Bylaws 2017

Brentwood Baptist Church
Brentwood Baptist Foundation
Baptist Faith and Message
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THE DEVELOPMENT OF BRENTWOOD BAPTIST CHURCH GOVERNANCE STRUCTURE
THE DEVELOPMENT OF
BRENTWOOD BAPTIST CHURCH
GOVERNANCE STRUCTURE

Overview of the Church’s Governance

Our governance structure is based on the biblical principle that the local church is an autonomous, self-governing body of baptized believers and is accountable to God for its decisions and actions. The ultimate authority for governance is vested in the membership in a congregational form of church governance. The Scriptures provide latitude in how a church makes leadership and administrative decisions.

Churches of our size often create a “governing group” that is delegated responsibilities and authorities under the terms of the Bylaws, while reserving to the congregation specific areas of authority such as the calling of the senior pastor, approving members, budget adoption, and so forth. The name “Trustees” was chosen for our governing group due to its long-standing use in the church.

The membership delegates and entrusts to 12 Trustees all governing authority for the Church not specifically retained by the members in the Bylaws. The Trustees serve as lay leadership elected by, and accountable to, members of the Church. From a legal perspective, the Church is organized as a non-profit corporation under the laws of the State of Tennessee. From this point of view, the Trustees serve as the directors of the corporation and serve as fiduciaries for the Church.

In effect, Brentwood Baptist Church practices a collaborative leadership model of church governance. This model entrusts a team of lay leaders, called Trustees to collaborate with the members, pastors, staff, deacons, and standing committees/teams to integrate the work of the Church.

The success of our governance structure is built upon the proper balance among three broad principles: (1) requires a high level of confidence and trust by the congregation, (2) requires the enthusiastic support of the pastors who work with the Trustees, and (3) requires the objectivity, faithfulness, and integrity of the Trustees selected. All three principles must work in harmony for our governance structure to function properly.

The work of the Trustees is intended to offer several benefits to the Church resulting in:

1. Relying on the continuity, wise counsel, and sound judgment of lay leaders who work alongside the pastors on behalf of the membership
2. Strengthening the capacity of the pastors to focus primarily on prayer, preparation, and preaching
3. Creating a healthy system of checks and balances by entrusting to the Trustees the objective oversight of the operations of the Church
4. Increasing stewardship of the Church’s resources in order to better position the congregation to expand ministry opportunities, as God directs
The Bylaws are intended to serve as a practical and legal framework for conducting the work of the Church. Essentially the Bylaws express the members’ “agreement” with the broad governing principles, direction, and expectations. The Trustees implement how the principles are carried out and act in the best interest of the church. Any change in the Bylaws requires Church approval.

**History on the Development of the Governance Structure and Bylaws**

Brentwood Baptist Church was founded in 1969 as a mission of Woodmont Baptist Church. Upon its establishment as a constituted church, the original Charter and Bylaws of Brentwood Baptist were developed by the charter members. During the first 30 years of the church’s existence, the Bylaws were amended from time to time. The church body, along with the pastor and deacons, functioned as the primary governance structure.

When the Church moved to 7777 Concord Road, Senior Pastor Mike Glenn and Pastor Emeritus Bill Wilson, recognized our Church was positioned to grow rapidly. Therefore, the congregation as a body would increasingly be unable to make all decisions collectively in an effective and timely manner through traditional business meetings.

Our Senior Pastor also recognized the need for wise counsel from the members and the need to focus on his primary role. In addition, our deacon body was transitioning from functioning as an administrative group for the Church to fulfilling the biblical role of assisting in pastoral ministries.

In September 2002, the Church approved the appointment of a Church Governance Task Force. This group was charged to research, develop, and present to the Church for adoption a new governance structure. The Church Governance Task Force studied the Scriptures and also researched the various governance approaches used in large evangelical churches across the nation. The task force met with leaders and members to define a structure that would be best suited to the unique needs and preferences of our congregation.

The Church overwhelmingly adopted the new governance structure that established the expanded role of Trustees, effective January 1, 2004.

A review was conducted during 2007, 2012, 2015, and again in 2017. The purpose was to improve and refine the Bylaws following several years of experience with the new governance structure. In December 2017, the Church amended the Bylaws with a 99% vote in favor of the improvements.
A second review was conducted in 2012 to take into account the growth in staff, congregations, and campuses. In November 2012, the Church amended the bylaws with a 98 percent vote in favor of the amendments.

A third review was conducted in 2015 to effectively communicate Brentwood Baptist Church’s biblical stance regarding marriage. In September 2015, the Church amended the charter and bylaws with a 98 percent vote in favor of the amendment.

A fourth review was conducted in 2017 to reflect a redevelopment of our church mission statement and values. Changes also delegated tasks to Trustees from congregation related approvals of qualified church members and approval for church nominated and vetted deacons.
BYLAWS OF
BRENTWOOD BAPTIST CHURCH
BYLAWS OF BRENTWOOD BAPTIST CHURCH

The Bylaws serve as a legal and practical framework for governing the work of the Church. All entities including the multisite locations of Brentwood Baptist Church are subject to these Bylaws, unless the entity is incorporated into a separate legal entity. In this case, its bylaws would apply.

ARTICLE I  BIBLICAL FOUNDATION

1.1 Church Definition: Brentwood Baptist Church (“Church”) is a group of baptized believers, each having accepted Jesus Christ as Savior and Lord and are associated by covenant in the faith and fellowship of the gospel. The Church is a body personally committed to sharing the Good News of salvation to lost people.

1.2 Church Mission: Engaging the whole person with the whole gospel of Jesus Christ anywhere, anytime, with anybody.

1.3 Church Values. Shared convictions that guide our decisions and reveal our strengths:

1. Gospel First and Always Romans 1:16
2. Uniquely Called Psalm 139:14-16
3. Intentional Innovation Mark 2:1-12
4. Crossing Cultures Genesis 12:1
5. Multiplying Matters Matthew 28:19

Because God has ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself; Brentwood Baptist Church will only recognize marriages between one biological man and one biological woman. Further, the employees of Brentwood Baptist Church will only officiate, host, and/or solemnize marriages between one biological man and one biological woman, and shall not foster any activity contrary to God’s ordained definition of marriage. Finally, in accord with God’s ordained purpose for marriage and good stewardship of His resources, the facilities and property of Brentwood Baptist Church shall only host weddings between one man and one woman.

1.4 Church Statement of Faith. The Holy Bible is the inspired Word of God and is the basis for any Statement of Faith. The Church subscribes, since its establishment, to the confessional statement of the “Baptist Faith and Message” as adopted by the Southern Baptist Convention in 1963, amended in 1998.

1.5 Church Ordinances. The ordinances of the Church are baptism by immersion and the Lord’s Supper.
(a) Baptism. A person who accepts Jesus Christ as Savior by personal faith, who confesses Him publicly at any worship service, and who indicates a commitment to follow Christ as Lord, shall be received for baptism. Baptism shall be by immersion in water.

(b) The Lord’s Supper. The Lord’s Supper is a symbolic act of obedience whereby members of the Church, through partaking of the bread and fruit of the vine, commemorate the death of Jesus Christ and anticipate His second coming. The Lord’s Supper shall be observed regularly.

ARTICLE II      NAME
The name of this corporation is Brentwood Baptist Church. It is intended that the Church have the status of a corporation which is exempt from federal income tax under Section 501(a) of the Internal Revenue Code of 1986, as amended, or any corresponding provisions of any future tax laws (hereinafter referred to as the “Code”), as an organization described in Section 501(c)(3) of the Code. The Church has been organized pursuant to the Tennessee Non-Profit Corporation Act (“Act”). The word Church, as used in these bylaws, includes all entities and multisite locations of Brentwood Baptist Church.

ARTICLE III      GOVERNANCE
Governance of the Church is ultimately vested in the body of believers who compose the Church (“members”). Brentwood Baptist Church is subject to the control of no other ecclesiastical body, but recognizes and sustains a relationship of mutual cooperation among Southern Baptist churches. The Church has chosen to affiliate with and support the Nashville Baptist Association and to cooperate with and support the Tennessee Baptist Convention and the Southern Baptist Convention. While the ultimate authority for governance of the Church is vested in the members in a congregational form of church governance, the members have chosen, as evidenced by the Church’s Charter and these Bylaws, to delegate substantial authority to the Trustees pursuant to Article VII.

ARTICLE IV      REGISTERED OFFICE
4.1 Church Office. The principal office of the Church is located at 7777 Concord Road, Brentwood, Tennessee 37027. The principal office of the Church may not be moved to a different location unless approved by the members.

4.2 Registered Office. The registered office of the Church is required to be maintained in the State of Tennessee by the Tennessee Non-Profit Act, as amended from time to time (the “Act”) and may, but need not, be identical with the principal office in the State of Tennessee. The address of the registered office may be changed from time to time by the Trustees.

ARTICLE V      PURPOSE AND USE OF FUNDS
5.1 Purpose. The purpose of the Church is to be a dynamic spiritual organism empowered by the Holy Spirit to share the Good News of Jesus Christ with as many
people as possible in Middle Tennessee and throughout the world. In pursuit of this purpose, the Church shall be a worshiping fellowship, experiencing an awareness of God, recognizing His person, and responding in obedience to His leadership. The Church will use its gifts, talents, and resources to help people experience a growing knowledge of God and minister unselfishly to persons in the community and in the world in the name of Jesus Christ.

Notwithstanding any other provision of the Bylaws, the Church shall not carry on any other activities not permitted to be carried on by a corporation organized as a non-profit corporation under the laws of the State of Tennessee pursuant to the Act which is exempt from federal income tax under Section 501(a) of the Code, contributions to which are deductible under Sections 170(c) (2), 2055(a) and 2522(a) of the Code.

5.2 No Private Inurement. The Church is not formed for financial or pecuniary gain. No part of the assets, income, or profits of the Church shall be distributable to, or inure to the benefit of its Trustees or officers or any other private person, except as provided in Section 7.14, and Article XIV as reimbursement for expenses or reasonable compensation for services rendered to the Church and except to make payments and distributions in furtherance of the purposes of the Church as set forth in the Charter and Section 5.1 of the Bylaws.

No substantial part of the activities of the Church shall be the carrying on of propaganda or otherwise attempting to influence legislation; and no part of the activities of the Church shall be the participation in or intervention in (including the publishing or distributing of statements), any political campaign on behalf of (or in opposition to) any candidate for public office.

5.3 Dissolution of the Church. The members shall have the authority to dissolve the Church at any time that it deems such dissolution appropriate or advisable by an eighty percent (80%) majority vote of members. In such event, after paying, or making provision for the payment of, all liabilities of the Church then outstanding and unpaid, the Trustees shall distribute the assets of the Church exclusively for religious purposes in accordance with Article XI of the Charter.

ARTICLE VI      MEMBERSHIP

6.1 Member Authority. The Church is a sovereign and democratic Baptist church under the leadership of Jesus Christ. The membership retains unto itself the exclusive right of self-government in all phases of the spiritual and temporal life of the Church, except to the extent the membership shall delegate responsibilities and authorities under the terms of the Charter, these Bylaws, or by action taken by the members. The members have retained the following authority exercised by the Church vote pursuant to Section 6.7:

(a) Calling and dismissing the senior pastor.

(b) Nominating deacons.
(c) Electing trustees.

(d) Approving the Church’s mission, objective, values, statement of faith, and ordinances.
(e) Adopting and amending the Church’s Charter and Bylaws.

(f) Approving the Church’s annual budget.

(g) Purchasing, selling, or encumbering all real property, land, and buildings.

(h) Relocating the principal office of the Church.

(i) Borrowing money other than that which is consistent with the approved annual Church budget.

(j) Establishing a new church campus or merging with an existing church.

The members have delegated all other authority to the Trustees. The Church may, by amendment to the Charter or Bylaws, rescind such delegation of authority and responsibility, in whole or in part, at any time.

6.2 Membership Candidacy. All candidates, including multisite candidates, may only request membership and approval by the church in the following ways:

(a) By profession of faith and for baptism by immersion

(b) By promise of a letter of recommendation from another church of like faith and order

(c) By statement of a prior conversion experience with prior baptism by immersion in a church of like faith and order when no letter is obtainable

(d) By statement of a prior conversion experience but upon baptism by immersion by the Church

6.3 Membership Effective. Membership shall become effective upon:

(a) Presentation pursuant to Section 6.2

(b) Baptism by immersion if presentation is pursuant to subparagraphs (a) or (d) of Section 6.2

(c) Completion of New Member Orientation

(d) Membership candidates that have completed (a)-(c) will be presented to the
Trustees for approval, and then presented to the church on a quarterly basis.

If a person does not complete the requirements of this Section 6.3 within twelve (12) months, such person shall be counseled by a member of the ministerial staff. If after such counseling the candidate fails to complete these requirements within a reasonable time, the candidate shall not be presented to the Church for membership.

6.4 Termination of Membership. Membership records are maintained pursuant to Section 7.9.

Membership may be terminated in the following ways:

(a) Notification of a person having joined another Southern Baptist Church, a church of another denomination, or a church unaffiliated with a denomination

(b) Written request of the member

(c) Exclusion by action of the Trustees on behalf of the Church pursuant to Section 6.5

(d) Death

6.5 Discipline of Members. The Church, consistent with the teachings of Galatians 6:1, will use every reasonable effort to minister to and assist any member experiencing spiritual, emotional, financial, or other problems. The Church, through its Trustees, may discipline any member whose conduct is inconsistent with the purpose and Statement of Faith as set forth in the charter. Because of the sensitive nature of such action and to protect all parties concerned, the Church has committed to the Trustees the responsibility to deal with all dismissal issues.

In accordance with the instructions of Jesus, any proceeding to discipline a member shall be pervaded by a spirit of Christian kindness and forbearance. If the Trustees determine that the welfare of the Church will be best served by the exclusion of a member, the Trustees may act on behalf of the Church and may take this action by voting pursuant to Section 7.17. At this time, the Trustees may proceed to declare the person no longer in fellowship with Brentwood Baptist Church.

Because redemption rather than punishment is the guideline that governs the attitude of one believer towards another, any person whose Membership has been terminated by the Trustees pursuant to Section 6.4 (c) may, upon request to the Trustees, and with the recommendation of the senior pastor and the chair of deacons, be presented for membership.

6.6 Corporate Worship

(a) Corporate Worship Services. The Church, at all locations, shall meet regularly for preaching, instruction, evangelism, and worship. These meetings are for all people
and shall be conducted under the collaboration, supervision, and direction of the senior pastor and the respective multisite pastors.

(b) Special Corporate Services. The pastors, in collaboration with the Trustees, shall also schedule such special services as they shall deem appropriate for worship, praise, instruction, celebration, baptism, remembrance, or child dedication.

(c) Worship Service Evaluation. The Trustees shall seek evaluation from the members regarding worship practices to provide counsel to the pastors. The Trustees shall review and approve proposals from the pastors regarding the number of corporate worship service opportunities, ongoing worship experiences for selected audiences, and the proposed worship leaders.

6.7 Meetings of Members to Act on Resolutions.

(a) Regular Meetings. A Regular Meeting of the Church to conduct business shall be held at least annually, during a regularly scheduled corporate worship service, on a date designated by the Trustees. At such meetings, the Trustees, church treasurer, pastors and others designated by the Trustees also shall report on the activities of the Church, including multisite locations.

(b) Called Meetings. The Church may be called into special session by the Trustees for consideration or approval of items pursuant to Section 6.1 and to address any items pursuant to Section 6.7(f). The date of the called meeting is selected at the discretion of the Trustees in consultation with the church staff. A notice of at least 10 (ten) days will be given to the members pursuant to Section 6.7 (c). When notifying the Church of a called meeting, the nature of the business is stated at the time of the announcement.

(c) Presentation of Resolution. Prior to submitting any resolution to the Church for a vote, the Trustees shall first present such resolutions to the membership for review and prayer. Trustees determine the best way to present the resolution. Trustees may present the resolution by written notice (such as admission of new members, electing Trustees and deacons), and/or at one or more informational meetings (such as future Church strategy, annual budget, purchase of property). A regular meeting of the Church may suffice as an informational meeting.

At such informational meetings, the last of which shall be at least seven (7) days prior to the first date on which voting shall occur, the Trustees shall provide information concerning the resolution and shall receive from the members recommendations, suggestions for amendments, and additions to or deletions from the resolution. The Trustees may amend the proposed resolution based upon the recommendations from the congregation at the informational meeting.

(d) Voting. Every member of the Church is entitled to vote at all elections and on all resolutions submitted to the Church. Voting on any item requiring the affirmative vote of the membership pursuant to the terms of the Charter and/or these Bylaws shall be by written ballot presented to the membership for voting at the regularly scheduled corporate worship services.
A valid ballot must include only one member’s vote and must be signed by the member to verify membership. A sample of the ballot for any matter to be voted on by the membership, shall be available to the membership at least one week prior to the first date on which voting shall take place.

A resolution from the Trustees will be voted on in all regular worship services for two consecutive Sundays. No amendment to a resolution may be presented from the floor during the worship services at which the vote is to occur.

For any resolution to be approved, at least ten percent (10%) of the members must participate by submitting a valid ballot. An affirmative vote of seventy-five percent (75%) of valid votes cast by members must be received. The only exception to this voting standard is Section 5.3 of the Bylaws.

Members may not vote by absentee ballot due to the actions required to comply with legal regulations.

(e) Records. The secretary of the Church shall maintain a record of all actions taken by the members including a copy of the resolution and a record of the vote thereon. Voting ballots shall be considered confidential and shall be retained for ninety (90) days following the vote.

(f) Failure of Trustees to Present Resolution. If the Trustees shall fail to present a resolution to the members for action within sixty (60) days after receiving such resolution for consideration from the deacons or a standing committee of the Church, the deacons or standing committee may submit such resolution to the Church. Action is then taken after notice and opportunity for discussion has occurred, consistent with this Section 6.7

In presenting the resolution to the Church, the Trustees shall determine the date, time, place, agenda, and procedures for the informational meetings. This is required by Section 6.7(c). This informational meeting shall be conducted within the next sixty (60) days.

The deacons or standing committee presenting the resolution, and the Trustees shall have equal time and opportunity to present their respective views, comments, and recommendations with regard to the resolution at any informational meeting and in all communications with the members. The Trustee chair shall agree with the standing committee chair or the deacon chair upon a suitable date for the Church to vote on the resolution.

ARTICLE VII   TRUSTEES

7.1 Responsibility. The Trustees of the Church serve as a lay leadership team elected by, and accountable to, the members. The Trustees are empowered by the members to ensure alignment of ministries with the Church’s mission and vision, to give oversight to the ongoing operations of the Church, and to provide oversight, counsel, and support
to the pastors or staff. The Trustees serve as a liaison between the Church and the staff to integrate the total work of the Church. Membership has delegated and entrusted to the Trustees all governing authority for the Church not specifically retained by the members in the Charter or these Bylaws.

7.2 Number. There shall be twelve (12) Trustees.

7.3 Tenure. Three Trustees shall be elected annually by the Church to serve four-year terms. A Trustee may not serve more than two consecutive terms.

7.4 Qualifications. In seeking to fill the office of Trustee, the Church’s goal is to identify those persons who have demonstrated toward Brentwood Baptist Church and God’s kingdom the agape love described in I Corinthians 13. That is, Trustees are expected to have demonstrated toward the Church and its members patience, kindness, humility, and self-sacrifice. The Trustees’ lives are expected to reflect the fruit of the Spirit described in Galatians 5.

In addition, a nominee must meet the following qualifications:

(a) Be at least 25 years of age and have been a member of the Church for a minimum of three (3) years at the time service as a Trustee begins

(b) Reflect and have demonstrated spiritual maturity, godly wisdom, and a committed faith that evidences the lordship of Jesus Christ

(c) Demonstrated a consistency in stewardship with the tithe through the Church as a minimal level of giving

(d) Be an active participant in the Church and have demonstrated a commitment to the mission, objective, and values of the Church

(e) Be willing to follow scriptural principles for conflict resolution, maintain confidentiality, and make decisions objectively without bias to particular areas of ministry

(f) Be viewed as demonstrating a high standard of the Christ-like life and be free from behavior that would negatively affect the ministry of the Church

(g) Agree with the principles of the “Baptist Faith and Message” pursuant to the Church’s Statement of Faith in Section 1.4

A Trustee may not serve as a ministry team leader, deacon officer, member of a standing committee, or employee of the Church at the same time the person serves as Trustee. A person serving in one of these positions may be nominated and elected as a Trustee but must resign the conflicting position prior to assuming the role of Trustee. Immediate family members, defined as spouse, parents, or children, may not serve
concurrently as Trustees.

7.5 Nominations and Elections. Any member of the Church may nominate a person in writing for service as a Trustee. Only those persons nominated by a member shall be included in the pool of nominees. Trustees eligible for a second term are automatically considered a nominee if the qualifications are maintained and if at least nine Trustees affirm the nomination. The Trustee chair with Trustee approval, shall name an ad hoc committee, consisting of Trustees, the deacon chair, and two other members of the Church to supervise the process of nominating Trustees and propose a slate of two (2) to four (4) names for each vacancy. The committee will report their selection of two (2) to four (4) nominees for each vacancy to the Trustees for approval and subsequent nomination to the Church.

Church voting shall occur during the last quarter of the year preceding the year in which the term of office begins. Trustees not on the ballot and the deacon Chair or deacon representative shall count the ballots and promptly announce to the Church the results of the election. Trustees elected shall assume office on January 1 of the year following their election.

7.6 Officers of the Church. The Trustees shall elect a chair, vice chair, and secretary from among the Trustees. For purposes of the act, these officers shall be deemed the president, vice president, and secretary of the Church, respectively. The chair of the Finance Ministry Team ("FMT") shall serve in the office of church treasurer.

7.7 Chair of the Trustees. The chair of the Trustees shall serve as president of the Church for purposes of Tennessee law, and shall moderate any meeting of the members or the Trustees. The chair shall have all authority incident to the office of chair and such other duties as may from time to time be prescribed by the Trustees not inconsistent with the Charter or Bylaws of the Church. The chair may sign, with the secretary or any other proper officer authorized by the Trustees or the Church, deeds, mortgages, bonds, contracts, or other instruments, which the Trustees or Church has authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the members, Charter, Bylaws, or Trustees to some other officer or agent of the Church.

7.8 Vice Chair of the Trustees. In the absence of the chair, or in the event of his or her death, inability, or refusal to act, the vice chair shall perform the duties of chair (pending election, if necessary, of a successor chair). When so acting, the vice chair shall have all the powers of the chair. The vice chair shall be the vice president of the Church.

7.9 Secretary of the Trustees and the Church. The secretary of the Trustees shall be the secretary of the Church and shall: keep the minutes of the proceedings of the Trustees and members in a designated file provided for that purpose; see that all notices are duly given in accordance with the provisions of these Bylaws or as required by law; keep a register of the post office address, electronic mail address, and phone numbers
of each Trustee, which information shall be furnished to the secretary by each Trustee; and, in general, perform all duties incident to the office of secretary of the Trustees and Church. The secretary will perform such other duties as from time to time may be assigned to him or her by the chair of the Trustees. The secretary shall be responsible for keeping a register of the names of members, with dates of admission, dismissal, or death, together with a record of baptisms. The secretary shall issue letters of dismissal approved by the Trustees pursuant to Section 6, preserve on file all communications and written official reports, and provide legal notice of all meetings of the membership where such notice is necessary, as indicated by the Charter, Bylaws, or by applicable law. The secretary may delegate clerical responsibilities to administrative personnel of the Church.

7.10 **Election of Officers.** The chair, the vice chair, and the secretary shall be elected by the Trustees for a term of office of one year or until his or her successor shall have been duly elected and qualified, or until his or her earlier death, resignation, or removal from office in the manner hereinafter provided. An officer may succeed himself or herself in his or her office.

7.11 **Removal of Officers.** Any member of the Trustees removed from office pursuant to Section 7.20 shall be automatically removed as an officer. The Trustees, by the affirmative vote of nine (9) members, may remove an officer when, in the Trustees’ judgment, the best interest of the Church will be served thereby.

7.12 **Vacancy.** A Trustee vacancy, because of death, resignation, removal, disqualification, termination of membership, or otherwise, may be filled by the affirmative vote of nine (9) Trustees for the unexpired portion of the term. Serving an unexpired term of less than one year shall not constitute a full term for purposes of Section 7.3. The Trustee nominating committee shall consider the individual who received the highest vote total in the last election, but was not elected, as the vacancy candidate and shall continue in order of votes received until a candidate agrees to serve. The candidate must be voted on in a regular meeting of the Trustees by an affirmative vote of at least nine (9) Trustees. The selection results are to be announced to the Church.

7.13 **Resignation of Officer.** An officer may resign his or her office at any time by tendering his or her resignation in writing to the chair or, in the case of the resignation of the chair, to the secretary. A resignation shall become effective upon the date specified in such notice, or, if no date is specified, upon receipt of the resignation by the Church at its principal place of business.

7.14 **Salaries and Expenses.** No officer of the Church shall receive a salary or other compensation for services rendered to the Church. Reasonable expenses incurred by any officer of the Church or the Trustees in the course of coordinating the affairs of the Church shall be reimbursed by the Church upon proper substantiation.

7.15 **Meetings.** The Trustees shall meet at least quarterly at such a time and
place suggested by the chair. Church staff members may also attend by invitation of the Trustees. Meetings will be announced to the membership through normal communication channels of the Church. Special meetings may be called by the chair, the senior pastor, the executive pastor, or by one-third (1/3) of the Trustees with at least a two-day notice to all Trustees.

7.16 **Notices.** Notices of regular or special meetings shall be given by written or electronic notice. The attendance of a Trustee at a meeting shall constitute a waiver of notice of such meeting. An exception would be where a Trustee attends a meeting for the express purpose of objecting to the transaction of any business because the meeting was not lawfully called or convened. The business to be transacted at, or the purpose of, any special meeting of the Trustees must be specified in the notice of such meeting and no other business shall be transacted at that meeting without the consent of all Trustees present.

7.17 **Quorum.** Nine (9) Trustees shall constitute a quorum and the affirmative vote of nine (9) Trustees shall be required in order to pass any resolution or take any action. A Trustee absent from a meeting may not submit a proxy vote. An absent Trustee may vote by telephone if the Trustee participates in the discussion related to the vote pursuant to Section 7.18.

7.18 **Participation in Meeting.** Each Trustee shall be entitled to one vote upon any matter properly submitted for a vote to the Trustees. The Trustees may participate in a meeting of the Trustees by means of conference telephone or similar communications equipment, by means of which all persons participating in the meeting can hear one another; and participation in a meeting pursuant to this provision shall constitute presence in person at such meeting. The Trustees shall be furnished a copy of the minutes of the meeting within ten (10) days of the meeting.

7.19 **Action without a Meeting.** Any action required or permitted to be taken at a meeting by the Trustees may be taken without a meeting if all Trustees consent to taking such action without a meeting. If all Trustees entitled to vote on the action shall consent to taking such action without a meeting, the affirmative vote of nine (9) (Section 7.17) shall be the act of the Trustees. The action must be evidenced by one or more written or electronic consents described in the action taken, signed in one or more counterparts by each Trustee entitled to vote on the action, indicating each signing Trustee’s vote or abstention on the action taken. All such written consents and actions shall be filed with the minutes of the proceedings of the Trustees. A consent signed under this section shall have the same force and effect as a meeting vote of the Trustees and may be described as such in any document.

7.20 **Removal.** Any of the Trustees may be removed by a vote of nine (9) Trustees or by the action of the Membership pursuant to Section 6.7.

7.21 **Resignation.** A Trustee may resign his or her Trusteeship at any time by tendering his or her resignation in writing to the chair or, in the case of the resignation...
of the chair, to the secretary. A resignation shall become effective upon the date specified in such notice or, if no date is specified, upon receipt of the resignation by the Church at its principal place of business.

7.22 Special Assignments
The Church has delegated to the Trustees these special assignments:

(a) Approving messengers to attend conventions or associations on behalf of the Church.

(b) Approving the Bylaws and selecting the Trustees of the Brentwood Baptist Foundation

(c) Maintaining the Church’s Operations Manual, which outlines the standard operating procedures for fulfilling the intent and purposes of these Bylaws. A more detailed explanation regarding the responsibilities and relationships of committees/teams is covered in the Church’s Operations Manual

(d) Approve for membership those who have completed the membership requirements and meet membership standards of the Church (as listed in 6.2 and 6.3).

ARTICLE VIII DEACONS
8.1 Role of the Deacons. In accordance with the meaning of the work and practice reflected in the New Testament, deacons are to be servants of the Church. The task of the deacons is to serve with the senior pastor and church staff in: performing pastoral ministries; proclaiming the gospel to believers and unbelievers; caring for church members and other persons in the community; leading the Church by example to engage in a fellowship of worship, witness, education, ministry, and lifestyle application; and leading the Church by example in performing its task.

8.2 Deacon Qualifications. The qualifications for deacons shall be those New Testament standards outlined in Acts 6:1-8 and 1 Timothy 3. Deacons are expected to be models of a Christian lifestyle and commitment worthy of emulation by other members of the Church. Deacons are expected to participate in the life of the Church with a goal of ministry and service to the church body. Deacons must be of good reputation, full of the Holy Spirit and wisdom, and willing to serve and minister to others.

Deacons also shall possess the same general qualifications required for Trustees pursuant to the provisions in Section 7.4 (a)-(g), with the exception being length of church membership which shall be one year. Deacons shall annually affirm their commitment to serve to the deacons’ chair and shall serve until released by the Holy Spirit, become unfaithful in performing the deacons’ ministry, or fail to meet the qualifications stated above. The chair of the deacons or pastoral leadership shall discuss these matters with any deacons failing to meet any of these requirements.
8.3 Deacon Ordination
Deacons are ordained by the Church to fulfill their role as servants of the Church.

8.4 Deacon Officers.
Officers of the deacons are chair, vice chair, and secretary. Multisite locations’ officers consist of a chair, vice chair, and secretary.

8.5 Deacon Nominations and Election. Deacons shall be nominated in the following manner:

(a) The members from all Church locations shall submit nominations upon request to the deacon chair.

(b) The deacon chair and vice chairs from all locations, in conjunction with the respective pastors, shall review the list prior to sending it to the senior financial manager and minister assigned to deacon ministry. These shall work together to determine that nominees meet the eligibility requirements of the Bylaws as to age, length of membership, and tithing.

(c) The deacon chair shall be notified of the qualified nominees approximately thirty (30) days after nominations are received. The deacons will personally contact each nominee to counsel with them prior to the placement of their names in nomination to serve as a deacon.

(d) Nominees who are willing to serve will be required to meet with the senior pastor and/or his designee for orientation.

(e) The Trustees will vote on the eligible nominees prior to the year service is to begin pursuant to Section 6.7.

(f) The term of service for deacons will begin on January 1 of the year following election.

ARTICLE IX      PASTORS AND CHURCH STAFF
9.1 Role of Trustees. The Trustees are responsible for supervising all church staff positions retained by the membership for approval pursuant to section 6.1(a).

9.2 Definition of Pastors and Ministers. Pastors are ministers assigned to shepherd an entity of Brentwood Baptist Church. Ministers are persons called to serve the Church by their giftedness.

9.3 Role of the Pastors. The Church assigns and provides opportunity for the pastors to focus on these primary roles: (1) spiritual teaching for the Church under the authority and direction of God as revealed through His Holy Spirit and the Scripture; (2) Bible study and preparation for evangelical preaching and teaching; and (3) commitment to prayer and growth in personal discipleship. The senior pastor is the principal spiritual
leader called by the Church and, alongside the Trustees, shall cast and promote the mission/vision of the church and serve as mentor to all multisite pastors. The senior pastor does not supervise the executive pastor or church staff, with the exception of the senior pastor’s executive assistant.

9.4 Succession of the Senior Pastor. The senior pastor shall be called by the Church based upon a vote in accordance with Sections 6.1(a) and 6.7(d). In the event of a vacancy in the position, the Trustees, after consultation with the appropriate church leadership, shall appoint a search committee to seek a suitable senior pastor. The search committee shall function as an ad hoc committee assigned to follow the scope and timeline established by the Trustees. The Trustees shall bring for consideration of the Church only one nominee at a time.

The succession plan of the senior pastor will be reviewed at least annually in connection with, and be a part of, the annual evaluation of the senior pastor by the Trustees. The senior pastor may be terminated in accordance with Section 6.7(d).

9.5 Accountability of the Senior Pastor. The senior pastor shall report to the Trustees. The Trustees, on behalf of the membership, shall serve as an accountability group for the senior pastor providing counsel and support.

9.6 Role and Accountability of the Executive Pastor. The executive pastor shall report to the Trustees. The Church assigns to the executive pastor: (1) the day-to-day administrative responsibilities of the Church; (2) the authority for overseeing and supervising the church staff; (3) responsibility for coordinating the ministries of the Church; and (4) the task of serving as the primary staff liaison with the standing committees of the Church. The Trustees, on behalf of the membership, shall serve as an accountability group for the executive pastor providing counsel and support.

9.7 Succession of Executive Pastor. In the event of a vacancy in the executive pastor position, the Trustees, after consultation with the appropriate church leadership, shall approve an Executive Pastor Search Committee to seek a suitable candidate. The Executive Pastor Search Committee shall serve as an ad hoc committee assigned to follow the scope and timeline established by the Trustees. The Trustees shall bring for consideration of the Church only one candidate at a time.

ARTICLE X COMMITTEES
10.1 Role of Trustees. The Church has delegated to the Trustees the authority to determine on an annual basis the specific tasks, membership, terms of service, rotation plan, meetings, and name the chair and vice chair of all standing committees. Such committees shall be under the direction and serve at the pleasure of the Trustees.

10.2 Standing Committees. Standing committees, also known as teams, are established to assist the Trustees with oversight of key ongoing operations of the Church. Standing committees may be changed by the Trustees depending on the needs of the Church.
10.3 Qualifications of Standing Committee Members. Members of the standing committee shall possess the same qualifications required for Trustees pursuant to the provisions in Section 7.4 (a)-(g).

10.4 General Scope of the Finance Ministry Team. The Finance Ministry Team ("FMT") serves as a lay leadership team accountable to the members, and elected by the Trustees to act in a prudent manner overseeing the financial ministries of the church. Section 7.22 (c). The Chair of the FMT shall serve as the church treasurer pursuant to Section 11.2.

10.5 General Scope of the Staff Resources Team. The Staff Resources Team ("SRT") serves as lay leadership team accountable to the members and are elected by the Trustees to act in a prudent manner overseeing the human resources functions of the church. Section 7.22 (c).

10.6 Ad Hoc Committees. Ad Hoc Committees are established by the Trustees to assist them with short-term projects of the Church.

ARTICLE XI FINANCIAL MANAGEMENT OF CHURCH OPERATIONS

11.1 Role of Trustees. The Trustees are responsible for the alignment of Church finances with the Church’s mission and strategic objective.

11.2 Role of Treasurer of the Church. Pursuant to Section 10.4, the chair of the FMT shall serve as the church treasurer. In consultation with the Trustees and executive pastor, it shall be the duty of the treasurer to:

(a) Provide oversight to the senior financial manager for the Church in the performance of his/her duties. The treasurer may delegate to the senior financial manager, or the staff any and all of the administrative and clerical duties described in this section, but exercise oversight of the duties performed. The senior financial manager shall have the primary duty to receive, preserve, and pay out, upon receipt of vouchers approved and signed by authorized personnel, all money or things of value paid or given to the Church. An itemized account of all receipts and disbursements will be kept at all times.

(b) Ensure the development of fiduciary policies

(c) Monitor the performance of the Church’s fiduciary policies through the review of financial statements prepared in accordance with generally accepted accounting principles

(d) Render to the Church a summary report of the receipts and disbursements for the preceding quarter as directed by Trustees

(e) Be responsible for the oversight of the annual independent audit of the Church’s financial statements.
(f) Review financial transactions of the Church for compliance with IRS guidelines related to non-profit status

11.3 Accounting Practices. The FMT shall assist the executive pastor and senior financial manager in establishing and maintaining a system of accounting consistent with sound business principles and faithful stewardship.

11.4 Financial Records and Reports. All financial records are the property of the Church and shall be kept as permanent records of the Church. The FMT shall work with the executive pastor and senior financial manager to prepare monthly financial reports to the Trustees. Trustees shall provide quarterly financial statements for presentation to the Church.

11.5 Church Budget. The FMT shall supervise the development of an annual budget for the Church and submit it to the Trustees for review and approval. The Trustees shall submit the Church budget to the members for approval in accordance with Section 6.7.

11.6 Monitoring Expenditures. The Trustees shall work with the FMT to assist the executive pastor and senior financial manager in monitoring the receipts and expenditures of the Church. Variances from the approved budget shall be analyzed and resolved by the FMT consulting with the executive pastor and Trustees.

11.7 Guidelines for Unbudgeted Expenditures. Unbudgeted expenditures are those expenditures and/or commitments for which no budget has been approved by the members and/or which could impact a future budget period. All unbudgeted expenditures require the prior approval of the FMT. Any single unbudgeted expenditure that would cause the total unbudgeted expenditures for the fiscal year to exceed 1% of the approved comprehensive budget will require approval of the Trustees. Any expenditure that would cause unbudgeted expenditures to exceed 3% of the approved comprehensive budget will require approval of the members pursuant to Section 6.7.

11.8 Guidelines for Budget Deficit. In the event the FMT determines that a cash flow deficit has occurred or may occur, it shall consult with the executive pastor and senior financial manager to reallocate resources to ensure that actual expenditures do not exceed receipts in any budget period. Such reallocation shall be consistent with the Church’s mission and vision. The FMT shall propose to the Trustees the plan for the reallocation of resources for consideration and approval. The ultimate responsibility for reallocation of the resources and/or adjustment of expenditures shall be vested in the Trustees.

11.9 Guidelines for Budget Overage. In the event the FMT determines that a cash flow overage has occurred or may occur, the FMT shall recommend to the Trustees the use of such overage consistent with the Church’s mission and vision, debt, and long-term plans. The Trustees shall determine the use of the overage and shall report
its decision to the Church.

11.10 **Annual Church Audit.** On behalf of the Church, the FMT shall engage an independent certified public accounting firm annually to audit the Church’s financial statements. The audit report shall be delivered personally to the FMT and shared with the Trustees for their review and approval.

11.11 **Contracts and Employment of Agents.** Except as limited by the Charter or Bylaws, the Trustees may authorize any trustee, officer, or agent to enter into any contract, or execute and deliver any instrument, in the name of and on behalf of the Church. The Trustees shall be specifically authorized, in their sole discretion, to employ and pay the compensation of such agents, accountants, custodians, experts, consultants, and other counsel, legal, investment, or otherwise, as the Trustees shall deem advisable, and to delegate discretionary powers to, and rely upon information furnished by, such individuals or entities. Such authority may be general or confined to specific instances.

11.12 **Loans.** No loans or lines of credit nor any amendments thereto shall be contracted on behalf of the Church, and no evidences of such indebtedness shall be issued in its name, unless authorized by a resolution of the Church.

11.13 **Checks and Drafts.** All checks, drafts, or other orders for the payment of money, notes, or other evidences of indebtedness issued in the name of the Church shall be signed by such officer or officers, agent or agents, of the Church, and in such manner, as shall from time to time be determined by resolution of the Trustees.

11.14 **Deposits.** All funds of the Church not otherwise employed shall be deposited from time to time, and in a timely manner, to the credit of the Church with such banks, trust companies, brokerage firms, investment managers, or other depositories as the Trustees may from time to time select.

11.15 **Investment Authority.** The Trustees shall be authorized to retain assets contributed to the Church, even though such assets may constitute an over-concentration in one or more similar investments. Further, the Trustees shall have the authority to make investments in unproductive assets, or to hold unproductive assets to the extent necessary until it can be converted into productive assets at an appropriate time, provided the retention of such assets is in the best interest of the Church and does not in any way jeopardize the tax-exempt status of the Church.

11.16 **Church Property.** Title to all church property shall be held by the Trustees on behalf of, and in the name of, the Church.

11.17 **Church Intellectual Property.** The Church shall own all rights to all works and subsequent derivative works created within the scope of a staff member’s duties that the Church has a right to direct and supervise. Trustees develop and approve intellectual property policy guidelines. Trustees, or their representatives, must approve
works presented for publication outside the Church, the terms and provisions of the contracts, and promotional activity. Trustees shall approve all uses of the Church’s name and likeness.

11.18  **Debt Management.** The Trustees shall work with the FMT to manage and control the Church’s long-term debt.

**ARTICLE XII  STANDARDS OF CONDUCT**

12.1  **Standards of Conduct.** A Trustee or an officer of the Church shall discharge his or her duties as a Trustee or as an officer, including duties as a member of a committee:

(a)  In good faith

(b)  With the care an ordinarily prudent person in a like position would exercise under similar circumstances

(c)  In a manner he or she reasonably believes to be in the best interest of the Church

12.2  **Reliance on Third Parties.** In discharging his or her duties, a Trustee or officer is entitled to rely on information, opinions, reports, or statements, including financial statements and other financial data, if prepared or presented by:

(a)  One or more officers or employees of the Church whom the Trustee or officer reasonably believes to be reliable and competent in the matters presented

(b)  Legal counsel, public accountants, or other persons as to matters the Trustee or officer reasonably believes are within the person’s professional or expert competence

(c)  With respect to a Trustee, a committee of Trustees of which the Trustee is not a member, as to matters within its jurisdiction, if the Trustee or officer reasonably believes the committee merits confidence.

12.3  **Bad Faith.** A Trustee or officer is not acting in good faith if he or she has knowledge concerning the matter in question that makes reliance otherwise permitted by Section 12.2 unwarranted.

12.4  **No Liability.** A Trustee or officer is not liable for any action taken, or any failure to take action, as a Trustee or officer, if he or she performs the duties of his or her office in compliance with the provisions of this Article, or if he or she is immune from suit under the provisions of Section 48-58-601 of the Act. No repeal or modification of the provisions of this Section 12.4, either directly or by the adoption of a provision inconsistent with the provisions of this Section, shall adversely affect any right or protection, as set forth herein, existing in favor of a particular individual at the time of such repeal or modification.
12.5 No Fiduciary. No Trustee or officer shall be deemed to be a fiduciary with respect to the Church or with respect to any property held or administered by the Church, including, without limitation, property that may be subject to restrictions imposed by the donor or transferor of such property.

12.6 Prohibition on Loans. The Church shall make no loans to, or guarantees on behalf of, its Trustees or non-salaried officers. Any Trustee who assents to or participates in the making of any such loan and/or guarantee shall be liable to the Church for the amount until the repayment and complete discharge thereof.

ARTICLE XIII CONFLICTS OF INTEREST

13.1 General. A conflict of interest transaction is a transaction with the Church in which a Trustee or officer of the Church has a direct or indirect interest. A Trustee or officer of the Church has an indirect interest in a transaction if, but not only if, a party to the transaction is another entity in which the Trustee or officer has a material interest, or of which the Trustee or officer is a general partner, director, officer, or Trustee. A conflict of interest transaction is not voidable, or the basis for imposing liability on the Trustee or officer, if the transaction was fair at the time it was entered into, or if the transaction is approved as provided in Section 13.2. A Trustee or officer shall promptly report in writing to the chair of the Trustees (or if the chair is making the report, to the vice chair) any transaction that may constitute a conflict of interest.

13.2 Manner of Approval. A transaction in which a Trustee or officer of the Church has a conflict of interest may be approved if:

(a) The material facts of the transaction and the interest of the Trustee or officer were disclosed or known to the Trustees, or to a committee consisting entirely of Trustees, the transaction involves less than $5,000 in any fiscal year, and the Trustees or such committee authorized, approved, or ratified the transaction

(b) The material facts of the transaction and the interest of the Trustee or officer were disclosed to the members and the members authorized, approved or ratified the transaction by a vote pursuant to Section 6.7

(c) Approval is obtained from the Attorney General of the State of Tennessee, or from a court of record having equity jurisdiction in an action in which the Attorney General is joined as a party

13.3 Quorum Requirements. For purposes of Section 13.2 (a), a conflict of interest transaction is authorized, approved, or ratified if it receives the affirmative vote of nine (9) Trustees. A quorum is present for the purpose of taking action under this Article if nine (9) of the Trustees who have no direct or indirect interest in the transaction vote to authorize, approve, or ratify the transaction. The presence of, or vote cast by, a Trustee with a direct or indirect interest in the transaction does not affect the validity of any action taken under subsection 13.2 (a) if the transaction is otherwise approved as provided in Section 13.2. For purposes of Section 13.2 (b), a conflict of
interest transaction is authorized, approved, or ratified if it receives the affirmative vote of 75% of the members present and voting at a regular or special meeting, the notice for which contained notice of the vote on the conflict of interest matter.

ARTICLE XIV   INDEMNIFICATION AND ADVANCEMENT OF EXPENSES

14.1  Mandatory Indemnification of Trustees and Officers. To the maximum extent permitted by the provisions of Sections 48-58-501, et seq., of the Act, as amended from time to time (provided, however, that if an amendment to the Act in any way limits or restricts the indemnification rights permitted by law as of the date hereof, such amendment shall apply only to the extent mandated by law and only to activities of persons subject to indemnification under this Section which occur subsequent to the effective date of such amendment), the Church shall indemnify and advance expenses to or for the benefit of any person who is or was a Trustee or officer of the Church, or to such person’s heirs, executors, administrators and legal representatives, for the defense of any threatened, pending, or completed action, suit or proceeding, whether civil, criminal, administrative, or investigative, and whether formal or informal (any such action, suit or proceeding being hereinafter referred to as the “Proceeding”), to which such person was, is or is threatened to be made, a named defendant or respondent, which indemnification and advancement of expenses shall include counsel fees actually incurred as a result of the Proceeding or any appeal thereof, reasonable expenses actually incurred with respect to the Proceeding, all fines, judgments, penalties and amounts paid in settlement thereof, subject to the following conditions:

(a)  The Proceeding was instituted by reason of the fact that such person is or was a Trustee or officer of the Church; and

(b)  The Trustee or officer conducted himself or herself in good faith, and he or she reasonably believed: (1) in the case of conduct in his or her official capacity with the Church, that his or her conduct was in its best interest; (2) in all other cases, that his or her conduct was at least not opposed to the best interests of the Church; and (3) in the case of any criminal proceeding, that he or she had no reasonable cause to believe his or her conduct was unlawful. The termination of a proceeding by judgment, order, settlement, conviction, or upon a plea of nolo contendere or its equivalent is not, of itself, determinative that the Trustee or officer did not meet the standard of conduct herein described.

14.2  Permissive Indemnification of Employees and Agents. The Church may, to the maximum extent permitted by the provisions of Section 48-58-501, et seq., of the Act, as amended from time to time (provided, however, that if an amendment to the Act in any way limits or restricts the indemnification rights permitted by law as of the date hereof, such amendment shall apply only to the extent mandated by law and only to activities of persons subject to indemnification under this Section which occur subsequent to the effective date of such amendment), indemnify and advance expenses in a Proceeding on behalf of any person who is or was an employee or agent of the
Church, or to such person’s heirs, executors, administrators and legal representatives, to the same extent as set forth in Section 14.1 above, provided that the Proceeding was instituted by reason of the fact that such person is or was an employee or agent of the Church and met the standards of conduct set forth in subsection 14.1(b) above. The Church may also indemnify and advance expenses in a Proceeding on behalf of any person who is or was an employee or agent of the Church to the extent, consistent with public policy, as may be provided by the Charter, by these Bylaws, by contract, or by general or specific action of the Trustees.

14.3 Non-Exclusive Application. The rights to indemnification and advancement of expenses set forth in Sections 14.1 and 14.2 above are contractual between the Church and the person being indemnified, and his or her heirs, executors, administrators, and legal representatives, and are not exclusive of other similar rights of indemnification or advancement of expenses to which such person may be entitled, whether by contract, by law, by the Charter, by a resolution of the Trustees, by these Bylaws, by the purchase and maintenance by the Church of insurance on behalf of a Trustee, officer, employee, or agent of the Church, or by an agreement with the Church providing for such indemnification, all of which means of indemnification and advancement of expenses are hereby specifically authorized.

14.4 Non-Limiting Application. The provisions of this Article XIV shall not limit the power of the Church to pay or reimburse expenses incurred by a Trustee, officer, employee, or agent of the Church in connection with such person’s appearing as a witness in a Proceeding at a time when he or she has not been made a named defendant or respondent to the Proceeding.

14.5 Prohibited Indemnification. Notwithstanding any other provision of this Article XIV, the Church shall not indemnify or advance expenses to or on behalf of any Trustee, officer, employee, or agent of the Church, or such person’s heirs, executors, administrators or legal representatives:

(a) If a judgment or other final adjudication adverse to such person establishes his or her liability for any breach of the duty of loyalty to the Church, for acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of law, or under Section 48-58-304 of the Act

(b) In connection with a Proceeding by or in the right of the Church in which such person was adjudged liable to the Church

(c) In connection with any other Proceeding charging improper personal benefit to such person, whether or not involving action in his or her official capacity, in which he or she was adjudged liable on the basis that personal benefit was improperly received by him or her.

14.6 Repeal or Modification Not Retroactive. No repeal or modification of the provisions of this Article XIV, either directly or by the adoption of a provision inconsistent with the provisions of this Article, shall adversely affect any right or
protection, as set forth herein, existing in favor of a particular individual at the time of such repeal or modification.

ARTICLE XV  NOTICES AND WAIVER OF NOTICE
Unless otherwise provided herein, the notices provided for in these Bylaws shall be communicated to the members through normal church communication method, including the worship bulletin, electronic mail, posting on the church website or announcing during regular worship services. Actions requiring a vote of the membership pursuant to Section 6.7 shall be noticed by written notice in addition to the normal church communication methods. Written notice is effective at the earliest of: (a) receipt; (b) five (5) days after its deposit in the United States mail, if mailed correctly addressed and with first-class postage affixed thereon; (c) on the date shown on the return receipt, if sent by registered or certified mail, return receipt requested, and the receipt is signed by or on behalf of the addressee; or (d) ten (10) days after its deposit in the United States mail, if mailed correctly addressed, and with other than first-class, registered, or certified postage affixed. Whenever any notice is required to be given to any Trustee, officer, or committee member of the Church under the provisions of the Charter, these Bylaws, or the Act, a waiver thereof in writing signed by the person or persons entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice.

ARTICLE XVI  FISCAL YEAR
The fiscal year of the Church shall end on the last day of December, or on such other date as may be fixed from time to time by the Trustees.

ARTICLE XVII  AMENDMENTS
These Bylaws and the Charter may be altered, amended, or repealed, and a new Charter or Bylaws adopted, upon the affirmative vote of seventy-five (75%) percent of the members present and voting pursuant to Section 6.7, except to the extent that such alteration, amendment, or repeal is inconsistent with Article XVIII hereof.

ARTICLE XVIII  EXEMPT STATUS
The Church has been organized and will be operated exclusively for exempt purposes within the meaning of Section 501(c)(3) of the Code and, as such, will be exempt from taxation under Section 501(a) of the Code.

These Bylaws were adopted and are effective on the 17th day of December, 2017.
FOURTH AMENDED AND
RESTATED CHARTER OF
BRENTWOOD BAPTIST CHURCH
FOURTH AMENDED AND RESTATED
CHARTER OF BRENTWOOD BAPTIST CHURCH

ARTICLE I  NAME AND FILING
The name of the corporation is Brentwood Baptist Church (hereinafter referred to as the “Church”). This Amended and Restated Charter of the Church is being filed pursuant to the Tennessee Non-Profit Corporation Act as amended from time to time (the “Act”). The original Charter was filed with the Secretary of State of the State of Tennessee on the 8th day of April, 1969. The Amended and Restated Charter was filed with the Secretary of State on the 9th day of December, 2015. This is the fourth restatement of the Charter.

ARTICLE II  NOT FOR PROFIT PUBLIC BENEFIT CORPORATION
The Church is a not-for-profit public benefit corporation. It is intended that the Church shall have the status of a corporation that is exempt from federal income tax under Section 501(a) of the Internal Revenue Code of 1986, as amended, or any corresponding provisions of any future federal tax laws (hereinafter referred to as the “Code”), as an organization described in Section 501(c)(3) of the Code.

ARTICLE III  OFFICE AND REGISTERED AGENT
The registered office of the Church is located at 7777 Concord Road, Brentwood, Tennessee 37027, County of Williamson; and the name of the registered agent at this address is Michael L. Glenn. The principal office of the Church is located at 7777 Concord Road, Brentwood, Tennessee, 37027.

ARTICLE IV  MEMBERS
The Church is a religious organization within the meaning of Tennessee Code Annotated Section 48-67-101. The Church will have members (“Members”). Membership shall be determined in accordance with the Bylaws of the Church.

ARTICLE V  PURPOSE
The purpose of the Church is to be a dynamic spiritual organism empowered by the Holy Spirit to share the Good News of Jesus Christ with as many people as possible in Middle Tennessee and throughout the world. In pursuit of this purpose, the Church shall be a worshipping fellowship, experiencing an awareness of God, recognizing His person, and responding in obedience to His leadership. The Church will use its gifts, talents, and resources to help people experience a growing knowledge of God and to minister unselfishly to persons in the community and in the world in the name of Jesus Christ. The Church shall be a body of baptized believers in Jesus Christ personally committed to sharing the Good News of salvation to lost people. The ordinances of the Church are baptism by immersion and the Lord’s Supper.

Notwithstanding any other provision of this Charter, the Church shall not carry on any other activities not permitted to be carried on by a corporation organized as a non-profit corporation under the laws of the State of Tennessee pursuant to the Act which is exempt from federal income tax under Section 501(a) of the Internal Revenue Code of 1986, as amended (the “Code”), contributions to which are deductible under Sections 170(c)(2), 2055(a) and 2522(a) of the Code.

ARTICLE VI     MEMBERS AUTHORITY
Governance of the Church is ultimately vested in the Members in a congregational form of church governance. The Members have chosen to delegate substantial authority to the Trustees as described in Article VII below and the Bylaws. The Members retain sole authority with regard to each of the following matters as provided in the Bylaws:

(a) Calling and dismissing the senior pastor

(b) Nominating deacons

(c) Electing Trustees

(d) Approving the Church’s mission, objective, values, statement of faith, and ordinances

(e) Adopting and amending the Church’s Charter and Bylaws

(f) Approving the Church’s annual budget

(g) Purchasing, selling, or encumbering real property

(h) Relocating the principal office of the Church

(i) Borrowing money other than consistent with the approved annual Church budget

(j) Establishing a new church campus or merging with an existing one.

ARTICLE VII     TRUSTEES
The affairs of the Church are to be managed by Trustees that shall act as directors of the Church and by such officers as shall be described in the Bylaws of the Church. The Trustees shall be comprised of not less than three (3) and not more than twelve (12) persons. All Trustees shall be members of the Church. Trustees shall be elected by the members in accordance with the Bylaws. The Trustees are authorized to act on behalf of the Church in all matters not specifically retained by the members in Article VI above.

ARTICLE VIII     LIMITED PERSONAL LIABILITY OF TRUSTEES
No person who is or was a Trustee of the Church nor such person’s heirs, executors, administrators, or legal representatives (collectively referred to as a “Trustee”) shall
be personally liable to the Church for monetary damages for breach of fiduciary duty as a Trustee; provided, however, that this provision shall not eliminate or limit the liability of a Trustee (a) for any breach of a Trustee’s duty of loyalty to the Church, (b) for acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of law, or (c) under Section 48-58-304 of the Act. No repeal or modification of the provisions of this Article, either directly or by the adopting of provisions inconsistent with the provisions of this Article, shall adversely affect any right or protection, as set forth herein, existing in favor of a particular individual at the time of such repeal or modification.

ARTICLE IX INDEMNIFICATION AND ADVANCEMENT OF EXPENSES

9.1 Mandatory Indemnification of Trustees and Officers. To the maximum extent permitted by provisions of Section 48-58-501, et. seq., of the Act, as amended from time to time (provided, however that if an amendment to the Act in any way limits or restricts the indemnification rights permitted by law as of the date hereof, such amendment shall apply only to the extent mandated by law and only to activities and persons subject to indemnification of this paragraph 1 which occurs subsequent to the effective date of such amendment), the Church shall indemnify and advance expenses to or for the benefit of any person who is or was a Trustee or officer of the Church, or to such person’s heirs, executors, administrators, and legal representatives, for the defense of any threatened, pending or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative and whether formal or informal (any such action, suit or proceeding being hereinafter referred to as the “Proceeding”), to which such person was, is, or is threatened to be made, a named defendant or respondent, which indemnification and advancement of expenses shall include counsel fees actually incurred as a result of the Proceeding or any appeal thereof, reasonable expenses actually incurred with respect to the Proceeding, all fines, judgments, penalties, and amounts paid in settlement thereof, subject to the following limitations:

(a) The Proceeding was instituted by reason of the fact that such person is or was a Trustee or officer of the Church

(b) The Trustee or officer conducted himself or herself in good faith, and he or she reasonably believed: (1) in the case of conduct in his or her official capacity with the Church, that his or her conduct was in its best interest; (2) in all other cases, that his or her conduct was at least not opposed to the best interest of the Church; and (3) in the case of any criminal proceeding, that he or she had no reasonable cause to believe his or her conduct was unlawful. The termination of a Proceeding by judgment, order, settlement, conviction, or a plea of nolo contendere or its equivalent is not, of itself, determinative that the Trustee or officer did not meet the standard of conduct herein described.

9.2 Permissive Indemnification of Employees and Agent. The Church may, to the maximum extent permitted by the provisions of Section 48-58-501, et. seq., of the Act, as amended from time to time (provided, however, that if an amendment to the Act in any way limits or restricts the indemnification rights provided by law as of the date
hereof, such amendment shall apply only to the extent mandated by law and only to activities of persons subject to indemnification under this paragraph 2 which occurs subsequent to the effective date of such amendment), indemnify and advance expenses in a Proceeding to any person who is or was an employee or agent of the Church, or to such person’s heirs, executors, administrators, and legal representatives, to the extent as set forth in paragraph 1 above, provided that the Proceeding was initiated by reason of the fact that such person is or was an employee of the Church and met the standards of conduct set forth in subparagraph 1(b) above. The Church may also indemnify in advance of a Proceeding a person who is or was an employee or agent of the Church to the extent, consistent with public policy, as would be provided by its Bylaws, by contract, or by general or specific action by the Trustees.

9.3 Nonexclusive Application. The rights to indemnification and advancement of expenses set forth in paragraphs 1 and 2 above are contractual between the Church and the person being indemnified, and his or her heirs, executors, administrators, and legal representatives, and are not exclusive of other similar rights of indemnification or advancement of expenses to which such person may be entitled, whether by law, by this Charter, by a resolution by the Trustees, by the Bylaws of the Church, by the purchase and maintenance of the Church of insurance on behalf of a Trustee, officer, employer or agent of the Church, or by an agreement with the Church providing for such indemnification, all of which means of indemnification and advancement of expenses are hereby specifically authorized.

9.4 Non-limiting Application. The provisions of this Article IX shall not limit the power of the Church to pay or reimburse expenses incurred by a Trustee, officer, employee, or agent of the Church in connection with such persons appearing as a witness in a Proceeding at a time when he or she has not been made a named defendant or respondent to the Proceeding.

9.5 Prohibited Indemnification. Notwithstanding any other provisions of this Article IX, the Church shall not indemnify or advance expenses to or on behalf of any Trustee, officer, employee, or agent of the Church, or any person’s heirs, executors, administrators, or legal representatives: if (a) a judgment or other final judicator adverse to such person establishes his or her liability for any breach of the duty of loyalty to the Church, for acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of law, or under Section 48-58-304 of the Act: (b) in connection with a Proceeding by or in the right of the Church in which such person was adjudicated liable to the Church: or (c) in connection with any other Proceeding charging improper personal benefit to such person whether or not involving action in his or her official capacity in which he or she was adjudged liable on the basis that personal benefit was improperly received by him or her.

9.6 Repeal or Modification Not Retroactive. No repeal or modification of the provisions of this Article IX, either directly or by the adoption of a provision inconsistent with the provisions of this Article IX shall adversely affect any right or protection, as set forth herein, existing in favor of a particular individual at the time of
such repeal or modification.

ARTICLE X  NO PRIVATE INUREMENT
No part of the net earnings of the Church shall inure to the benefit of, or be distributable to, the Trustees, officers or other private persons. However, the Church shall be authorized and empowered to pay reasonable compensation for services rendered to it or on its behalf; pay reimbursement for expenses incurred on its behalf, and make payments and distributions in furtherance of the purposes set forth in Article V hereof.

ARTICLE XI  NO LEGISLATIVE OR POLITICAL ACTIVITY
No substantial part of the activities of the Church shall be the carrying on of propaganda, or otherwise attempting to influence legislation; and the Church shall not participate in, or intervene in (including the publishing or distributing of statements), any political campaign on behalf of (or in opposition to) any candidate for public office.

ARTICLE XII  DISTRIBUTIONS ON DISSOLUTION
Upon the dissolution of the Church, after paying or making provision for the payment of all liabilities of the Church then outstanding and unpaid, the Trustees shall distribute the assets of the Church exclusively for the religious purposes of the Church within the meaning of Section 501(c)(3) of the Code, in such manner as the membership of the Church shall determine in accordance with the Bylaws. Any assets not so distributed shall be distributed to one or more organizations then described under Section 501(c)(3) of the Code and Section 170(c)(2) of the Code as the Trustees shall determine. Any assets not so disposed of by the Trustees shall be disposed of by a court having equity jurisdiction in the county in which the principal office of the Church is then located, with the distribution of assets to be made for such charitable purposes then described under Section 170(c)(1) of the Code or such organization or organizations then described under Section 501(c)(3) of the Code as such court shall determine.

ARTICLE XIII  ADOPTION AND EFFECTIVE DATE
This Amended and Restated Charter was approved by a vote of ninety-nine percent (99%) of the members present and voting pursuant to a resolution adopted at regular worship services on December 10 and 17, 2017. This Amended and Restated Charter shall be effective upon filing with the Secretary of State of the State of Tennessee.
PREAMBLE TO THE BYLAWS OF BRENWOOD BAPTIST FOUNDATION
PREAMBLE TO THE BYLAWS OF BRENTWOOD BAPTIST FOUNDATION

History
The Brentwood Baptist Foundation was established in 1999. Rev. William G. Wilson, served Brentwood Baptist Church for 20 years as the senior pastor and also as its first Missions Minister with his wife, Creely. He was instrumental in the establishment of the Foundation to serve in expanding missions beyond Brentwood, Tennessee.

The Vision of the Foundation
The vision of the Brentwood Baptist Foundation is to fund local, state, national, and international projects designed, organized, and operated to reach the world with the gospel of Jesus Christ and to assist and enhance the mission programs of Brentwood Baptist Church as determined by its Board of Trustees.

In addition to its missions focus, the Foundation also supports programs that advance and promote worship, that encourage and improve discipleship, and that develop an understanding of and dedication to the capital needs and debt service of Brentwood Baptist Church.

Bylaw Changes
To be able to accomplish all that its history represents and vision states, the Trustees of the Brentwood Baptist Foundation have obtained its legal status with the Internal Revenue Service as a qualified 501(c)(3) organization and have amended the bylaws to support its objectives.
AMENDED AND RESTATED BYLAWS
OF BRENTWOOD BAPTIST FOUNDATION
AMENDED AND RESTATED BYLAWS
OF BRENTWOOD BAPTIST FOUNDATION

ARTICLE I    NAME
The name of the Corporation is The Brentwood Baptist Foundation (the “Corporation”). It is intended that the Corporation shall have the status of a corporation which is exempt from federal income taxation under Section 501(a) of the Internal Revenue Code of 1986, as amended, or any corresponding provisions of any future federal tax laws (hereinafter referred to as the “Code”), as an organization described in Section 501(c)(3) of the Code.

ARTICLE II    OFFICES
Section 2.1 Corporate Office. The principal office of the Corporation shall be located at 7777 Concord Road, Brentwood, TN, 37027. The Corporation may have such other offices, either within or without the State of Tennessee, as the Board of Trustees may designate or as the affairs of the Corporation may require from time to time.

Section 2.2 Registered Office. The registered office of the Corporation required to be maintained in the State of Tennessee by the Tennessee Nonprofit Corporation Act, as amended from time to time (the “Act”) may, but need not, be identical with the principal office in the State of Tennessee; and the address of the registered office may be changed from time to time by the Board of Trustees.

ARTICLE III    PURPOSE AND USE OF FUNDS
Section 3.1 Purpose. The Corporation is organized exclusively for religious and charitable purposes within the meaning of Section 501(c)(3) of the Code (hereinafter referred to as “Charitable Purposes”), including the receipt and acceptance of property, whether real, personal, or mixed, by gift, grant, or bequest from any person or entity; the retention, administration, and investment of such property in accordance with the terms of the Corporation’s Charter and these Bylaws; and the distribution of such property for the purposes as herein delineated to (a) one or more organizations described in Section 501(c)(3) of the Code and either Section 509(a)(1) or Section 509(a)(2) of the Code, contributions to which are deductible under Section 170(c)(2), Section 2055(a) and Section 2522(a) of the Code, (b) a State, a possession of the United States, or any political subdivision of any of the foregoing, or the United States or the District of Columbia, contributions to which are deductible under Section 170(c)(1), Section 2055(a) and Section 2522(a) of the Code, or (c) or such other persons whose receipt of such funds is consistent with the Charitable Purposes of the Corporation (hereinafter referred to as “Qualified Beneficiaries”). The Corporation is organized to engage in any activity in furtherance of its Charitable Purposes and to exercise any and all powers, rights, and privileges afforded a nonprofit corporation under the Act.
Without limiting the foregoing, the primary purpose of the Corporation shall be to encourage Christian philanthropy primarily from, but not limited to, the members of Brentwood Baptist Church (the “Church”) by providing an endowment and other related services whereby individual and institutional gifts, bequests, and/or grants can be used to support ministries, missions, causes, and events that will advance the gospel and work of Jesus Christ within the Church, the Middle Tennessee area, and the world. The Corporation exists to support the Church’s Acts 1:8 ministry goals and to help Christians achieve their ministry passions today and tomorrow.

10/2011

However, in no event shall the Corporation carry on any activities not permitted to be carried on by a corporation organized as a nonprofit corporation under the laws of the State of Tennessee pursuant to the Act which is exempt from federal income tax under Section 501(c)(3) of the Code, contributions to which are deductible under Sections 170(c)(2), 2055(a), and 2522(a) of the Code. No gift or bequest of property shall be received or accepted in such a manner as to require the disposition of its income or principal to any person, governmental unit, or organization, other than a Qualified Beneficiary or for other than Charitable Purposes.

Section 3.2 Use of Funds. In making distributions to effectuate the Purpose, as delineated in Section 3.1 above, the Board of Trustees (as defined in Section 5.1) shall have the authority to make distributions of both income and principal in such proportions and amounts as the Board of Trustees, in its discretion, determines advisable, provided that all such distributions are consistent with all applicable federal tax laws and regulations, as herein provided. The Corporation is not formed for financial or pecuniary gain; and no part of the assets, income, or profits of the Corporation shall be distributable to, or inure to, the benefit of its Trustees or officers or any other private person, except as provided in Section 6.9, Section 7.11 and Article XII as reimbursement for expenses or reasonable compensation for services rendered to the Corporation, and except to make payments and distributions in furtherance of the Charitable Purposes of the Corporation, as set forth in the Charter and Section 3.1 above. No substantial part of the activities of the Corporation shall be the carrying on of propaganda or otherwise attempting to influence legislation; and no part of the activities of the Corporation shall be the participation in, or intervention in (including the publishing or distributing of statements), any political campaign on behalf of (or in opposition to) any candidate for public office.

10/2011
Section 3.3 Administration of Funds. In the event the Corporation is a private foundation within the meaning of Section 509 of the Code for a taxable year, the Corporation (a) shall distribute its income for each tax year in such manner so that it will not become subject to the tax on undistributed income imposed by Section 4942 of the Code; (b) shall not engage in any act of self dealing, as defined in Section 4941(d) of the Code; (c) shall not retain any excess business holdings, as defined in Section 4943(c) of the Code; (d) shall not make any investments in a manner that would incur tax liability under Section 4944 of the Code; and (e) shall not make any taxable expenditures, as defined in Section 4945(d) of the Code. In order fully to effectuate the provisions of this Section, the Corporation shall adopt such procedures, and shall otherwise adhere to such administrative requirements as may from time to time be necessary, in order fully to comply with all applicable federal tax laws and regulations.

Section 3.4 Termination of Corporation. The Board of Trustees shall have the authority to terminate the Corporation at any time that, by a vote of eighty percent (80%) of the Trustees then serving, it deems such termination appropriate or advisable; provided, however, that such termination of the Corporation shall be subject to the prior written approval of the Trustees of the Church (the “Church Trustees”). In such event, after paying, or making provision for the payment of, all liabilities of the Corporation then outstanding and unpaid, the Board of Trustees shall distribute the assets of the Corporation exclusively for Charitable Purposes. Any assets not so distributed shall be distributed to one or more Qualified Beneficiaries, as the Board of Trustees shall determine. Any assets not so disposed of by the Board of Trustees shall be disposed of by a court having equity jurisdiction in the county in which the principal office of the Corporation is then located, with the distribution of assets to be made for such Charitable Purposes, or to such Qualified Beneficiaries, as such court shall determine.

ARTICLE IV MEMBERS
Section 4.1 No Members. The Corporation shall not have members.

ARTICLE V BOARD OF Trustees
Section 5.1 General Powers. The business and affairs of the Corporation shall be supervised by its Board of Trustees (the “Board” or “Board of Trustees”), which shall exercise in the name of and on behalf of the Corporation all of the rights and privileges legally exercisable by the Corporation as a corporate entity, except as may otherwise be provided by law, the Charter, or these Bylaws. The Board of Trustees, as the governing body of the Corporation, shall have the authority to receive, administer, invest, and distribute property on behalf of the Corporation in accordance with the provisions set forth in these Bylaws. The Board shall serve as the Corporation’s board of directors as required by the Act.
Section 5.2 Number, Tenure, and Qualifications.

(a) Number and Term. The number of voting members of the Board of Trustees (each, a “Trustee”) shall be twelve (12). Each Trustee shall serve a term of four (4) years. Each Trustee serving as of the Effective Date shall serve the remainder of the four-year term commencing on the date such Trustee was appointed. Each Trustee shall hold office until his or her term shall have expired and his or her successor shall have been elected and qualified, or until his or her earlier resignation, removal from office, or death. If a successor has been selected in accordance with the procedures set forth in this Section 5.2, a retiring Trustee’s term shall expire immediately after the annual meeting of the Board of Trustees in the year such term is scheduled to expire. The successor Trustee shall be invited to attend such annual meeting, but shall not be a voting member of the Board of Trustees until the term of his or her predecessor Trustee shall have actually expired as set forth herein.

(b) Election of Trustees. Nominations for the successor to each Trustee whose term has expired (or will expire at the next annual meeting) or whose service has otherwise terminated shall be solicited and accepted from all members of the Church according to procedures adopted by the Board. The Board may nominate persons for consideration in this process. Within a reasonable time prior to the election of a successor Trustee, the Board shall submit a list of nominations that it has received or made for review and approval by the Church Trustees. The Board shall select the successor Trustee from those nominations approved in advance by the Church Trustees. 10/2011

(c) Staggered Terms. The terms of office of elected members of the Board of Trustees shall be staggered so that one fourth (1/4) of the members among the elected members shall be elected each year.

(d) Reappointment. A retiring Trustee may succeed himself or herself; provided, however, that a Trustee shall be eligible to serve not more than two, four-year elected terms consecutively. A Trustee who has served two consecutive four-year elected terms may be reelected to the Board of Trustees after the expiration of one year following the end of his or her last previous term and will have the status of a new member. 10/2011

(e) Other Qualifications. Trustees shall be natural persons who have attained the age of twenty-five (25) years, are residents of the State of Tennessee, and are members of the Church.

(f) Attendance. A majority of Trustees must be present for a quorum. To insure that a voting quorum is present, the names of all Trustees will be noted in the minutes of the meetings along with advisors and the Foundation Director. Any guests present will be noted. Attendance records will be maintained in the Foundation office and any Trustee who demonstrates the inability to perform his/her duty as a Trustee due to lack of attendance will be contacted by the President or his/her designee as to his/her desire to continue to serve as an elected Trustee. A Trustee should be present at least three fourths (3/4) of all scheduled meetings. 10/2011
Section 5.3  Alternate Trustees
(a) To assure stability in the Trustee selection process two individuals on the list of nominations which was approved in advance by the Church Trustees shall be selected to serve as Alternate or Nonvoting Members of the Brentwood Baptist Board of Trustees. These Alternate or Nonvoting Members shall be considered for future voting membership on the Board of Trustees, to succeed any voting Trustee who leaves prior to his or her term expiration. Alternate or Nonvoting members shall serve a maximum of one year as an Alternate or Nonvoting member.
10/2011

(b) Alternate or Nonvoting Members of the Brentwood Baptist Board of Trustees will attend all Board Meetings and be assigned to a Committee for his or her development in order to keep current and engaged.
10/2011

Section 5.4  Advisory Members. Two representatives from the Brentwood Baptist Church Board of Trustees, the current chairman of the Brentwood Baptist Church Finance Ministry Team or his designee, and the Foundation director (all as may be serving from time to time) shall automatically serve as advisory members (“Advisory Members”) of the Board of Trustees and may attend all meetings of the Board of Trustees. The Church Trustees or the Board of Trustees may select additional advisory members from time to time, who may attend, without vote, all meetings of the Board of Trustees. The advisory members of the Board of Trustees shall advise and counsel the Board of Trustees on appropriate matters.

ARTICLE VI  MEETINGS
Section 6.1  Annual Meeting. The annual meeting of the Board of Trustees shall be held within or without the State of Tennessee by December 31st of each calendar year, or at such other time and date prior thereto and following the close of the Corporation’s fiscal year as shall be determined by the Board of Trustees. The purpose of the annual meeting shall be to elect officers and transact such other business as may properly be brought before the meeting. If the election of officers shall not be held on the day herein designated for any annual meeting of the Board of Trustees, or at any adjournment thereof, the Board of Trustees shall cause the election to be held at a special meeting of the Board of Trustees as soon thereafter as may be convenient.
10/2011

Section 6.2  Regular Meetings. Regular meetings will be held at times convenient to the majority of the Trustees and shall be held at the Brentwood Baptist Church. Advance notice shall be given of such meetings by the Secretary in accordance with these Bylaws.
10/2011

Section 6.3  Special Meetings. Special meetings of the Board of Trustees may be called by the President or at the request of any three Trustees. The President shall fix the time and place, either within or without the State of Tennessee, of any special meeting.
10/2011
Section 6.4 Notices. Notice of any special meeting shall be given at least five (5) business days prior thereto. The attendance of a Trustee at a meeting shall constitute a waiver of notice of such meeting, except where a Trustee attends a meeting for the express purpose of objecting to the transaction of any business because the meeting was not lawfully called or convened. The business to be transacted at, or the purpose of, any special meeting of the Board of Trustees must be specified in the notice of such meeting and no other business shall be transacted at that meeting.

10/2011

Section 6.5 Quorum. A majority of the total number of voting Trustees in office, in person or by proxy, shall constitute a quorum for the transaction of business at any meeting of the Board of Trustees.

10/2011

Section 6.6 Participation in Meeting. Each Trustee (excluding Advisory Members) shall be entitled to one (1) vote upon any matter properly submitted for a vote to the Board of Trustees. The affirmative vote of a majority of the total number of votes of the Board of Trustees shall be the act of the Board of Trustees, except as may otherwise be specifically provided by law, by the Charter, or by these Bylaws. Trustees absent from any meeting shall be permitted to vote at such meeting by written proxies. Trustees, or any committee designated by the Board of Trustees, may participate in a meeting of the Board of Trustees, or of such committee, by means of conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear one another; and participation in a meeting pursuant to this provision shall constitute presence in person at such meeting. The Trustees shall be promptly furnished a copy of the minutes of the meetings of the Board of Trustees.

10/2011

Section 6.7 Action Without a Meeting. Any action required or permitted to be taken at a meeting by the Board of Trustees, or by any committee thereof, may be taken without a meeting if all Trustees, or committee as the case may be, consent in writing to taking such action without a meeting. If all Trustees entitled to vote on the action shall consent in writing to taking such action without a meeting, the affirmative vote of the number of votes that would be necessary to authorize or take such action at a meeting shall be the act of the Board of Trustees. The action must be evidenced by one (1) or more written consents describing the action taken, signed in one (1) or more counterparts by each member entitled to vote on the action, indicating each signing member’s vote or abstention on the action taken. All such written consents and actions shall be filed with the minutes of the proceedings of the Board of Trustees or committee. A consent signed under this Section shall have the same force and effect as a meeting vote of the Board of Trustees, or any committee thereof, and may be described as such in any document. Action without a meeting may be effected by electronic mail pursuant to such procedures deemed appropriate by the President to ensure compliance with this Section 6.6

10/2011
**Section 6.8 Vacancies.** In the event of a vacancy occurring in the Board of Trustees and no Alternate Trustee is available to fill a vacancy, the Board of Trustees shall nominate a list of replacement names and submit the list of names to the Church Trustees for their approval in accordance with the procedure set forth in Section 6.2.
10/2011

**Section 6.9 No Compensation.** No Trustee shall be entitled to receive any compensation for services rendered to the Corporation.
10/2011

**Section 6.10 Presumption of Assent.** A Trustee who is present at a meeting of the Board of Trustees at which action on any Corporation matter is taken shall be presumed to have assented to the action taken, unless his or her dissent shall be entered in the minutes of the meeting, or unless he or she shall file his or her written dissent to such action with the person acting as the secretary of the meeting before the adjournment thereof, or forward such dissent by registered mail to the Secretary of the Corporation immediately after the adjournment of the meeting. Such right to dissent shall not apply to a Trustee who voted in favor of such action.
10/2011

**Section 6.11 Removal.** Any or all of the Trustees may be removed by the Church Trustees at any regular or special meeting of the Church Trustees. A Trustee may be removed by the Board of Trustees at any regular or special meeting of the Board, provided that the Trustee shall not be removed if the Church Trustees reject such removal within sixty days of the meeting at which the removal vote was taken. Removal (see Section 7.8) of a Trustee shall also constitute removal as an officer of the Corporation and as a member of all committees of the Board of Trustees. In addition, a Trustee shall be automatically removed if he or she fails to attend, in person or by proxy, a majority of the called meetings of the Board of Trustees in any calendar year.
10/2011

**Section 6.12 Resignation.** (See Section 7.10.) A Trustee may resign his or her membership at any time by tendering his or her resignation in writing to the President, or in the case of the resignation of the President, to the Secretary. A resignation shall become effective upon the date specified in such notice or, if no date is specified, upon receipt of the resignation by the Corporation at its principal place of business.
10/2011

**ARTICLE VII OFFICERS**

**Section 7.1 Number.** There shall be a President and a Secretary of the Corporation, each of whom shall be elected in accordance with the provisions of this Article. The Board of Trustees may also elect one (1) or more Vice Presidents, a Treasurer, and such other assistant officers as the Board of Trustees may from time to time deem necessary or appropriate. Any two or more offices may be held by the same person, except for the offices of President and Secretary.
10/2011
Section 7.2 Election and Term of Office. The initial officers of the Corporation shall be elected by the initial members of the Board of Trustees of the Corporation for a term of office expiring immediately following the first annual meeting of the Corporation. The officers of the Corporation shall be elected annually by the Board of Trustees at its annual meeting. If the election of the officers shall not be held at such meeting, such election shall be held as soon thereafter as may be convenient. Each officer shall hold office for a term of one (1) year expiring immediately following the annual meeting at which he or she was elected and until his or her successor shall have been duly elected and qualified, or until his or her earlier death, resignation, or removal from office in the manner hereinafter provided. A retiring officer may succeed himself or herself in his or her office.

10/2011

Section 7.3 President. The President shall be the principal executive officer of the Corporation. He or she shall, when present, preside at all meetings of the Board of Trustees and the Executive Committee, and shall in general perform all of the duties, and have all of the authority, incident to the office of the chief executive officer of a corporation, and such other duties as may from time to time be prescribed by the Board of Trustees. The President may sign, with the Secretary or any other proper officer thereunto authorized by the Board of Trustees, deeds, mortgages, bonds, contracts, or other instruments which the Board of Trustees has authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Trustees or these Bylaws to some other officer or agent of the Corporation, or shall be required by law to be otherwise signed or executed.

10/2011

Section 7.4 Vice President. In the absence of the President or in the event of his or her death, inability, or refusal to act, the Vice President (or in the event there be more than one Vice President, the Vice President in the order designated at the time of their election, or in the absence of any designation, then in the order of their election) shall perform the duties of the President (pending election, if necessary, of a successor pursuant to Section 6.8 below), and when so acting, shall have all the powers of, and be subject to all the restrictions upon, the President. Any Vice President shall perform such other duties as may from time to time be assigned to him or her by the President or by the Board of Trustees.

10/2011

Section 7.5 Secretary. The Secretary shall keep the minutes of the proceedings of the Board of Trustees in one or more books provided for that purpose; see that all notices are duly given in accordance with the provisions of these Bylaws or as required by law; be custodian of the corporate records and of the seal, if any, of the Corporation and see that the seal is affixed to all documents, the execution of which is duly authorized on behalf of the Corporation under its seal; keep a register of the post office address of each member of the Board of Trustees, which address shall be furnished to the Secretary by each Trustee; and in general perform all duties incident to the office of Secretary and such other duties as may from time to time be assigned to him or her by the President or by the Board of Trustees. The Foundation Director’s Administrative Assistant is allowed to act for the Secretary in providing notices and may record the minutes of any meeting.

10/2011
Section 7.6 Treasurer. The Treasurer shall have charge and custody of, and be responsible for, all funds and securities of the Corporation; receive and give receipts for monies due and payable to the Corporation from any source whatsoever, and deposit all such monies in the name of the Corporation in such banks, trust companies, or other depositories as shall be selected in accordance with the provisions of Article VIII of these Bylaws; disburse the funds of the Corporation in accordance with the directives of the Board of Trustees, taking proper vouchers for such disbursements, and render to the Board of Trustees, at its annual meeting and at such other times as may be requested by the Board of Trustees, an accounting of all the transactions of the Treasurer and of the financial condition of the Corporation; and in general perform all duties incident to the office of Treasurer and such other duties as may from time to time be assigned to him or her by the President or by the Board of Trustees. 10/2011

Section 7.7 Foundation Director. The Foundation Director (or such other name as shall be determined by the Board) shall be the chief operating officer of the Foundation, and as such, shall be responsible for the general, day-by-day management of the affairs of the Foundation and shall exercise such authority to accept gifts, collect revenues, and make routine expenditures as may be delegated to him or her by the Board of Trustees. He or she shall be responsible for the maintenance and management of the Foundation’s activities as may be required by the Board of Trustees. 10/2011

Section 7.8 Removal. Any member of the Board of Trustees removed from office pursuant to Section 6.11 (see 6.11) shall be automatically removed as an officer. The Board of Trustees may by a two-thirds (2/3) vote remove any officer when, in its judgment, the best interests of the Corporation will be served thereby. 10/2011

Section 7.9 Vacancies. A vacancy in any office, because of death, resignation, removal, disqualification, or otherwise, may be filled as provided in Sections 5.2(b) and 6.8 by the affirmative vote of a majority of the Board of Trustees for the unexpired portion of the term. 10/2011

Section 7.10 Resignation. (See 6.12) An officer may resign his or her office at any time by tendering his or her resignation in writing to the President or, in the case of the resignation of the President, to the Secretary. A resignation shall become effective upon the date specified in such notice, or, if no date is specified, upon receipt of the resignation by the Corporation at its principal place of business. 10/2011

Section 7.11 No Compensation. No officer of the Corporation shall be entitled to receive any compensation for services rendered to the Corporation. 10/2011
ARTICLE VIII  EXECUTIVE COMMITTEE AND OTHER COMMITTEES

Section 8.1  Appointment of Executive Committee. The Board of Trustees, by resolution adopted by a majority of its voting members, may designate three (3) or more of its members to constitute an Executive Committee. Each member of the Executive Committee shall hold office until the next annual meeting of the Board of Trustees following his or her designation and until his or her successor has been appointed and qualified. The designation of the Executive Committee and the delegation of authority thereto shall not operate to relieve the Board of Trustees, or any member thereof, of any responsibility imposed by law. 10/2011

Section 8.2  Authority of Executive Committee. The Executive Committee, when the Board of Trustees is not in session, shall have and may exercise all the authority of the Board of Trustees except to the extent, if any, that such authority shall be limited by the resolution appointing the Executive Committee or by these Bylaws. All action taken by the Executive Committee shall be subject to ratification by the Board of Trustees. However, the Executive Committee shall not have the authority of the Board of Trustees with respect to filling any vacancy of an officer of the Corporation; amending or repealing any resolution of the Board of Trustees which by its express terms is not so amendable or repeal-able; amending or repealing the Charter or the Bylaws of the Corporation; adopting a plan of merger or consolidation; selling, leasing, or otherwise disposing of all or substantially all the property and assets of the Corporation other than in the usual and regular course of its business; or voluntarily dissolving the Corporation or revoking a voluntary dissolution. 10/2011

Section 8.3  Meetings of Executive Committee. Regular meetings of the Executive Committee may be held at such times and places as the Executive Committee may from time to time fix by resolution. Special meetings of the Executive Committee may be called by any member upon a concurrence of a majority of the members of the Executive Committee upon not less than three (3) business days’ notice prior thereto. The notices provided for in this Section shall state the place, date, and hour of the meeting, and the business proposed to be transacted at the meeting. 10/2011

Section 8.4  Quorum of Executive Committee. A majority of the voting members of the Executive Committee shall constitute a quorum for the transaction of business at any meeting thereof. Action of the Executive Committee must be authorized by the affirmative vote of a majority of all voting members present at a meeting at which a quorum is present. 10/2011

Section 8.5  Action of Executive Committee Without a Meeting. Any action required or permitted to be taken by the Executive Committee at a meeting may be taken without a meeting in accordance with the provisions of Section 6.6 of these Bylaws. 10/2011
Section 8.6  Executive Committee Procedure.  The Executive Committee shall fix its own rules of procedure, provided such rules are not inconsistent with these Bylaws. The Executive Committee shall keep regular minutes of its proceedings and report its proceedings to the Board of Trustees for its information at the next meeting of the Board of Trustees held after such proceedings.

10/2011

Section 8.7  Vacancies, Resignation, and Removal. Any vacancy in the Executive Committee may be filled by a resolution adopted by a majority of the voting members of the Board of Trustees. Any member of the Executive Committee may be removed at any time with or without cause by resolution adopted by a majority of the voting members of the Board of Trustees. Any member of the Executive Committee may resign from the Executive Committee at any time by giving written notice to the President or Secretary of the Corporation, and unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

10/2011

Section 8.8  Standing Committees. The Board of Trustees may maintain such standing committees as it may determine from time to time to be necessary or desirable for its proper functioning. Such committees shall consist of three (3) or more members, shall be under the control and serve at the pleasure of the Board of Trustees, shall have charge of such duties as may be assigned to them by the Board of Trustees or these Bylaws, shall maintain a permanent record of their actions and proceedings, and shall regularly submit a report of their actions to the Board of Trustees, which shall ratify the actions of each committee. The President, or his or her designee, shall serve on each committee as an ex-officio member. Such standing committees shall have such authority as the Board of Trustees may stipulate.

10/2011

Section 8.9  Ad Hoc Committees. The President, with the approval of the Board of Trustees as evidenced by resolution, may from time to time create such ad hoc committees as the President believes necessary or desirable to investigate matters or advise the Board of Trustees. Ad hoc committees shall limit their activities to the accomplishment of the tasks for which created and shall have no power to act except as specifically conferred by resolution of the Board of Trustees. Such committees shall operate until their tasks have been accomplished or until earlier discharged by the Board of Trustees.

10/2011

Section 8.10. Roles and Responsibilities Review. The roles of all Trustees, Officers, and Committees shall be reviewed annually by the Board Development Committee for additions or deletions of duties based on the current role for each one and its requirements to comply with the Bylaws of the Brentwood Baptist Foundation. Any changes to be made as a result of the review shall be submitted to the full board for approval by vote and recorded in Article VIII.

10/2011
ARTICLE IX CONTRACTS, LOANS, CHECKS, DEPOSITS, INVESTMENTS

Section 9.1 Contracts and Employment of Agents. The Board of Trustees may authorize any Trustee, officer, or agent to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Corporation. The Board of Trustees shall be specifically authorized, in its sole discretion, to employ and to pay the compensation of such agents, accountants, custodians, experts, consultants, and other counsel, legal, investment, or otherwise, as the Board of Trustees shall deem advisable, and to delegate discretionary powers to, and rely upon information furnished by, such individuals or entities. Such authority may be general or confined to specific instances.
10/2011

Section 9.2 Loans. No loans shall be contracted on behalf of the Corporation, and no evidences of indebtedness shall be issued in its name, unless authorized by a resolution of the Board of Trustees. Such authority may be general or confined to specific instances.
10/2011

Section 9.3 Checks, Drafts, etc. All checks, drafts, or other orders for the payment of money, notes, or other evidences of indebtedness issued in the name of the Corporation shall be signed by such officer or officers, agent or agents, of the Corporation, and in such manner, as shall from time to time be determined by resolution of the Board of Trustees.
10/2011

Section 9.4 Deposits. All funds of the Corporation not otherwise employed shall be deposited in a timely manner to the credit of the Corporation with such banks, trust companies, brokerage accounts, investment managers, or other depositories as the Board of Trustees may from time to time select.
10/2011

Section 9.5 Investment Authority. The Board of Trustees shall be authorized to retain assets distributed to the Corporation, even though such assets may constitute an over concentration in one or more similar investments. Further, the Board of Trustees shall have the authority to make investments in unproductive property, or to hold unproductive property to the extent necessary until it can be converted into productive property at an appropriate time, provided the retention of such property is in the best interest of the Corporation and does not in any way jeopardize the tax exempt status of the Corporation.
10/2011

ARTICLE IX STANDARDS OF CONDUCT

Section 10.1 Standards of Conduct. A Trustee or an officer of the Corporation shall discharge his or her duties as a Trustee or as an officer, including duties as a member of a committee:
In good faith:
(a) With the care an ordinarily prudent person in a like position would exercise under similar circumstances
(b) In a manner he or she reasonably believes to be in the best interest of the Corporation, and

(c) A Trustee must maintain confidentiality regarding all matters that come before the board or any Committee to which he or she may be assigned.
10/2011

Section 10.2 Reliance on Third Parties. In discharging his or her duties, a Trustee or officer is entitled to rely on information, opinions, reports, or statements, including financial statements and other financial data, if prepared or presented by:

(a) One or more officers or employees of the Corporation whom the Trustee or officer reasonably believes to be reliable and competent in the matters presented

(b) Legal counsel, certified public accountants, or other persons as to matters the Trustee or officer reasonably believes are within the person’s professional or expert competence, or

(c) With respect to a Trustee, a committee of the Board of Trustees of which the Trustee is not a member, as to matters within its jurisdiction, if the Trustee or officer reasonably believes the committee merits confidence.
10/2011

Section 10.3 Bad Faith. A Trustee or officer is not acting in good faith if he or she has knowledge concerning the matter in question that makes reliance otherwise permitted by Section 10.2 unwarranted.
10/2011

Section 10.4 No Liability. A Trustee or officer is not liable for any action taken, or any failure to take action, as a Trustee or officer, if he or she performs the duties of his or her office in compliance with the provisions of this Article, or if he or she is immune from suit under the provisions of Section 48-58-601 of the Act. No repeal or modification of the provisions of this Section 10.4, either directly or by the adoption of a provision inconsistent with the provisions of this Section, shall adversely affect any right or protection, as set forth herein, existing in favor of a particular individual at the time of such repeal or modification.
10/2011

Section 10.5 No Fiduciary. No Trustee or officer shall be deemed to be a fiduciary with respect to the Corporation or with respect to any property held or administered by the Corporation, including, without limitation, property that may be subject to restrictions imposed by the donor or transferor of such property.
10/2011

Section 10.6 Prohibition on Loans. No loans or guarantees shall be made by the Corporation to its Trustees or officers. Any Trustee who assents to or participates in the making of any such loan shall be liable to the Corporation for the amount of such loan until the repayment and full discharge thereof.
Section 10.7 Royalties. Trustees are prohibited from obtaining any royalties that may attach to any product developed or used for fundraising or promotional purposes. 10/2011

ARTICLE XI CONFLICTS OF INTEREST
Section 11.1 General. A conflict of interest transaction is a transaction with the Corporation in which a Trustee or officer of the Corporation has a direct or indirect interest. A Trustee or officer of the Corporation has an indirect interest in a transaction if, but not only if, a party to the transaction in another entity in which the Trustee or officer has a material interest, or of which the Trustee or officer is a general partner, director, officer, or Trustee. A conflict of interest transaction is not voidable, or the basis for imposing liability on the Trustee or officer, if the transaction was fair at the time it was entered into, or if the transaction is approved as provided in Section 11.3. 10/2011

Section 11.2 Conflict Notification. A Trustee must notify the President or Foundation Director of any issue before the Board for consideration that would be construed to be a conflict of interest to his/her service as a Trustee. This would include any item or issue coming before the Board or his/her Committee that would create any such conflict. Any Trustee deemed to have a conflict of interest on any item or issue before the Board or his/her Committee shall not be permitted to vote on the item or issue presented. 10/2011

Section 11.3 Manner of Approval. A transaction in which a Trustee or officer of the Corporation has a conflict of interest may be approved if:

(a) The material facts of the transaction and the interest of the Trustee or officer were disclosed or known to the Board of Trustees, or to a committee consisting entirely of members of the Board of Trustees, and the Board of Trustees or such committee authorized, approved, or ratified the transaction, or

(b) Approval is obtained from the Attorney General of the State of Tennessee, or from a court of record having equity jurisdiction in an action in which the Attorney General is joined as a party. 10/2011
Section 11.4 Quorum Requirements. For purposes of Section 11.3, a conflict of interest transaction is authorized, approved, or ratified if it receives the affirmative vote of a majority of the members of the Board of Trustees, or of a committee consisting entirely of members of the Board of Trustees, who have no direct or indirect interest in the transaction; a transaction may not be authorized, approved, or ratified under this Article by a single Trustee. A quorum is present for the purpose of taking action under this Article if a majority of the members of the Board of Trustees who have no direct or indirect interest in the transaction vote to authorize, approve, or ratify the transaction. The presence of, or vote cast by, a Trustee with a direct or indirect interest in the transaction does not affect the validity of any action taken under subsection 11.3(a) if the transaction is otherwise approved as provided in Section 11.3.
10/2011

Section 11.5 Bidding or Evaluations. A Trustee may not engage in any competitive bid or comparable evaluation process that could influence a donor’s gifting plan or damage the standing of the Foundation.
10/2011

Section 11.6 Conduct of Trustee. A Trustee shall always adhere to the best interests of the Brentwood Baptist Foundation.
10/2011

Section 11.7 Trustee Relationship with Investment Firm. No Trustee’s investment firm shall be permitted to hold Foundation assets due to the conflict of interest unless said firm will negotiate fees favorable to the Foundation. Such Trustee may serve on the Investment Committee if his/her firm is not holding Foundation assets.
10/2011
ARTICLE XII INDEMNIFICATION AND ADVANCEMENT OF EXPENSES

Section 12.1 Mandatory Indemnification of Trustees and Officers. To the maximum extent permitted by the provisions of Sections 48-58-501, et seq., of the Act, as amended from time to time (provided, however, that if an amendment to the Act in any way limits or restricts the indemnification rights permitted by law as of the date hereof, such amendment shall apply only to the extent mandated by law and only to activities of persons subject to indemnification under this Section which occur subsequent to the effective date of such amendment), the Corporation shall indemnify and advance expenses to any person who is or was a Trustee or officer of the Corporation, or to such person’s heirs, executors, administrators and legal representatives, for the defense of any threatened, pending, or completed action, suit or proceeding, whether civil, criminal, administrative, or investigative, and whether formal or informal (any such action, suit or proceeding being hereinafter referred to as the “Proceeding”), to which such person was, is or is threatened to be made, a named defendant or respondent, which indemnification and advancement of expenses shall include counsel fees actually incurred as a result of the Proceeding or any appeal thereof, reasonable expenses actually incurred with respect to the Proceeding, all fines, judgments, penalties and amounts paid in settlement thereof, subject to the following conditions:

(a) The Proceeding was instituted by reason of the fact that such person is or was a Trustee or officer of the Corporation, and

(b) The Trustee or officer conducted himself or herself in good faith, and he or she reasonably believed (i) in the case of conduct in his or her official capacity with the Corporation, that his or her conduct was in its best interest; (ii) in all other cases, that his or her conduct was at least not opposed to the best interests of the Corporation; and (iii) in the case of any criminal proceeding, that he or she had no reasonable cause to believe his or her conduct was unlawful. The termination of a proceeding by judgment, order, settlement, conviction, or upon a plea of nolo contendere or its equivalent is not, of itself, determinative that the Trustee or officer did not meet the standard of conduct herein described.

10/2011
Section 12.2 Permissive Indemnification of Employees and Agents. The Corporation may, to the maximum extent permitted by the provisions of Section 48-58-501, et seq., of the Act, as amended from time to time (provided, however, that if an amendment to the Act in any way limits or restricts the indemnification rights permitted by law as of the date hereof, such amendment shall apply only to the extent mandated by law and only to activities of persons subject to indemnification under this Section which occur subsequent to the effective date of such amendment), indemnify and advance expenses in a Proceeding to any person who is or was an employee or agent of the Corporation, or to such person’s heirs, executors, administrators and legal representatives, to the same extent as set forth in Section 12.1 above, provided that the Proceeding was instituted by reason of the fact that such person is or was an employee or agent of the Corporation and met the standards of conduct set forth in subsection 12.1(b) above. The Corporation may also indemnify and advance expenses in a Proceeding to any person who is or was an employee or agent of the Corporation to the extent, consistent with public policy, as may be provided by the Charter, by these Bylaws, by contract, or by general or specific action of the Board of Trustees. 10/2011

Section 12.3 Non-Exclusive Application. The rights to indemnification and advancement of expenses set forth in Sections 12.1 and 12.2 above are contractual between the Corporation and the person being indemnified, and his or her heirs, executors, administrators and legal representatives, and are not exclusive of other similar rights of indemnification or advancement of expenses to which such person may be entitled, whether by contract, by law, by the Charter, by a resolution of the Board of Trustees, by these Bylaws, by the purchase and maintenance by the Corporation of insurance on behalf of a Trustee, officer, employee, or agent of the Corporation, or by an agreement with the Corporation providing for such indemnification, all of which means of indemnification and advancement of expenses are hereby specifically authorized. 10/2011

Section 12.4 Non-Limiting Application. The provisions of this Article XII shall not limit the power of the Corporation to pay or reimburse expenses incurred by a Trustee, officer, employee, or agent of the Corporation in connection with such person’s appearing as a witness in a Proceeding at a time when he or she has not been made a named defendant or respondent to the Proceeding….10/2011

Section 12.5 Prohibited Indemnification. Notwithstanding any other provision of this Article XI, the Corporation shall not indemnify or advance expenses to or on behalf of any Trustee, officer, employee, or agent of the Corporation, or such person’s heirs, executors, administrators or legal representatives:

(a) If a judgment or other final adjudication adverse to such person establishes his or her liability for any breach of the duty of loyalty to the Corporation, for acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of law, or under Section 48-58-304 of the Act, or
(b) In connection with a Proceeding by or in the right of the Corporation in which such person was adjudged liable to the Corporation, or

c) In connection with any other Proceeding charging improper personal benefit to such person, whether or not involving action in his or her official capacity, in which he or she was adjudged liable on the basis that personal benefit was improperly received by him or her.

10/2011

Section 12.6 Repeal or Modification Not Retroactive. No repeal or modification of the provisions of this Article XII, either directly or by the adoption of a provision inconsistent with the provisions of this Article, shall adversely affect any right or protection, as set forth herein, existing in favor of a particular individual at the time of such repeal or modification.

10/2011

ARTICLE XIII NOTICES AND WAIVER OF NOTICE
The notices provided for in these Bylaws shall be communicated in person, by telephone, telegraph, teletype, electronic mail, or by regular mail or private carrier. Written notice is effective at the earliest of (a) receipt, (b) five (5) days after its deposit in the United States mail, if mailed correctly addressed and with first class postage affixed thereon, (c) on the date shown on the return receipt, if sent by registered or certified mail, return receipt requested, and the receipt is signed by or on behalf of the addressee, or (d) twenty (20) days after its deposit in the United States mail, if mail correctly addressed, and with other than first class, registered, or certified postage affixed. Whenever any notice is required to be given to any Trustee, officer, or committee member of the Corporation under the provisions of the Charter, these Bylaws, or the Act, a waiver thereof in writing signed by the person or persons entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice.

10/2011

ARTICLE XIV AMENDMENTS
These Bylaws and the Charter may be altered, amended, or repealed, and a new Charter or Bylaws adopted, upon the affirmative vote of two thirds (2/3) of the Board of Trustees at any annual or special meeting, except to the extent that such alteration, amendment, or repeal is inconsistent with Article XVI hereof; provided, however, that any such alteration, amendment or repeal of these Bylaws or the Charter shall be subject to the written approval of the Church Trustees.
ARTICLE XV EXEMPT STATUS
The Corporation has been organized and will be operated exclusively for exempt purposes within the meaning of Section 501(c)(3) of the Code and, as such, will be exempt from taxation under Section 501(a) of the Code. The Corporation intends to apply for recognition of its exempt status by filing Internal Revenue Service Form 1023 within the time prescribed under Section 508 of the Code and Treasury Regulation Section 1.508-1(a)(2). Any provision of these Bylaws or of the Charter which would in any manner adversely affect the Corporation’s tax exempt status shall be void and shall be deleted or modified as necessary to comply with all applicable federal and state requirements for the maintenance of the Corporation’s tax exempt status.

These Amended and Restated Bylaws are adopted and shall be effective this 9th day of December, 2007 (the “Effective Date”). Revision thereto has been adopted and approved on the 18th day of October, 2011.

ARTICLE XVI OPERATIONS [Added in entirety 10/2011]

Section 17.1 Book of Minutes. The Foundation shall maintain a book of minutes of all official meetings of the Executive Team composed of the officers of the Board of Trustees, the full Board of Trustees, and all Committees, whether standing or ad hoc. These are official records and shall be maintained in a common book not authorized to be taken from the Foundation offices.

Section 17.2 Records Maintenance. The Foundation Director shall maintain an up-to-date manual of the Bylaws and all policies currently in effect which govern all operations, financials, investments, grants, gifts, and adoptions of the Foundation. Prior to implementation, each new or revised policy must be approved by either the Executive Team or the Board of Trustees. The Bylaws and policy manual shall be reviewed biannually by the Board Development Committee and their recommendations to be approved by the full Board. A copy of the Bylaws and all policies shall be available for reference at any committee or Board meeting.

Section 17.3 Foundation Letterhead Usage. Use of the Foundation’s logo and letterhead shall be governed by the following:

Foundation letterhead may be used for any Foundation-sponsored or Foundation-endorsed project.

Foundation letterhead shall not be used for promoting the political campaign of any candidate for public office or to promote an event which is not Foundation-endorsed.

Section 17.4 Travel Expenses. Travel expenses incurred in connection with travel to official meetings sanctioned or approved by the Foundation Board and not covered by a third party shall be reimbursed to the officer or Board member. All such reimbursable expenses shall be submitted on the Foundation’s Travel Expense Form as shown in this policy manual under “Forms” and shall be accompanied by receipt.
Section 17.5 Financial Policies. The Financial practices and operations of the Brentwood Baptist Foundation shall be predicated and practiced as follows:

The Fiscal Year of the Foundation shall end on December 31 of each year.

Any two from among the President, Vice President, Secretary, or Treasurer shall be authorized to sign for transfer of stock certificates, bonds, or other securities for sale by the Foundation.

A financial report to include a balance sheet and income and expense statement shall be prepared and provided to all Board members at the end of each quarter and at the end of the fiscal year.

An audit of the financial records of the Foundation shall be made every three years by a Certified Public Accountant approved by the Board. Exceptions to an audit every three years may be made as follows:

(1) Annual receipts greater than $250,000 requires an audit to be performed by Certified Public Accountant/Firm.

(2) Annual receipts between $100,000 and $250,000 allow a review only performed by Certified Public Accountant/Firm.

(3) Annual receipts of $100,000 or less—no audit or review is required and reliance on the internally produced income statements with disclosure given by the Treasurer is allowed.

The Board may, at its discretion, initiate additional audit(s) as may be needed.

Unless otherwise determined by the Church Trustees, the President of the Corporation shall deliver an annual report of the activities of the Corporation to the Church Trustees at a regularly scheduled business meeting of the Church Trustees.

Any two of the President, Treasurer, and Foundation Director shall serve as the Signatories on accounts held in financial institutions. Each year the full Board of Trustees shall affirm this action and review the underlying Policy at its annual meeting.

A check request form has been designed to properly authorize payment for goods and services. This form is designed to indicate the requestor and two Trustees authorizing the payment verifying that all back-up detail is attached and the expenses have been duly authorized by board action. The Foundation Director as the chief operating officer for the Foundation is allowed to approve such requests together with one Trustee officer, preferably the President. If the President is unavailable to sign then the chain of command is: Treasurer, Secretary, and then any other Trustee who may have knowledge of the approved transaction, is designated by the President a Signatory and is available to sign.
Out of pocket expenses will be paid to any Trustee who assists in promoting both the Foundation, donor solicitation, or incurred in the Trustee candidate process. No funds will paid for third party fundraising except for contracts approved by the Board.

Any mileage due to a Trustee of the Foundation Director as a result of Foundation business shall be paid at the standard Internal Revenue Service rate in effect at the time of submission and the request must be documented on a Check Request Form.

Any financial record including properly filed federal tax returns and audit reports shall be made available to any donor upon written request to the Foundation Director or the Treasurer.

Section 17.6 Donor Lists. A donor listing shall be recorded and maintained.

(1) The list of contributors to The Brentwood Baptist Foundation is of such a confidential nature that it shall not be released to other organizations or individuals.

(2) The Director of the Brentwood Baptist Foundation shall be allowed to provide donor names to contracted service providers only with written permission from individual donors.

Section 17.7 Designated Funds. The Brentwood Baptist Foundation receives gifts for three purposes—unrestricted general operating needs, temporarily restricted for immediate and short-term projects, and permanently restricted or commonly called endowment holdings which are held long term. The latter two are also known as Designated Funds because the donor has indicated the funds for a specific purpose or use.

Section 17.8 Receiving Donor Funds. The Brentwood Baptist Foundation allows donor gifts to be given that meet its strategic plan and objectives. The following points detail some issues that should be helpful when making a designated gift under the guidelines of the Gifting Policy.

Donor’s request for giving a designated gift must conform to the Rules and Regulations of the Internal Revenue Service of the United States Government in existence at the time of the gift.

The Brentwood Baptist Foundation Trustees or appropriate Committee shall review annually when restrictions shall be released from a designated account. Usually, a temporarily restricted fund should be consumed in the course of a twelve-month period and can cross calendar years. A permanently restricted fund has a longer life and may require documents to define the termination date for its existence. Absent any documents, the Trustees retain the right to define the date of termination at its next scheduled business after the review has taken place. Such actions require a vote of the majority of Trustees present.

Trustees of both The Brentwood Baptist Foundation and Brentwood Baptist Church may not pledge or imply that funds held by the Foundation are available for use as collateral for any loans they seek to obtain.
Donor-Named Funds shall be allowed with recommendation and action from the Brentwood Baptist Foundation Trustees. The dollar amount of such fund should exceed $10,000,000.00 (ten million dollars) in value.

Donor Gifts to be permanently restricted must exceed $500,000.00 in value at time of gift unless the amount given is to be seed money for a project being currently promoted.

The principle of any permanently restricted fund may be invaded only in the event the fund is unable to meet its obligations from earnings for which the fund was established. Trustee board action must be taken before this event occurs. Based on any underlying documents related to the specific fund, the donor may need to be contacted before making such decision.

A separate account shall be maintained to receive the earnings from permanently restricted funds in order to meet the obligations of the fund. When possible, underlying gift documents should establish the required payout from such funds to avoid any invasion of the permanent restriction.

Some funds may allow for adding interest earned to the corpus. A decision to allow for this shall rest with the Brentwood Baptist Foundation Trustees and/or the donor at the time of the gift.

Currently donor advised funds are not permitted under the Gifting Policy nor are gift annuities allowed.

All gifts will be acknowledged by written communication and each donor will receive at least annually a statement bearing the details of the gift given. A cover letter outlining instructions on how to obtain corrections to errors is sent with Donor cash contribution statements routinely throughout the year and at year end.

If conflicts arise with the Gifting Policy, then this policy will supersede its instructions.

All non-cash gifts exceeding $5,000 must have a qualified appraiser’s report presented at the time of the gift and all appropriate forms must be sent to the donor and reported to the Internal Revenue Service.

A Donor Restricted Tracking Form has been established and will be maintained with a copy of supporting documentation of the gift in a book of Record of Restricted Donor Gifts, by year, in the office of the Foundation Director. A sample of the form is attached to this policy and may be changed as required to show proof of the donor’s request for restriction of the gift.
1963 BAPTIST FAITH AND MESSAGE
(amended in 1998)
The 1963 Baptist Faith and Message serves as the Statement of Faith of Brentwood Baptist Church according to the Bylaws, Article I, Section 1.4. The 1963 Baptist Faith and Message was adopted by the charter members of the church upon its founding in 1969. It is the purpose of this statement of faith to set forth certain teachings which we believe.

I. THE SCRIPTURES

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


II. GOD

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. To Him we owe the highest love, reverence, and obedience. The eternal God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

A. God the Father

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

B. God the Son

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


C. God the Holy Spirit

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

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


IV. SALVATION
Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Saviour, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, sanctification, and glorification.

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

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

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

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

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


V. GOD’S PURPOSE OF GRACE

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

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


VI. THE CHURCH

A New Testament church of the Lord Jesus Christ is a local body of baptized believers who are associated by covenant in the faith and fellowship of the gospel, observing the two ordinances of Christ, committed to His teachings, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth.

This church is an autonomous body, operating through democratic processes under the Lordship of Jesus Christ. In such a congregation members are equally responsible. Its scriptural officers are pastors and deacons.

The New Testament speaks also of the church as the body of Christ which includes all of the redeemed of all the ages.
Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer’s faith in a crucified, buried, and risen Savior, the believer’s death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his or her faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord’s Supper.

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

The first day of the week is the Lord’s Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should be employed in exercises of worship and spiritual devotion, both public and private, and by refraining from worldly amusements, and resting from secular employments, work of necessity and mercy only being excepted.

The kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the kingdom may come and God’s will be done on earth. The full consummation of the kingdom awaits the return of Jesus Christ and the end of this age.
X. LAST THINGS
God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in heaven with the Lord.


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

XII. EDUCATION
The cause of education in the kingdom of Christ is co-ordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the churches. An adequate system of Christian schools is necessary to a complete spiritual program for Christ’s people.

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

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

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


XIV. COOPERATION
Christ’s people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ’s kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ’s people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.
XV. THE CHRISTIAN AND THE SOCIAL ORDER
Every Christian is under obligation to seek to make the will of Christ supreme in his own life and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Christ Jesus. The Christian should oppose in the spirit of Christ every form of greed, selfishness, and vice. He should work to provide for the orphaned, the needy, the aged, the helpless, and the sick. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.


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

The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love.

XVII. RELIGIOUS LIBERTY

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

XVIII. The Family
(1998 Amendment)

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

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

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

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

Gen. 1:26-28; 2:18-25; 3:1-20; Ex. 20:12; Deut. 6:4-9; Josh. 24:15; 1 Sam. 1:26-28; Ps. 51:5; 78:1-8; 127; 128; 139:13-16; Prov. 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15,17; 31:10-31; Eccl. 4:9-12; 9:9; Mal. 2:14-16; Matt. 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Rom. 1:18-32; 1 Cor. 7:1-16; Eph. 5:21-33; 6:1-4; Col. 3:18-21; 1 Tim. 5:8,14; 2 Tim. 1:3-5; Titus 2:3-5; Heb. 13:4; 1 Pet. 3:1-7.