



QUEST

Class 1.0—4.0
Student Copy

STUDENT NAME: _____

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Objectives

Our objectives are:

- To ensure that you have a _____ understanding of the right way to _____ with God.
- To help you _____ good biblical study habits so that your soul will be _____ changed for Christ.
- That you know our _____, _____ and _____ and how you can partner with God to achieve them.

Personally Connected & Radically Changing



FMBC VISION FRAME

Measures: L.I.F.E.:

L – Learning & living every day, all day according to God’s word.

I – Intentionally investing in & inviting others to God’s family.

F – Faithfully giving our time, talent, & treasure to God’s kingdom.

E – Experiencing God’s power & presence through praise & worship.

Core Values:

Radical Hospitality

Demonstrated by our creating inviting atmospheres where all people are welcome.

Cultural Relevance

Demonstrated by our engaging a changing world with an unchanging message.

Sincere Relationships

Demonstrated by our being faithful & intentional about having Christlike relationships with all people.

Mutual Respect

Demonstrated by our recognizing the differences of all people in a Christlike manner.

MEASURES

VISION:

By 2028 to radically change 1,500 souls for Christ, who will infuse help & hope into thousands of lost & hurting souls locally & millions globally.

VALUES

MISSION

Mission:
To connect all people to Christ & His community.

STRATEGY

Strategy: People connect to us:

- Through Worship
- Through Serving
- Through Growth (attending a growth group)

Tagline: “Let’s get connected and do LIFE together!”

Class Schedule

Quest Classes

April 26th @ 11:30 am	QUEST CLASS 1.0	Min. Charles Corbin
May 3rd @ 11:30 am	QUEST CLASS 2.0 (Plunge)	Min. Charles Corbin
May 10th @ 11:30 am	QUEST CLASS 3.0	Deacon Carl & Sis. Alice Springs
May 17th @ 11:30 am	QUEST CLASS 4.0	Min. Fred Womble
May 24th @ 11:30 am	QUEST CLASS 5.0	Sis. Lesli Corbin

Ephesians 2:1-9

¹As for you, you were dead in your transgressions and sins, ²in which you used to live when you followed the ways of this world and of the ruler of the kingdom of the air, the spirit who is now at work in those who are disobedient. ³All of us also lived among them at one time, gratifying the cravings of our flesh and following its desires and thoughts. Like the rest, we were by nature deserving of wrath. ⁴But because of his great love for us, God, who is rich in mercy, ⁵made us alive with Christ even when we were dead in transgressions—it is by grace you have been saved. ⁶And God raised us up with Christ and seated us with him in the heavenly realms in Christ Jesus, ⁷in order that in the coming ages he might show the incomparable riches of his grace, expressed in his kindness to us in Christ Jesus. ⁸For it is by grace you have been saved, through faith—and this is not from yourselves, it is the gift of God— ⁹not by works, so that no one can boast.

I. The _____ we need God to save us.

How does Paul describe the Ephesians in v. 1? _____

What does it mean to be dead? _____

Why does Paul call them "dead" even though they were alive? _____

What do you think is meant by "transgresses and sins"? _____

What do you think is meant by " when you followed the ways of this world "? _____

What are some acceptable behaviors or attitudes that you think go against God's word? _____

Quest 1.0: How Can You Connect With God?

Who are the "ruler of the kingdom of the air" and "spirit" spoken of here? _____

In v.3, what is an additional promoter of our sin? _____

What should be the consequences of our flesh-satisfying behaviors, desires and thoughts? _____

Describe in your own words the nature of those who are spiritually dead. _____

Based on the above verses, where would you be if you were left to your own devices? Explain. _____

II. The _____ God used to save you.

Verse 4 begins with the word "but." What is the significance of this contrasting term? _____

What does it mean that God is "rich in mercy"? _____

Why? _____

Quest 1.0: How Can You Connect With God?

How does God's mercy relate to "His great love"? _____

What do you think it means that God "made us alive with Christ"? _____

What do you think the statement "even when we were dead in transgressions" means and how does this relate to us being saved by grace? _____

What is grace? _____

What do you think is the significance of our being raised up with Christ? _____

What does it mean: *and seated us with him in the heavenly realms in Christ Jesus?* _____

III. The _____ of our being saved.

What is the point of salvation being "the gift of God"? _____

Quest 1.0: How Can You Connect With God?

LIFE ADVICE: Sin's work against us is no _____ for God's work
in _____!

Why is it important that "no one can boast"? _____

The Christian message acknowledges that we are _____ *in our sins*, _____ *to our Maker, and* _____ *for* _____.



LIFE APPLICATION: _____

ASSIGNMENT:

Spend 15 minutes a day studying for Quest 2.0.
Read Romans 6:1-4 and answer all the questions in Quest 2.0.

The first step in doing LIFE together at First is to develop good study habits so that you can **Live** every day, all day according to God's word.

Don't forget to do LIFE Together:



L—Learning and living according to God's word every day, all day.



I—Inviting and investing in others to God's family.



F—Faithfully giving of our time, talent, and treasure to God's Kingdom.



E—Experiencing God's power and presence in praise and worship.

State the Mission and Vision Statements together at the close of class:

"Our mission is to connect all people to Christ and His community."

"Our vision is to see souls radically changed by Christ for Christ locally and globally."

CLOSING PRAYER

24-HOUR, 7-DAY CALENDAR

Month: _____

Week: _____

Time	Sun	Mon	Tue	Wed	Thu	Fri	Sat
1:00 AM							
2:00 AM							
3:00 AM							
4:00 AM							
5:00 AM							
6:00 AM							
7:00 AM							
8:00 AM							
9:00 AM							
10:00 AM							
11:00 AM							
12:00 PM							
1:00 PM							
2:00 PM							
3:00 PM							
4:00 PM							
5:00 PM							
6:00 PM							
7:00 PM							
8:00 PM							
9:00 PM							
10:00 PM							
11:00 PM							
12:00 AM							

Quest 2.0: How You Respond to God's Great Love For You

Romans 6:1-4

¹ *What shall we say, then? Shall we go on sinning so that grace may increase? ² By no means! We are those who have died to sin; how can we live in it any longer? ³ Or don't you know that all of us who were baptized into Christ Jesus were baptized into his death? ⁴ We were therefore buried with him through baptism into death in order that, just as Christ was raised from the dead through the glory of the Father, we too may live a new life.*

I. Our _____ to continue to live in sin.

What is the basic reason why we should abandon sin? _____

II. Our _____ is with Christ not with sin.

What does **baptize** mean? _____

What does **baptized in Christ's death** symbolize about our relationship to Christ? (6:3) _____

LIFE ADVICE: A true follower is a person who _____ .

III. Our _____ to follow Christ not sin.

What does being raised up from the dead proclaim? _____



LIFE APPLICATION:

So, who should be baptized?

Our Baptism schedule is as follows: _____

Who should you invite to your baptismal service? _____

Should you come to other baptismal services? Why or why not? _____

Our Right Hand of Fellowship schedule is as follows: _____

Who should you invite to your Right Hand of Fellowship service? _____

Should you come to other Right Hand of Fellowship services? Why or why not? _____

BOTTOM LINE: Our new _____ in Christ demands a new _____.

ASSIGNMENT:

Spend 20 minutes studying for Quest 3.0.

Read Acts 2:42-47 and answer all of the questions in Quest 3.0.

Complete Guest Invite Form and return to class.

Continue doing LIFE Together:



L—Learning and living according to God's word every day, all day.



I—Inviting and investing in others to God's family.



F—Faithfully giving of our time, talent, and treasure to God's Kingdom.



E—Experiencing God's power and presence in praise and worship.

State the Mission and Vision Statements together at the close of class:

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"Our vision is to see souls radically changed by Christ for Christ locally and globally."

CLOSING PRAYER

Quest 2.0: Further Instructions

- Complete your “Body of Christ” form & return it to your teacher today.
- Remember to complete & return your Guest Form

The image shows two forms from the First Missionary Baptist Church. The left form is titled "THE BODY OF CHRIST FORM" and is a "NEW MEMBERSHIP INFORMATION" form. It includes fields for personal information, baptism status, and church membership. The right form is titled "Baptism/Right Hand of Fellowship Candidate Guest List" and is a form for recording candidate information for baptism or fellowship services. It includes fields for candidate name, mailing address, email, and phone number.

If you are a candidate for Baptism:

- **Ladies**—Please bring:
 - A white or solid neutral colored top and t-shirt
 - White or solid neutral colored pants/Capris
 - White athletic socks
 - Shower cap or swimming cap (if you prefer to use your personal cap)
 - A change of underwear for after Baptism. A new FMBC “Plunge” t-shirt will be gifted to you to wear after your Baptism.
- **Men**—Please bring:
 - White shirt and t-shirt
 - White or Khaki pants
 - White athletic socks
 - A change of underwear & t-shirt for after Baptism. A new FMBC “Plunge” t-shirt will be gifted to you to wear after your Baptism.
- No jewelry (except wedding rings).
- A white robe will be provided.
- Towels will be provided.
- Shower caps/swim caps will be available.
- Arrive at church at least 45 minutes before the start of the service. Please go to Room 200, upper level of the Youth Worship Center.
- Bring your baptismal clothes with you.
- The New Members’ Coordinator and Deacon Support Team Members will give you all additional instructions.

**We are not responsible for the safety of your personal belongings; however, we will have 9x12 envelopes in which we can store and lock up small items of value. Otherwise, please arrange to leave your valuables with a family member.*

Quest 3.0: How to Get Connected to God's Family

Acts 2:42-47

⁴² They devoted themselves to the apostles' teaching and to fellowship, to the breaking of bread and to prayer. ⁴³ Everyone was filled with awe at the many wonders and signs performed by the apostles. ⁴⁴ All the believers were together and had everything in common. ⁴⁵ They sold property and possessions to give to anyone who had need. ⁴⁶ Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, ⁴⁷ praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved.

I. You should be a _____ member.

How did the new believers approach their new lifestyle? _____

What were they devoted to in this manner? _____

Let's look at each one of these: ⁴² They devoted themselves to the apostles' teaching...

What did the Apostles' teach? _____

How can you devote yourself to "the apostles' teaching" today? _____

What comes to your mind when you hear the word "Fellowship?" _____

Quest 3.0: How to Get Connected to God's Family

Spiritual fellowship is based upon _____
_____.

LIFE ADVICE: At First Missionary, we're doing life _____.

How can you devote yourself to "the fellowship"? How can you share and participate with other followers of Christ?

What do you think the phrase "*breaking of bread*" means? _____

This "breaking of bread" reminded them that they were now:

- _____
- _____
- _____
- _____

Who participated in Holy Communion? _____

How is the celebration of Communion meaningful to you?

Holy Communion Schedule @ FMBC: The 1st Sunday of each month @ 1:00 pm. I would encourage you to select a family after morning worship, go have a meal with them, then return to have Holy Communion.

Why should you devote yourself to prayer with other Christians? _____

How did people in the community respond to what was going on? _____

Quest 3.0: How to Get Connected to God's Family

How do you think those in the community found out about the many wonders and signs that the apostles performed? _____

II: You should be a _____ member.

What mindset did the early believers adopt? _____

You have a responsibility as a member of the church to be a source of unity and never a divisive force.

What did this unity lead to? _____

When we refuse to be generous givers, we make the fatal mistake of showing:

- _____
- _____
- _____

LIFE ADVICE: We must be careful that we don't let our _____ possess us and pull us _____ from God.

III. You should be a _____ member.

How often did the believers meet to worship? _____

Quest 3.0: **How to Get Connected to God's Family**

Where did the early believers meet? _____

What did they do when they met together in homes? _____

What do you think the phrase **broke bread** means? _____

What was the spirit of the believers? _____

What was the result of this type of radical worship and fellowship? _____

So, what's your responsibility in God's family?

BOTTOM LINE: Your _____ and _____ God should be a way of life, not an _____ event.



LIFE APPLICATION: Is this kind of growth possible today? If so, how and what do you think your role is in making it happen? _____

Exercise: Complete the "How to Calculate My Tithe" worksheet.

Quest 3.0: How to Get Connected to God's Family

TOTAL INCOME	TOTAL TITHE (10%)
\$10	\$1
\$50	\$5
\$100	\$10
\$150	\$15
\$200	\$20
\$250	\$25
\$300	\$30
\$350	\$35
\$400	\$40
\$450	\$45
\$500	\$50
\$600	\$60
\$700	\$70
\$800	\$80
\$900	\$90
\$1000	\$100
\$1050	\$105
\$1100	\$110
\$1150	\$115
\$1200	\$120
\$1250	\$125
\$1300	\$130
\$1350	\$135
\$1400	\$140
\$1450	\$145
\$1500	\$150
\$1600	\$160
\$1700	\$170
\$1800	\$180
\$1900	\$190
\$2000	\$200
\$2100	\$210
\$2200	\$220
\$2300	\$230
\$2400	\$240
\$2500	\$250

How to Calculate My Tithe:

If you earn \$650.00 a week, how much is your tithe? _____

If you earn \$970 every two weeks, how much is your tithe? _____

If you earn \$2,820 a month, how much is your tithe? _____

How much is your tithe?

If you get paid _____ by the week, your tithe would be: _____

If you get paid _____ every other week, your tithe would be: _____

If you get paid _____ twice a month, your tithe would be: _____

If you get paid _____ once a month, your tithe would be: _____

ASSIGNMENT:

Complete Guest Invite Form and return to class.

Spend 20 minutes studying for Quest 4.0.

Read 1 Corinthians 12:1, 4-7 and answer all the Quest 4.0 questions.

Continue doing LIFE Together:



L—Learning and living according to God's word every day, all day.



I—Inviting and investing in others to God's family.



F—Faithfully giving of our time, talent, and treasure to God's Kingdom.



E—Experiencing God's power and presence in praise and worship.

State the Mission and Vision Statements together at the close of class:

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"Our vision is to see souls radically changed by Christ for Christ locally and globally."

CLOSING PRAYER

Quest 4.0: Your Role in God's Family

1 Corinthians 12:1, 4-7

¹ Now about the gifts of the Spirit, brothers and sisters, I do not want you to be uninformed...

⁴ There are different kinds of gifts, but the same Spirit distributes them. ⁵ There are different kinds of service, but the same Lord. ⁶ There are different kinds of working, but in all of them and in everyone it is the same God at work. ⁷ Now to each one the manifestation of the Spirit is given for the common good.

Why did Paul give the Corinthians advice about the gifts of the Spirit? _____

What is a spiritual gift? _____

LIFE ADVICE: A spiritual gift is a _____ .

What do you think is the difference between a natural ability and a spiritual gift? _____

What would you say are some of your strengths, skills, or natural abilities? _____

What have others say? _____

Can spiritual gifts and talents be used together? And if so, how? _____

Quest 4.0: Your Role in God's Family

In verses 4-6, what ideas are repeated? _____

***I. Our Collective Potential consists of different kinds of _____
_____.***

Who is the source of gifts? _____

II. Our Collective Potential consists of different kinds of _____.

Who is the source of your service or ministry? _____

LIFE ADVICE: Our _____ is for our _____ not for ourselves.

III. Our Collective Potential consists of different kinds of _____.

Who is the source of your ministry success? _____

Quest 4.0: Your Role in God's Family

LIFE ADVICE: Your _____ is God's choice, not _____ .

Who all gets a gift? _____

Does everyone get the same gift? _____

What the purpose of the gift? _____

What happens when Christians do not use their gifts? _____

LIFE ADVICE: True ministry is _____, not _____ .



LIFE APPLICATION:

So, are you ready to learn what your spiritual gift is?

Exercise your spiritual gift(s).

Don't expect to nail down your gift(s) and develop it and exercise it in a week, or month or even a year.

This is a journey. But, do these three simple things:

You Have Been Designed For Service

- Your passions and past experiences indicate where your service focus should be. If you are drawn to specific people, then you should target that group of people.
- If you get excited about a particular aspect of church life, then you should work within that area.
- If you are concerned about certain issues, then you should get involved in ways that deal with those problems.
- Your spiritual gifts, personality, experience, and walk with God will help you know just how you should serve within the areas of your passions.
- Your passions are developed from your _____ experiences.
- Your passions are developed from your _____ and _____ experiences.
- Your passions are developed from your _____ experiences.
- You have been _____ for service.
- You have been _____ for service.
- You have been _____ into service.
- You have been _____ for service.
- You are to _____ for service.
- You are _____ in service.

Quest 4.0: Spiritual Gift Summary

ADMINISTRATION	Managing, organizing	Ability to manage and organize people, information, and things to work efficiently in the body of Christ.
APOSTLE	Initiating	Ability to see the overall picture of how the purposes of God can be furthered and to provide what is needed or lacking.
DISCERNING SPIRITS	Evaluating, sensitivity	Ability to perceive whether a person ministering in God's name really has their source from God, Satan, or human power.
EVANGELIST	Recruiting	Ability and drive to communicate with boldness and confidence the good news of Jesus Christ to those who are not believers.
EXHORTATION	Counseling, motivation	Ability to comfort, encourage, confront, challenge, and instruct others by motivating and guiding toward truth.
FAITH	Initiating, believing	Ability to believe God with extraordinary confidence for changes and spiritual growth, knowing that God will fulfill His purposes in
GIVING	Resourcing needs	Ability to determine the needs of people and provide financial or other resources to help meet those needs.
HEALING	Physical healing	Ability to call upon God to heal the sick supernaturally, demonstrating the power and glory of God.
HELPS	Detailed implementing	Ability to work alongside another and help that person complete the tasks and use the spiritual gifts God gave them.
INTERPRETATION	Interpreting tongues	Ability to understand and communicate the meaning of an unknown language spoken by someone with the gift of tongues.
KNOWLEDGE	Understanding	Ability to seek out, remember, and make effective use of a variety of information on a number of diverse subjects.
MERCY	Relieving emotional hurt	Ability to perceive the hurts of others who suffer with great empathy and compassion and consoling them without condemnation.
MIRACLES	Authenticating	Ability to call upon God to do supernatural acts that cause others to consider God's will for their lives.
PASTOR/SHEPHERD	Spiritual caring	Ability to care for, feed, guide, and protect the long-term spiritual needs of people and oversee their growth in Christ.
PROPHECY	Recognition, proclamation, quality control	Ability to boldly recognize errors and sinful behavior and a driving compulsion to confront others, proclaiming God's truth related to the present and future.
RULING/ LEADERSHIP	Managing, organizing	Ability to provide overall vision and direction to do God's work while coordinating efforts so that others willingly follow and work together.
SERVING	Meeting practical, physical needs	Ability to identify and use whatever resources necessary to meet the practical needs of others.
TEACHING	Communicate and illustrate truth	Ability to understand and accurately communicate the truth of God in a clear and relevant manner so that people learn.
TONGUES	Authoritative Word in certain contexts	Ability to speak a language, known or unknown, without prior knowledge of that language.
WISDOM	Practical application	Ability to discern and counsel others with applicable principles and knowledge from God's Word for complex situations.

So, what have you learned about your role in God's family?

ASSIGNMENT:

Continue doing your daily reading.

Continue to pray over where God wants you to serve in His kingdom.

Bring your laptops, tablets, or smart phones to class 5.0.

Continue doing LIFE Together:



L—Learning and living according to God's word every day, all day.



I—Inviting and investing in others to God's family.



F—Faithfully giving of our time, talent, and treasure to God's Kingdom.



E—Experiencing God's power and presence in praise and worship.

State the Mission and Vision Statements together at the close of class:

"Our mission is to connect all people to Christ and His community."

"Our vision is to see souls radically changed by Christ for Christ locally and globally."

CLOSING PRAYER

Glossary of Terms

Baptize – to be identified with or brought into union with something or someone

Breaking bread – sharing in the Lord’s Supper or Communion; in the early church, it followed a fellowship meal

Death – spiritual separation from God

Devil – the accuser; the enemy of God who accuses humankind to God [also, see Satan]

Fellowship – the act or process of sharing things in common; participating in spiritual communion and community

God – the divine One or supreme spirit being; the “God-head” is comprised of three persons who are co-equal in being; God the Father, God the Son, and God the Holy Spirit.

Grace – God’s undeserved or unmerited favor

Gratifying – the act of fulfilling, feeding or carrying out the desires of the flesh and of the mind

Jesus – God in the human flesh; the second person in the trinity (i.e. God, the Son)

Manifestation – an uncovering or laying bare; revealing

Reconciled – the change in relationship, between God and humanity, from enmity to friendship

Ruler of the Kingdom of the air – [see Satan]

Satan – the adversary; an angel or spirit being who was banished from heaven for raising himself in pride against God [also, see Devil]

Signs – evidence or marks which indicate divine authority or actions

Sin – to miss the mark

Spiritual gift – a supernatural ability given to humankind by God; to be used for God’s purposes while on earth

Trespass – to fall by the wayside; deviate from the right path

Trinity – the three persons of the “God-head” who are equal in being; but submissive in function

Wonders – something strange or unusual causing the beholder to marvel

Breadbasket Ministry – This is our flagship ministry. It provides food and clothing to families in crisis. The Breadbasket is a distribution site for children in need during the Christmas season. For more information, email breadbasket@fmbc-concord.org.

Brotherhood Ministry – This ministry is the backbone for all our other ministries. They minister monthly to the youth at Stonewall Jackson Youth Detention Center, by providing dinner, Bible study and fellowship. The Brotherhood is open to males 16 and older. For more information about the Brotherhood and how you may join or serve this ministry, email brotherhood@fmbc-concord.org.

Couples' Affirming Marriage Ministry (CAM) – This ministry is open to married, dating or engaged couples. It promotes healthy marriages and strengthens those in need by providing workshops, one-on-one counseling, small group sessions, couples' retreats and more. For more information, email couples@fmbc-concord.org.

Deacon Team Ministry – The Deacons and their spouses work as a team to provide spiritual support for the Pastor and his wife, our congregation and the community. They administer and assist the Pastor with communion and baptism. If you or your family has a prayer request or other need, or if you are unsure of which deacon is assigned to your family, you may direct inquiries to deacons@fmbc-concord.org.

Deacon Support Team Ministry – The spouses of the Deacons stand alongside them as they perform their assigned duties for the Pastor, our congregation and the community. If you have questions for members of this ministry you may direct inquiries to deaconsupport@fmbc-concord.org.

Emerging Grateful Global Scholars (EGGS) Ministry — This ministry is an educational enrichment program designed to enhance the lives of young children in a Christian atmosphere. This program provides a 6-week summer camp that includes Bible study, music and arts, and field trips. For more information, email eggs@fmbc-concord.org.

Fearless, Inspired Young Adult Hearts (FIYAH) — This ministry is designed to create a safe and nurturing atmosphere for young adults and their families through peer appropriate small groups, worship, fellowshiping and Christian support. This ministry is for individuals ages 18 to 49. For more information, email fiyah@fmbc-concord.org.

First Impression Team—This ministry serves during all of our worship services and events, from the parking lot to the stage. They assist with parking, seating, and information. Included in the First Impression Team are the following auxiliary groups:

The Campus Care Team--These individuals assist with parking and general campus security. They provide escort for persons who are new to our campus, the elderly and to those with difficult mobility.

Hosts--These individuals assist with seating and navigation of our campus during worship services and events.

Greeters--These individuals are responsible for welcoming all of our guests and friends to our campus.

FMBC Ministries

The Next Step Team--These individuals assist newcomers with initial information about who we are.

This ministry is opened to individuals 16 years and older. For more information about the First Impression Team, email FIT@fmbc-concord.org.

Health Cabinet – This ministry along with the Faith Community Nurse promotes health and wellness throughout the church and the community. This includes members who are sick and shut-in, hospitalized or in long-term care facilities. The ministry also provides education through health fairs, screenings and workshops. For more information, email health@fmbc-concord.org.

Hospitality and Event Planning – This ministry coordinates space allocations and provides food services for all church events. For more information, email events@fmbc-concord.org.

The Hub – This ministry is responsible for disseminating all information and literature during any event. They also handle the sales of CDs, DVDs, books, apparel and any other church approved merchandise. For more information, email thehub@fmbc-concord.org.

Ministry on Wheels – This ministry provides transportation to most services and other events. To be a part of this ministry, individuals must have a valid NC driver's license and be approved by our insurance carriers. For more information, email transportation@fmbc-concord.org.

Music & Arts Ministry (Youth & Adult)– This ministry provides music and arts for all of our services. This ministry includes drama, dance, youth choirs, and adult choirs. This ministry is open to all ages. For more information, email musicminister@fmbc-concord.org.

Noah's Ark Nursery Ministry – This ministry offers a safe and secure, child-friendly environment where parents with children, ages 0-4 years, may feel confident in leaving their children. The ministry requires that qualified individuals pass a criminal background check. For more information, email nursery@fmbc-concord.org.

Production Team—This team is responsible for setup, maintenance, coordination, and use of all equipment associated with the production and duplication of audio or video media used and distributed by FMBC, for the purpose of amplifying, recording and sharing God's Word. The team includes Audio, Video, Lighting, and Live Streaming. For more information, email production@fmbc-concord.org.

Scripture Alive! Ministry (SAM) - SAM is our drama ministry. This ministry brings the scriptures to life through the performance of skits and plays. For more information, email SAM@fmbc-concord.org.

Seniors On the Move – This ministry is designed to create a caring fellowship, worship, and evangelistic outreach environment for our seasoned adults. Current activities include: noon day Bible study, exercise classes, Lunch Buddy Program, health fairs, senior outings and the Seniors' Banquet. This ministry is open to anyone sixty-two or older. For more information, email seniors@fmbc-concord.org.

Sisterhood On Mission – This ministry supports the Oxford Children's Home, families in crisis at the Intensive Care Unit at the CMC-North East Medical Center, and the Angel Tree Ministry. For more information, email mission@fmbc-concord.org.

Stewardship Team – Including key church officers, such as our Treasurer & Trustees, this ministry carries out the financial will of the church.

Totally “U” Women’s Ministry – This ministry is designed to support women by providing opportunities for spiritual and emotional growth. Participants will attend and host retreats, seminars, and conferences. Small groups and one-to-one sessions are available. For more information, email totallyu@fmbc-concord.org.

Vision Team — The goal of this ministry is to communicate the God given vision of FMBC in such a compelling manner, that all people, after authentically partnering with God, embrace that vision and support it with a whole heart. To find out more, email vision@fmbc-concord.org.

Youth Career Opportunity Ministry (YCOM) – This ministry works to encourage youth to pursue careers or post-secondary education. The ministry provides career fairs, financial aid workshops, and visits to college campuses for high school students. For more information about YCOM and how you may join or serve this ministry, email ycom@fmbc-concord.org.

Youth Ministry – This ministry provides opportunities for youth to experience a life-changing, ever-growing relationship with Christ by educating, evangelizing, empowering and equipping them to be world changers and relationship builders. Members of this ministry participate in singing and dancing in the praise and worship experience. The goal is to prepare them to be in the church and the community, regardless of where life takes them. This ministry is open to students in grades K-12. The ministry requires that qualified adult volunteers pass a criminal background check. For more information, email youth@fmbc-concord.org

FMBC'S ARTICLES OF FAITH

I. (1) The Scriptures

We believe that the Holy Bible was written by people divinely inspired, and it is a perfect treasure of heavenly instruction. We believe that it has God for its Author, salvation for its end, and truth without any mixture of error for its matter. We believe that it reveals the principles by which God will judge us; and therefore is, and shall remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and opinions should be judged.

2 Timothy 3:16-17; 1 Peter 1:19-21

II. (2) The True God

We believe that the Scriptures teach there is one living and true God. We believe that God is an infinite intelligent Spirit, whose name is JEHOVAH, the Maker and Supreme Ruler of heaven and earth. We believe that God is inexpressibly glorious in holiness, and worthy of all possible honor, confidence and love. We believe that in the unity of the Godhead there are three persons, the Father, the Son, and the Holy Spirit; equal in every divine perfection, and executing distinct but harmonious offices in the great work of redemption.

Exodus 20:1-5a; Jeremiah 10:10; John 4:24; Romans 1:20

III. (3) The Fall of Humankind

We believe that the Scriptures teach that humankind was created in holiness, under the law of the Maker, but by voluntary disobedience fell from that holy and happy state. In consequence, all humankind are now sinners, not by constraint but choice; being by nature utterly void of that holiness required by the law of God, positively inclined to evil. Therefore, humankind is under just condemnation to eternal ruin, without defense or excuse.

Genesis 1:27; 3:6-8; 6:5

IV. (4) The Way of Salvation

We believe that the Scriptures teach that the salvation of sinners is wholly of grace; through the mediatorial office of Jesus Christ, the Son of God. By the appointment of the Father, He freely took upon Him our nature; yet without sin, He honored the divine law by His personal obedience. By His death, He made a full atonement for our sins. Having risen from the dead, He is now enthroned in heaven, uniting in His wonderful person the tender sympathies with divine perfections. He is in every way qualified to be a suitable, a compassionate, and all-sufficient Savior.

Ephesians 2:5; Matthew 18:11; 1 John 4:10; Acts 15:11; John 1:1, 14; 3:16; Romans 8:34

V. (5) Justification

We believe that the Scriptures teach that the great gospel blessing which Christ secured for those who believe in Him is justification. We believe that justification includes the pardon of sin, and the promise of eternal life on principles of righteousness. We believe that it is not in consideration of any works of righteousness which we have done, but solely through faith in the Redeemers' blood, by virtue of which faith His perfect righteousness is freely imputed to us by God. We believe it brings us into a state of most blessed peace and favor with God, and secures every other blessing needful for time and eternity.

John 1:16; Ephesians 3:8; Acts 13:39; Romans 3:21-26; Romans 5:16-19

VI. (6) The Freeness of Salvation

We believe that the Scriptures teach that the blessings of salvation are made free to all by the gospel. We believe that it is the immediate duty of all to accept them by repentance and obedient faith; and that nothing prevents the salvation of the greatest sinner on earth, but one's own inherent depravity and voluntary rejection of the gospel; which rejection involves one in an aggravated condemnation.

Mark 1:15; John 3:16-18; Rom. 1:15-17

VII. (7) Grace in Regeneration

We believe that the Scriptures teach that in order to be saved, sinners must be regenerated, or born again; that regeneration consists in giving a holy disposition to the mind; that it is effected in a manner above our comprehension by the power of the Holy Spirit, in connection with divine truth, so as to secure our voluntary obedience to the gospel; and that its proper evidence appears in the holy fruits of repentance, and faith and newness of life.

John 3:3; John 3:6-7; 2 Corinthians 5:17

VIII. (8) Repentance and Faith

We believe that the Scriptures teach that repentance and faith are sacred duties and also inseparable graces, worked out in our souls by the regenerating Holy Spirit. Whereby being deeply convinced of our guilt, danger, and helplessness, and of the way of salvation by Christ, we turn to God with unfeigned contrition, confession, and supplication for mercy. At the same time, we heartily receive the Lord Jesus Christ as our Prophet, Priest and King, and relying on Him alone as the only and all-sufficient Savior.

Ephesians 2:8; John 16:8; Hebrews 8:1; 1 John 1:9; 2:2; 5:1

IX. (9) God's Purpose of Grace

We believe that the Scriptures teach that election is the eternal purpose of God, according to which he graciously regenerates, sanctifies, and saves sinners; that being perfectly consistent with the free agency of humankind, it comprehends all the means in connection with the end. We believe that it is a most glorious display of God's sovereign goodness, being infinitely free, wise, holy and unchangeable. We believe that it utterly excludes boasting, and promotes humility, love, prayer, praise, trust in God, and active imitation of His free mercy. We believe that it encourages the use of means in the highest degree. We believe that it may be ascertained by its effects in all who truly believe the gospel. We believe that it is the foundation of Christian assurance; and that to ascertain it with regard to ourselves demands and desires the utmost diligence.

Romans 8:29-30; 11:5-6; 2 Timothy 1:8-10

X. (10) Sanctification

We believe that the Scriptures teach that sanctification is the process by which, according to the will of God, we are made partakers of his holiness; that it is a progressive work; that it is begun in regeneration; and that it is carried on in the hearts of believers by the presence and poser of the Holy Spirit, the Sealer and Comforter, in the continual use of the appointed means – especially the Word of God, self-examination, self-denial, watchfulness and prayer.

Romans 12:1-2; 2 Corinthians 7:1; 1 Thessalonians 4:3-8, 5:23

XI. (11) The Perseverance of Saints

We believe that the Scriptures teach that such only are real believers as endure unto the end; that their persevering attachment to Christ is the grand mark which distinguishes them from superficial professors; that a special providence watches over their welfare, and that they are kept by the power of God through faith unto the final consummation of their salvation.

Matthew 10:22, 24:11-13, 28:20; James 1:12; 1 John 2:27-28

XII. (12) The Harmony of The Law And The Gospel

We believe that the Scriptures teach that the law of God is the eternal and unchangeable rule of this moral government; that it is holy, just and good; and that the inability which the Scripture ascribe to fallen humankind to fulfill its precepts, arises entirely from their love of sin; to deliver them from which, and to restore them through a Mediator to unfeigned obedience to the holy law is one great end of the gospel and of the means of grace connected with the establishment of the visible church.

Matthew 5:17-20; Romans 1:16-21, 28; 3:20; Romans 7:12; 2 Peter 1:19-21

XIII. (13) A Gospel Church

We believe that the Scriptures teach that a visible church of Christ is a congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the ordinances of Christ; governed by His laws; and exercising the gifts, rights, and privileges invested in them by His word; that its only scriptural officers are pastors and deacons, whose qualifications, claims, and duties are defined in the Epistles to Timothy and Titus.

1 Corinthians 1:12-13; 1 Timothy 3:1-14; Titus 1:5-9

XIV. (14) Baptism and The Lord's Supper

We believe that the Scriptures teach that Christian baptism is the immersion in water of a believer, in the name of the Father and Son, and Holy Spirit. We believe that it shows forth in a solemn and beautiful emblem, our faith in the crucified, buried and risen Savior. We believe with its effect, in our death to sin and resurrection to a new life, that it is prerequisite to the privileges

for church membership. The Lord's Supper is offered to all who believe, by the sacred use of bread and wine, which commemorate together the dying love of Christ; preceded always by solemn self-examination.

Matthew 28:19-20; Mark 16:16; Acts 2:38; 8:36-39

XV. (15) The Lord's Day

We believe that the Scriptures teach that the first day of the week is the Lord's Day; and it is sacred for religious purposes by the devout observance of all the means of grace, both private and public; and by preparation for that rest that remains for the people of God.

Matthew 28:1, John 20:1, Acts 20:7

XVI. (16) Civil Government

We believe that the Scriptures teach that civil government is of divine appointment, for the interests and good order of human society; and that government leaders are to be prayed for, conscientiously honored, and obeyed; except only in things opposed to the will of our Lord Jesus Christ, who is the only Lord of the conscience, and the Prince of the kings of the earth.

Matthew 22:21; Romans 13:1-7

XVII. (17) The Righteous and the Wicked

We believe that the Scriptures teach that there is a radical and essential difference between the righteous and the wicked; that such only as through faith are justified in the name of the Lord Jesus, and sanctified by the Spirit of our God, are truly righteous in his esteem; while all such as continue in impenitence and unbelief are in his sight wicked, and under the curse, and this distinction holds among people both in and after death. *Psalm 1:1-6; Malachi 3:17-18; Matthew 25:31-34; Revelation 20:11-15*

XVIII. (18) The World to Come

We believe that the Scriptures teach that the end of this world is approaching; that at the Last Day Christ will descend from heaven, and raise the dead from the grave to the final retribution; that a solemn separation will then take place; that the wicked will be adjudged to endless punishment, and the righteous to endless joy; and that this judgment will fix forever the final state of people in heaven or hell, on principles of righteousness.

Matthew 24:32-44; 2 Peter 3:7-10; Revelation 22:12-17

FMBC Statement On Marriage

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. (Gen 1:26-27.)

We believe that the term “marriage” has only one meaning: the uniting of one man and one woman in a single, exclusive union. (Genesis 2:18-25.)

We believe that God intends sexual intimacy to occur only between one man and one woman who are married to each other. (1 Corinthians 6:18; 7:2-5; Hebrews 13:4.)

We believe that any form of sexual immorality (including adultery, premarital sex, homosexual behavior, bisexual conduct, incest, abnormal sex behavior, bestiality and use of pornography) is sinful and offensive to God. (Matthew 15:18-20; 1 Corinthians 6:9-10.)

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (Acts 3:19-21; Romans 10:9-10; 1 Corinthians 6:9-11.)

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. (Mark 12:28-31; Luke 6:31.) Hateful and harassing behavior or negative attitudes directed toward any individual are to be repudiated and are not in accordance with Scripture nor the doctrines of First Missionary Baptist Church.

We believe that in order to preserve the function and integrity of First Missionary Baptist Church, the local Body of Christ, and to provide a biblical role model to our members and the community, it is imperative that all persons employed by First Missionary Baptist Church in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage. (Matthew 5:16; Philippians 2:14-16; 1 Thessalonians 5:22)

FMBC Church Bylaws

PREAMBLE

For the purpose of preserving and making secure the principles of our faith in Christ and to assure that this body will be governed in an orderly manner, and for the purpose of preserving the faith-based mission of **First Missionary Baptist Church** (hereafter referred to as “the Church”), we the members of the Church do declare and establish these By-Laws.

I. NAME

The corporate name of this body is **First Baptist Church of Concord, Incorporated**; however, the assumed name under which business will be conducted is **First Missionary Baptist Church**.

II. FAITH

We accept and base our practices on the Holy Scriptures, both Old and New Testaments and Jesus the Christ as the Son of God. We further believe in water baptism by immersion and the prevailing activity of the Holy Spirit in the faith, order and practice of all aspects of the Church’s mission and ministry.

III. PURPOSE

The purposes for which the Church is organized are to operate exclusively for religious, charitable and educational purposes within the meaning of the Internal Revenue Code (or corresponding provisions of any future United States Internal Revenue law), to:

- Advance and promote the worship of God by providing regular opportunities for public worship and fellowship;
- Engage and promote the study of the Holy Scriptures;
- Propagate among all people the Gospel of the revelation of God through Jesus Christ as Savior and Lord through preaching, evangelism, teaching and the administration of the ordinances of the Church which are Baptism and the Lord’s Supper;
- Create and enable Christian fellowship as a nurturing and discipline function of the Church;
- Promote the Biblical principles of justice and righteousness in personal, social, community, national and global life;
- Carry on the work of the Church in all its spiritual, benevolent, educational, philanthropic, civil and social aspects and activities;
- Promote the spiritual welfare of all persons and disseminate the Word of God to the people of all nations through evangelistic, educational and charitable missions;
- Organize and maintain such ministries, divisions and other programs authorized by law which will promote and advance the religious purposes set forth herein; and
- Channel the tithes, offerings, and other special gifts of members and friends to enhance the kingdom of God on earth through financial support of various ministry and mission objectives, local, national and global programs, as needs arise.

In order to properly execute the objectives and purposes set forth above, the Church, through the Board Strategy Team (BST) shall have full power and authority to purchase, lease, and acquire by any other means, hold, mortgage, convey, and otherwise dispose of all kinds of property, both real and personal, both in this state and in all other states, territories, and dependencies of the United States, and outside of the United States, and generally to perform all acts which may be deemed necessary or expedient for the proper and successful prosecution of the objects and purposes for which the Church is created.

IV. POLITY AND RELATIONSHIPS

The government of this Church is vested in its Congregation, which is made up of a body of believers who compose it. It is subject to the control of no other ecclesiastical or political body or bodies.

We recognize that there is mutual helpfulness in the association of churches who are in such agreement in faith and practice as to encourage the spirit of fellowship and good will. Through voluntary affiliation with other churches, religious organizations and community groups whose purposes are similar in mission outreach, evangelism, and Christian education, we will affirm our faith through benevolence.

V. MEMBERSHIP

Section A. Admission to Membership

Any person who has made a public profession of faith in the Lord Jesus Christ, has completed the training programs established by the Church from time to time, and offers himself or herself for believer’s immersion baptism, may become a candidate for membership in this Church. Persons may be received into congregational membership only by a vote of affirmation.

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1. **Admission of Members:** Persons may be received into membership by any of the following methods:
 - a. **By Baptism:** Anyone who confesses Jesus Christ as Savior and Lord and who is in agreement with the doctrine and practice of this Church may be received into the fellowship of this congregation following baptism by immersion, unless special circumstances apply. Special circumstances will need approval from the Pastor and/or Servant Leader of the Deacon Team Ministry.
 - b. **By Letter:** Any person who is in accord with the doctrine and practice of this church may be received by Letter of Commendation from any other Christian church that believes in baptism by immersion.
 - c. **By Christian Experience:** Any believer who has been baptized in another church by immersion upon a profession of faith, and who for sufficient reason cannot produce a letter from a church, but who is in accord with the faith and practice of this church, may be received.
 - d. **By Restoration:** Any person whose membership in this church has been terminated may be restored to membership upon the recommendation of the Deacon Team Ministry and an affirmative vote of the Congregation.

Section B. Procedure

A person may become a member of the Church upon confession of belief that Jesus is the Christ, the Son of God, who lived, was crucified, buried and physically raised from the grave and now sits at the right hand of God making intercession for our souls. A person may come forth during worship service, meet with the Pastor, or present a letter to the Membership Coordinator. A person may be presented for membership based upon Christian experience, letter from another church or as a candidate for water baptism by immersion. All persons must be baptized by immersion as a condition of membership in the Church.

Section C. Duties of Members

Members are expected to grow into the fullness of Christian faith as disciples of Jesus the Christ through regular attendance in worship, Bible study, church school, seminars, and workshops. In addition, members must practice Biblical stewardship through freely and graciously giving of one's time, talent and treasure to the Church and community, and by contributing to special appeals for mission and ministry for the support and enhancement of God's kingdom.

Section D. Rights of Members

1. Members who make regular financial contributions to the Church and have been in regular attendance shall be permitted to vote at church meetings.
2. Only members who have demonstrated a love of God in Christ through discipleship development, participation in discipleship development opportunities, spiritual manner and Biblical stewardship, can be candidates for elective and appointed offices in the Church, if the member meets the Church's qualifications.
3. Upon request, members shall have ON SITE access to the principal records of the Church, including principal financial reports. Provided, however, these rights shall not include the right to review or inspect individual donor records, giving records of individual members or personnel files.

Section E. Inactive Status

Upon recommendation of the Deacons and/or Ministerial staff, members who without good cause have not participated in the life of the Church for a period of one (1) year may be placed on an inactive roll. Inactive members shall not be eligible to hold office or vote in church sessions or meetings. Persons may be returned to active status on recommendation of a Deacon, after renewing their active participation in the Church. To implement this provision, the Deacons and the Ministerial staff, or their designee, shall, no less than annually, in the Affirmation Service, review the membership roll of the Church and prepare a list of those for whom the inactive status is appropriate and present to the Church.

Section F. Termination of Membership

Membership in this Church shall be terminated in the following ways:

1. **By Death.** The Church clerk shall remove the name of any member from the Church roll upon the death of the member.
2. **By Letter.** Letters of dismissal may be granted to any church of like faith and order for members in good standing. When letters are granted, membership in this Church will be terminated.

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3. **By Erasure.** Upon receipt of reliable information that a member has joined another church, or is no longer regularly attending or is no longer deemed in good standing, the clerk shall remove that person from the membership rolls of this Church.
4. **By Resignation.** A member may request that his or her membership be terminated, and such termination shall be effective as of the date the request is received.

VI. MEETINGS

Section A. Church Meetings

A quorum for the annual Affirmation Service shall be fifty (50) Members. For any special or called meeting of the Church Congregation, a quorum shall be comprised of thirty-five (35) members in good standing, provided, however, that this provision for special or called meetings reflects the current situation in which the Church has in excess of 300 Members. Should the number of members drop below one hundred and fifty (150) in any year, then the quorum requirement shall be reduced to twenty-five (25).

1. **Purpose.** The Church shall hold regular meetings for worship, teaching, training, and fellowship. No less regularly than once per fiscal year, the Church shall hold a Service of Affirmation which shall serve as its annual meeting, for the purpose of electing officials and directors, and such other business as shall be included on its agenda.
2. **Call Meetings.** Any special called meeting of the Church must be called by either the Senior Minister or by a majority of the Board Strategy Team. The time and place of any such special business meeting and matters to be considered shall be stated in the call and a public announcement made at each worship service. Only the business matters announced in the call may be proper matters for such special meeting.
3. **Emergency Meetings.** In the event of an emergency, the Senior Minister or Servant Leader of the Board Strategy Team may, with consent of a majority of the Board Strategy Team, call an emergency meeting without full notice to the members. Such notice, as is possible, will be given to the membership and action will be limited to the items requiring the emergency meeting. Should a meeting under this provision be called with respect to a personnel matter, no action may be taken in such a meeting in conflict with the provisions of any applicable employment contract.
4. **Moderator.** The Senior Minister will serve as moderator at all Church meetings; provided, however, the Senior Minister shall not serve as moderator of any portion of a meeting (or all of the meeting, if the substance so dictates) that relates to the Senior Minister's compensation, tenure, employment status, conduct or any other matter that would make it inappropriate for him/her to do so. In the event of the inability of the Senior Minister to serve as moderator for any reason, the Servant Leader of the Board Strategy Team shall serve as moderator for that particular session only. In the absence of the Servant Leader of the Board Strategy Team, then the Assistant Servant Leader of the Board Strategy Team shall serve as moderator for that session only.
5. **Notice.** Except where otherwise required by these By-laws, any requirement of notice for a meeting or item of business to be presented shall be satisfied if an announcement is made at each worship service seven (7) days in advance of any meeting or action, or notice is provided in any regular or special Church newsletter mailed or sent by electronic mail or posted on the website or any other form of social media contact ten (10) days in advance.
6. **Absentee Voting.** Voting by absentee ballot shall be permitted when voting for church officers, i.e. Pastor, Deacons, Trustees, and must be administered by two (2) Deacons and/or one (1) Deacon and one (1) member in good standing.
6. **Procedure.** Robert's Rules of Order shall be the rule and guide in matters of procedure in all business meetings and the Affirmation Service of the Church, except that the moderator may, upon notice in the meeting and with the consent of the majority of Members present, deviate from such Rules in affirmation of the Holy Scriptures.
7. **Minutes.** The minutes of all Church meetings shall be the property of the Church and will be kept at the Church office and available to all Members for inspection.
8. **Fiscal Year.** The Church fiscal year shall begin on January 1st and end on December 31st.

Section B. Meetings of the Board Strategy Team (BST)

1. **Regular Meetings.** The Board Strategy Team shall meet periodically but no less frequently than quarterly, at a place and time set by the Board Strategy Team. Voting by absentee ballot or proxy shall not be permitted in any

matter for the Board Strategy Team. However, a team member may attend a meeting by phone upon unanimous consent of the team members physically present.

2. **Special Call Meetings.**

- a. Special business meetings of the Board Strategy Team may be called by the Servant Leader of the Board Strategy Team. The time and place of any such special business meeting, and matters to be considered, shall be stated in the call.
- b. In the event of an emergency, the Senior Minister or Servant Leader of the Board Strategy Team may, with consent of a majority of the Board Strategy Team, call an emergency meeting of the Board Strategy Team.

3. **Quorum.** A quorum shall consist of three-fifths (3/5) of the Board Strategy Team.

VII. GOVERNANCE

Section A. Generally

Officers of the Church shall include the Senior Minister, General Counsel/Secretary, Servant Leader and Vice Chair of Trustees, Servant Leader and Vice-Chair of Deacons, Treasurer, and such others as the Board Strategy Team shall determine from time-to-time. The Board Strategy Team shall be responsible for the selection of officers subject to the confirmation by the Church Congregation. All Board Strategy Team Members must be Members of the Church.

Section B. Board Strategy Team

The governing body shall be The Board Strategy Team. The number of Board Strategy Team members shall be at least seven (7), and all Board Strategy Team members must all be church Members. The Board Strategy Team shall be comprised of the persons who hold the following Church offices: Senior Minister, Servant Leader of Board Strategy Team, Assistant Servant Leader of the Board Strategy Team, Servant Leader of the Trustee Ministry, and Servant Leader of the Deacon Team Ministry. The Board Strategy Team shall also include two (2) "At-large" members who hold no other office of the Church. In the event that a Board Member's tenure in his/her constituent ministry (Trustee Ministry or Deacon Team Ministry) ends while serving on the Board, such termination shall also affect a termination of membership on the Board Strategy Team. In that event, the constituent board shall, within one (1) business week, elect a new representative to the Board. In a similar manner and subject to the same limitations, the Board Strategy Team may act to bind the Church only by a majority vote.

1. **Power.** The Board Strategy Team shall have and are hereby vested with power to do and perform all acts common to corporations not to conflict with the laws of this State or these By-laws.
2. **Tenure.** It is recommended that a person serve no more than four (4) years on the Board Strategy Team. With the exception of the senior Minister, all other members of the Board Strategy Team shall serve no more than four (4) years.

Section C. Senior Minister

1. **Service.** The Senior Minister shall serve the Church as its Pastor in accordance with the Holy Scripture. All features of the Senior Minister's relationship to the Church shall be reflected in a written contract that must be executed on behalf of the Church by the Servant Leader of the (BST) after ratification by the Board.
2. **Qualifications.** ¹It is true that anyone who desires to be a church official wants to be something worthwhile. ²That's why officials must have a good reputation and be faithful in marriage. They must be self-controlled, sensible, well-behaved, friendly to strangers, and able to teach. ³They must not be heavy drinkers or troublemakers. Instead, they must be kind and gentle and not love money. ⁴Church officials must be in control of their own families, and they must see that their children are obedient and always respectful. ⁵If they don't know how to control their own families, how can they look after God's people? ⁶They must not be new followers of the Lord. If they are, they might become proud and be doomed along with the devil. ⁷Finally, they must be well-respected by people who are not followers. Then they won't be trapped and disgraced by the devil." (I Timothy 3:1-7)
3. **Duties.** The specific duties of the Senior Minister shall be set out in the written contract between the Senior Minister and the Church.

Section D. Deacons

1. **Duties.** Persons who are ordained to serve in the Deacon Ministry are ordained to serve only at the Church. Deaconship is not transferable. There are several areas of ministry in which the Deacon will be engaged. Opportunities for service consist of, but are not limited to:
 - a. **Spiritual Leadership:**
 - i. Worship leader for designated worship services.
 - ii. Actively participate with Sunday School and Bible Study.
 - iii. Actively support other Church Ministries.
 - iv. Work cooperatively with the Senior Minister and other ministerial staff.
 - b. **Holy Communion Responsibilities:**
 - i. Service to set up, prepare and deliver to Church membership as needed.
 - ii. Serve communion at designated services and deliver to sick and shut-in members.
 - c. **Deacon On Call:**
 - i. Participate on a Deacon Ministry Team with a rotational assignment as “Deacon On Call.”
 - ii. Devote service to the church and its ministries during the designated rotational assignment.
 - iii. Assist members during times of bereavement.
 - iv. Visit members in homes, hospitals, long-term facilities, prisons and other locations as needed.
 - d. **General Administrative Responsibilities:**
 - i. Actively participate as a member of the Deacon Service Ministry Council.
 - ii. Actively support the Church’s mission, vision and core values.
 - iii. Be a part of scheduled Deacons’ training sessions and retreats.
 - iv. Complete all required Christian Discipleship training.
2. **Tenure.**
 - a. It is recommended that a person serve no more than eight (8) years on the Deacon Team Ministry. These eight (8) years will be divided into two (2) four (4) year terms. After eight (8) years, a person must rotate off the Team for six (6) years before being eligible for reconsideration to serve on the Deacon Team Ministry. The Team will be divided into three (3) classes, which will rotate off the Team every six (6) years.
 - b. Should a Deacon fail to fulfill their expectations and covenanted responsibilities, either the Senior Minister or Deacon Team Servant Leader, or both, shall place that Deacon on the inactive list for up to six (6) months. During this six (6) month period, the Senior Minister and Servant Leader of the Council will prayerfully strive to provide prayerful spiritual support. Every effort in accordance to the Scriptures will be made to restore the Deacon.
 - c. Should the Church be unsuccessful, the Deacon will be removed by notice from the Senior Minister. If this causes a shortage in persons needed to fulfill the purpose of the Deacon Ministry, a person(s) will be appointed to complete the term. However, such replacement person(s) will not automatically be classified as a Deacon or automatically recommended for the Council.
 - d. A Deacon may resign from the Deacon’s Council. Such resignation should be in writing and directed to the Chair of the Deacon’s Council and the Senior Minister.
3. **Qualifications.** Along with Biblical Principles as outline in 1 Timothy 3:8-13, a candidate for **Deacon** must (be):
 - A Christian at least one (1) year;
 - A member of First Missionary Baptist Church at least one (1) year;
 - Regularly attend Church Services at First Missionary Baptist Church;
 - Tithe or give consistently;
 - Regularly attend a Christian Education class at FMBC, i.e., Sunday School, Bible Study;
 - Complete Spiritual Gifts Inventory, with the gifts of *Leadership* or *Administration* ranked in the top 4;
 - Complete Kingdom Application or equivalent Profile;
 - Demonstrate servant leader qualities like those of Jesus.

4. Selection.

- a. After a need has been determined by the Senior Minister that additional persons are needed to fulfill the ministry objectives of the Church through the Deacon Team Ministry, the Church family will be notified. Members will enter into thirty (30) days of prayer and will have the opportunity to submit a letter recommending persons to the nominating committee for prayerful consideration and training. Recommendation does not ensure an invitation to enter training nor to join the Deacon Team Ministry.
- b. A conference will be held with all individuals invited for consideration within sixty (60) days of the notification. Each candidate will successfully complete a training period. Consideration for the Deacon Team Ministry requires:
 - i. A commitment to Jesus Christ as personal Lord and Savior.
 - ii. Belief in and adherence to the practice of biblical stewardship through tithing.
 - iii. At least three (3) different letters of recommendation.
 - iv. Discipleship Development: attendance in church school; attendance in Bible Study and Prayer Meeting; completion of all required training and the signing of the covenant agreements; and commitment to the mission, core values and vision of the Church and support of the Ministerial Staff.
- c. Persons who are nominated for the Deacon Team Ministry after completion of training will be:
 - i. Approved by the Senior Minister and the Church Nominating Committee for ordination.
 - ii. Reported to the Membership by the Church Clerk during the Service of Affirmation.
 - iii. Upon approval by the Deacon Team Ministry and Members at the Service of Affirmation, ordained for service to Christ Jesus through the Church.

5. Organization. The officers for the Deacon Team Ministry shall be: Servant-Leader, Assistant Servant-Leader, and Secretary. Officers of the Deacon Team Ministry shall serve no more than two (2) consecutive two (2) year terms.

Section E. Trustees

The Trustee Team of the Church serves in a capacity, as nominated by the church, approved by the Senior Minister and the Nominating Committee. The Trustees' duties are to carry out the will of the Church and to ensure the safety and soundness of the fiscal assets of the Church.

The Trustee Team shall perform the duties set forth in these By-laws, including, but not limited to, approving any Church contracts in an amount over \$50,000.00. The Trustee Team's approval shall be made by a majority vote of a quorum present at a meeting. A quorum of the Trustee Team shall mean two-thirds.

1. **Duties.** The duties of the Trustee Team include accounting for and managing the offering and tithes collection process, financial statement reviews, the Church budget process, insurance gift benefit program review, business seminar ministry process, investment ministry process and review, church real estate property and procurement, selling and management, and any other duties as outlined or delegated by the General Church Body.
2. **Terms of Service.** A member may serve as a Trustee for a three (3) year term and be re-elected up to one (1) consecutive term. At the end of a member's service term as a Trustee, a member may be re-elected to service in the capacity of Trustee after a lapsed period of at least two (2) consecutive years.
3. **Meeting and Reporting.** The Trustee Team shall meet at least once per month during every fiscal year. Proper minutes and records shall be kept and governance shall be in compliance with the Church protocol. The Trustee Team shall submit copies of its meeting minutes directly to the Board Strategy Team as soon as practicable after every meeting. The Board Strategy Team shall make the review of the Trustee Team's minutes a part of its regularly scheduled meeting agenda.
4. **Qualifications.** Along with Biblical Principles, a candidate for **Trustee** must (be):
 - A Christian at least one (1) year;
 - A member of First Missionary Baptist Church at least one (1) year;
 - Regularly attend Church Services at First Missionary Baptist Church;
 - Tithe or give consistently;
 - Regularly attend at least one Christian Education class at FMBC, i.e., Sunday School or Bible Study;

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- Complete a Spiritual Gifts Inventory, with the gifts of *Leadership* or *Administration* ranked in the top 4;
- Complete Kingdom Application or equivalent Profile;
- Demonstrate experience or knowledge in **one** of the following areas: real estate, insurance, legal liability;
- Meet qualifications necessary to be bonded.

Section F. Clerk

The Clerk and Assistant Clerk are required to keep the registered names of Members, together with a record of baptism. The Clerk shall issue letters of dismissal, preserve communications and written official reports. Some or all of these duties may be delegated by the Senior Minister to the Membership Coordinator who, in that event, shall work together with the Church Clerk. All Church records are Church property and should be filed and kept in the Church office.

1. **Appointment.** The Clerk is nominated by the church body and approved by the Senior Minister and the Nominating Committee.
2. **Qualifications.** Along with Biblical Principles, a candidate for **Clerk** must (be):
 - A Christian at least one (1) year;
 - A member of First Missionary Baptist Church at least one (1) year;
 - Regularly attend Church Services at First Missionary Baptist Church;
 - Tithe or give consistently;
 - Regularly attend at least one Christian Education class at FMBC, i.e., Sunday School or Bible Study;
 - Complete a Spiritual Gifts Inventory, with the gifts of *Leadership* or *Administration* ranked in the top 4;
 - Complete Kingdom Application or equivalent Profile.

Section G. Treasurer

The Treasurer shall receive, preserve and pay out, upon proper authorization, money or things of value paid or given to the Church and shall keep at all times an itemized account of all receipts and disbursements. The Treasurer shall work with all authorized committees of the Church to create, maintain and disseminate appropriate financial reports in order to carry out the will of the church.

All monies shall be properly counted and deposited by the Treasurer, and Assistant Designee, Counting Team and Trustee Team in keeping with the instruction of the Church and recorded in the accounting records. A system of accounting that adequately provides for the management of all funds is the responsibility of the Administration and Stewardship Team.

1. **Appointment.** The Treasurer shall be an elected officer of the Church and may be exempted from normal limitations of tenure and/or serve extended term limits. The Treasurer of the Church serves in a capacity as nominated by the church and approved by the Senior Minister and the Nominating Committee.
2. **Qualifications.** Along with Biblical Principles as outlined in 1 Timothy 3:8-13, a candidate for **Treasurer** must (be):
 - A Christian at least one (1) year;
 - A member of First Missionary Baptist Church at least one (1) year;
 - Regularly attend Church Services at First Missionary Baptist Church;
 - Tithe or give consistently;
 - Regularly attend at least one Christian Education class at FMBC, i.e., Sunday School or Bible Study;
 - Complete a Spiritual Gifts Inventory, with the gifts of *Leadership* or *Administration* ranked in the top 4;
 - Complete a Kingdom Application or equivalent Profile;
 - Demonstrate experience or knowledge in **one** of the following areas: finance, bookkeeping, real estate, insurance, legal liability;
 - Meet qualifications necessary to be bonded.

Section H. Officers

The Board Strategy Team or, by a delegation of the Senior Minister, may establish such positions of leadership for the Church's work as they deem appropriate and, for each such position, shall establish the qualifications, terms, duties and means of selections. The Board Strategy Team shall place its approval upon all Church officers and other workers by majority vote at a business meeting.

Section I. Staff

All employees of the Church who report to the Senior Minister shall be employed or terminated by the Senior Minister who shall establish job descriptions, means of selection, supervision, and modes of accountability in his discretion. The Senior Minister shall prepare or cause to be prepared a Church policy manual, which shall include appropriate personnel policies and protections for all staff.

Section J. Church Nominating Committee

The Board Strategy Team will appoint, from time-to-time as needed, a Nominating Committee of no more than nine (9) persons who are Members in good standing who are not Officers, to present candidates qualified according to these By-laws for such Church positions as directed by the Board Strategy Team.

VIII. LICENSURE AND ORDINATION

Section A. Licensure

When a member announces to the Senior Minister a call to the ministry, the Senior Minister shall present the candidate to the Deacon Team Ministry and Board Strategy Team for examination. Upon a majority vote of the Deacon Team and Board Strategy Team, the Candidate will be required to complete Ministerial Training as designated by the Senior Minister. Upon completion of this training, a date will be set for an initial sermon after which a license will be granted signed by the Church Clerk and Senior Minister. Specific tasks and responsibilities will be assigned by the Senior Minister.

Section B. Ordination

Through the office of the Senior Minister, a licensed minister can be recommended for ordination. Usually ordination is granted when a minister is called to a church as Pastor or requested to serve in the sacerdotal functions with an ordained Pastor. The Senior Minister shall recommend the candidate to an approved church Association; the candidate shall then comply with that Association's requirements. Upon successful completion and a favorable vote by the Association, the said person can now be ordained. The Senior Minister may have the service at the place of examination or have a special service at the home church or the church that has called. During the service, hands will be laid on the candidate and an ordination certificate from the home Church shall be presented.

IX. CHURCH FINANCES

Section A. Expenditures and Receipts of Funds

1. No funds shall be disbursed without the express authorization of the Church as provided for in the budget or separate authorization.
2. Separate accounting shall be maintained for all designated gifts and funds.

Section B. Audit

The Trustee Team, with the assistance of the Stewardship Team, shall arrange for an annual review or audit, or a type deemed appropriate.

X. POLICIES AND PROCEDURES

The Senior Minister shall assure the creation and maintenance of a Standard Operating Procedures (SOP) Manual which shall contain all currently controlling policies and procedures governing any aspect of the Church's affairs including Ministry and Objective Team task descriptions, policies regarding the handling of funds, use of facilities, and employment policies and practices.

XI. AMENDMENTS

These By-laws may be amended, altered, or repealed only by a majority vote of the Members of the Church present at a meeting scheduled in accordance with these By-laws; provided, however, that such amendment, alteration, or repeal shall have been given to the Clerk in writing and presented to the Church at least twenty-eight (28) days prior to the time the vote is taken. The foregoing provisions of the Article XI notwithstanding, amendments to the Sections I, VII, and XI of these By-laws may be adopted only by a two-thirds majority vote.

A copy of these By-laws shall at all times be kept by the Church Clerk among his or her records and another copy shall be kept in the Church office. All amendments to or revisions thereof shall, after passage by the Church, be prepared by the Clerk and maintained in the copies of the By-laws and made available to the Church Members generally upon request.

When Life Happens...

At First Missionary Baptist Church we are *doing life together*. That means that we not only want to share in your family's awesome mountain top experiences, but we also want to be there to assist and support you in your valley experiences as well. Below are some resources available to you as members of the FMBC family.

CLOTHING

Operation Breadbasket (Free Clothes Closet)

212 Broad Drive, Concord, NC 28025
704-784-2581; breadbasket@fmbc-concord.org
Managing Director: Zenobia L. Nelson

COUNSELING

Pastoral Counseling (Grief, Family, Marital, etc.)

FMBC Youth Worship Center-Room 101
704-886-0891; rarline@fmbc-concord.org
Pastoral Counselor: Rev. Richard Arline

EMPLOYMENT

FMBC Job List

Join our mailing list to receive emails that include local job listings.
Email your full name and phone number to joblist@fmbc-concord.org.
You may also join the list by texting the keyword **GETWORK** to **555888**.

FINANCIAL COUNSELING/REFERRALS

FMBC "Get Set Free" Ministry

gestsetfree@fmbc-concord.org
www.fmbc-concord.org/resources/get-set-free
Financial Counselor: Wendell Fant

FOOD

Operation Breadbasket (Emergency Food Assistance)

212 Broad Drive, Concord, NC 28025
704-784-2581; breadbasket@fmbc-concord.org
Managing Director: Zenobia L. Nelson

HEALTHCARE NEEDS

Faith Community Nurse @ The House of Hope

212 Broad Drive, Concord, NC 28025
704-788-3815; theoma.southwell@atriumhealth.org
Faith Community Nurse: Theoma Southwell

SICKNESS/HOSPITALIZATION/DEATH

When your family experiences sickness, hospitalization, or even death of a loved one, our Comfort & Care Team is available to help you through those difficult moments. For more information or to share information, email wecare@fmbc-concord.org.