement.
- 1.1.2 All Officers are to be Members of the Belmont Baptist Church, or recommended by the Diaconate to the church.

##### **1.2    Function of Officers**

- 1.2.1 The President will be responsible for all activities in relation to the teams.
- 1.2.2 He/She will liaise with the Church regarding all Team activities.
- 1.2.3 The Secretary/Treasurer will be responsible for finance and publicity.
- 1.2.4 He/She will report regularly to the Church through the Associate Pastor.
- 1.2.5 In accordance with Church procedure, the Secretary/Treasurer will submit an Annual Report to the Church.

##### **1.3    Coaches**

Coaches for each team will be appointed by the President of the organisation.

##### **1.4    Players**

Players must abide by the Team Rules which are appended.

## **2.0 CHURCH AFFILIATION**

- 2.1** Sporting Teams are a part of the Church's Outreach.
- 2.2** The Church needs to be informed of all fixtures, functions and results. This information should be conveyed through the Associate Pastor, or co-ordinator (appointed by Diaconate).
- 2.3** Training or games are not to take place on Sunday.
- 2.4** Training is not to take place at a time that will clash with another Church function, without permission.
- 2.5** The Church reserves the right to exclude any Coach or Member of the playing team from the organisation if they are found breaching the Rules, or are a consistent bad witness for the Church.

## **3.0 FINANCE**

- 3.1** Finance should be raised by fund-raising activities.
- 3.2** All fund-raising should be in line with our Church's principles.
- 3.3** The Secretary/Treasurer will be responsible for keeping an accurate record of receipts and payments.
- 3.4** Financial Books are to be audited annually by the Church

## **4.0 DISCIPLINE**

- 4.1** A Disciplinary Committee shall operate in respect of each Sporting Organisation and will consist of:
  - (a) Pastor(s)
  - (b) President of the Organisation
  - (c) Church Secretary
- 4.2** Any swearing or blasphemy on the field of play or sideline, or at practice, reported by a Club Official or Club Representative, will result in that person having to appear before the Church Disciplinary Committee,
- 4.3** No alcoholic drinks are to be consumed at any ground of play associated with the team, by the team, at any time.
- 4.4** Practice times are to be adhered to unless unable to do so for some acceptable reason. If not at practice, then the president and coach have the right not to include such a player in their team.

- 4.5** No player is allowed to play until all Registration Fees are paid, and players must also pay the treasurer before the game, the fees being due on that day.

**THIS TEAM IS AN ORGANISATION OF THE BELMONT BAPTIST CHURCH,**  
so let us remember that at all times we are representative of this Church,  
whether on the field, sideline, or at practice.

**THESE RULES AND GUIDELINES** are to be read to the Team at the  
commencement of each Season.

## ADDENDUM 6

### BELMONT BAPTIST CHURCH OUR STATEMENT OF PURPOSE

**1. EVANGELISE** the lost -

Acts 1:8b      Jerusalem    =Mission               ...Luke 24: 47  
                    Judea  
                    Samaria  
                    Uttermost      Missions               ... Matthew 28:19&20a

**2. ESTABLISH** new believers –

Colossians 2:6&7

**3. ENCOURAGE** excite one another to love and good works – **Exaltation & Example**

Hebrews 10:24

**4. EQUIP** the Saints -

Ephesians 4: 11-13

### OUR MINISTRY VALUES

**We will carry out our ministries in accordance with these core ministry values.**

Evaluation We are committed to evaluating everything we do on the light of our values and mission.

Excellence We are committed to doing everything with excellence.

Relevance We are committed to culturally relevant ministry.

Integrity We are committed to honesty, transparency and accountability.

Acceptance We are committed to recognising the God-given value of every individual.

Risk We are committed to the challenge and risk of change under the leadership of the Holy Spirit.

Stewardship We are committed to the wise investment of all our God-given resources.

Example We are committed to leading by example.