

**AMENDED AND RESTATED BYLAWS
OF
FIRST BAPTIST CHURCH OF SNYDER, TEXAS**

These Bylaws, in conjunction with the Constitution of First Baptist Church of Snyder, Texas, a Texas Nonprofit Religious Corporation (the "Church" or "First Baptist Church") govern the affairs of the Church. The Church is organized under the Texas Nonprofit Corporation Act (the "Act").

This document contains the operating guidelines for the Church. It is intended to be a dynamic document and will likely be revised as the Church grows and takes on a greater scope of ministry. Revisions will be made according to Article VIII.

PREAMBLE

Christ is the Head of the church ("Body of Christ" or "Body"). Christ is the true source of all the Church is and does, and His glory is to be the objective of every act, function, and motive of the Body, both individually and corporately. The Body is to conform to His Word, thus carrying out His will to His glory. That is the Body's reason for being (1 Cor. 10:31, Col. 1:18; 3:15-17, 1 Pet. 5:1-4).

We, the members of First Baptist Church of Snyder, Texas, come together under the headship of Jesus Christ and for His purposes. These By Laws declare how we operate as First Baptist Church of Snyder, Texas.

**ARTICLE I
GOVERNMENT**

Scripture provides general principles for three forms of ministry: 1) a ministry of oversight, or pastoral care; 2) a ministry of tables, or service; and 3) a ministry of the Word. These principles serve as guidelines for First Baptist Church leadership. These guidelines have been followed in formulating a philosophy of government for First Baptist Church (Acts 6:1-7, 14:23, Eph. 4:11, Col. 1:18, 1 Tim. 3:1-7, 5:17, Titus 1:5-9, Heb. 13:7, 17).

A. Christ

In all things Christ is preeminent. As the Head of the church, He is the perfect model for that of servants, Elders and Pastors (Col. 1:18, 1 Pet. 5:1-4).

Christ is the true source of all the church is and does, and His glory is to be the objective of every act, function, and motive of the Body, both individually and corporately (1 Cor. 10:31).

Christ has provided His thoughts and His direction for the Body in the Word. The Bible reflects and contains His mind, His commands, His counsel, and His purpose for every believer (2 Tim. 3:16, 17).

The Body is to conform to His Word, thus carrying out His will to His glory. That is the Body's reason for being (Col. 3:15-17).

B. Council of Elders

First Baptist Church has chosen to be congregationally ruled and Elder-guided. The Council of Elders, as overseers of First Baptist Church, provides oversight in four areas: 1) Doctrine. The Council of Elders, *including the Senior Pastor*, is responsible for the spiritual health of the Body. Spiritual health is maintained by the preaching of sound biblical doctrine and equipping of the saints. 2) Discipline. *To see that any discipline is carried out in a Biblical manner*. The Council of Elders is to glorify Christ by serving the Body according to the Biblical principles of love and care. Discipline in the church is intended to be primarily, instructive and encouraging. Reconciliation and restoration are always the goal. Biblical guidelines for church discipline are found in Matt. 18:15-17 and 1 Cor. 5. 3) Direction. The Council of Elders *assists the Senior Pastor in establishing* the guidelines and policies for conducting services, programs, and the general conduct of First Baptist Church business. The Council of Elders act as legal representatives of First Baptist Church and have the authority to execute legal documents relating to real estate, First Baptist Church property, and finances as otherwise set forth herein. The Council of Elders will cast and protect the mission and vision of First Baptist Church. 4) Distinction. The Council of Elders are to lead by precept and example, realizing they are accountable to the Lord Jesus Christ for their efforts (Heb. 13:17, Acts 20:24, 28).

1. **Qualifications.** The qualifications for an Elder are set forth in the scriptural passages 1 Tim. 3:1-7, Titus 1:1-9, and 1 Peter 5:1-4. An Elder must be a man. He is to be self-controlled, hospitable, able to teach, not violent but gentle, not quarrelsome, not a lover of money, not a recent convert. He has a good reputation with outsiders, is not overbearing or quick-tempered, loves what is good, is upright, holy, disciplined, above reproach, the husband of one wife, temperate, respectable, not given to drunkenness, manages his own family well, sees that his children obey him, does not pursue dishonest gain, and keeps hold of deep truths. An Elder demonstrates, through active membership and leadership, a commitment to the purposes, vision and the core values of First Baptist Church.

2. **Selection.** Any man who aspires (1 Tim. 3:1) to the office of Elder is first approved by a vote of the Council of Elders, then a vote of the membership assembled at a duly called congregational meeting.

3. **Number and Term.** There will be a minimum of five (5) and a maximum of nine (9) Elders at any time. Each man, as well as the Senior Pastor, will serve as a perpetual Elder. The Council of Elders shall annually select a chairman to direct the Elders and congregational meetings. The pastor is not eligible to be the chairman of the Council of Elders. In the absence of the chairman, the Council of Elders will select an interim chairman. In the

absence of a Senior Pastor, the church staff will collectively have one vote on the Council of Elders.

4. **Replacement.** A vacancy created by a departing Elder may be filled in accordance with this Article I, Section B.2.

5. **Dismissal.** The dismissal of an Elder, because he is not fulfilling the responsibilities and/or qualifications of an Elder, is the responsibility of the Council of Elders and is accomplished by a vote of these Elders. The exception is the Senior Pastor whose dismissal is covered in this Article I, Section C.2. 1 Timothy 5:19-20 in conjunction with Matthew 18:15-17 is the pattern set forth in scripture for bringing a charge against an Elder. 1 Timothy 5:19-20 commands that any charge against an Elder must have the evidence of two or three witnesses. See Article II, Section E for the Discipline process.

C. Senior Pastor

1. **Duties.** The Senior Pastor is the spiritual leader of the congregation. In this unique position he provides for the equipping of the saints through a regular ministry of preaching, training, and encouraging the congregation as a whole. His goal is to mature the saints through insightful and accurate presentation and proclamation of the Word, stressing both the understanding and application of divine truths and principles. He provides vital input on planning, ministry challenges, and Biblical guidance to the Council of Elders during the decision-making process. He is the primary agent *to oversee* the implementation of the various programs and ministries undertaken by First Baptist Church. He is to *work in conjunction with* the Council of Elders for the discharge of his ministry. He is also responsible for the management of the First Baptist Church office and supervision of all staff. In the absence of a Senior Pastor the Council of Elders will appoint a manager/leader of First Baptist Church office and staff (1 Tim. 4:11-13, 15, 16; Eph. 4:11, 12; 2 Tim. 3:16, 17, 4:2-4; Matt. 5:13).

2. **Removal.** The Senior Pastor shall only be removed, subject to the rights, if any, under any contract of employment with the Church, if there is such a contract between the Senior Pastor and the Church, by the affirmative vote of two-thirds (2/3) majority of the members of the Church present in person at any general or special meeting duly noticed pursuant to Article IV, Section D, of these Bylaws. The Senior Pastor shall only be removed from office, subject to the terms of any employment agreement, for any of the following reasons: (a) falling into sinful and worldly practices without repentance; (b) engaging in conduct that could hinder the influence of the Church in its community; (c) teaching doctrines inconsistent with The Holy Bible (d) neglect of duties *as listed in C. 1.*; (e) resignation; or (f) death or disability.

D. Deacons

The ministry of tables, or service, is performed by Deacons. The Deacons shall be ready to assist the Council of Elders in any service that shall support and promote the ministry of the Word and the care of the members of the congregation. Care is provision and assistance to those who are in physical, spiritual, financial and emotional need. The Deacon ministry is not a ministry of teaching or oversight. The Deacon ministry will be overseen by the Council of Elders (Acts 6:1-7, Phil. 1:1).

1. **Qualifications.** The qualifications for a Deacon are set forth in the scriptural passages 1 Tim. 3:8-13. A Deacon must be a man. He is to be dignified, not double-tongued, not a lover of money, above reproach, the husband of one wife, temperate, respectable, not given to drunkenness, one who manages his own family well, one who sees that his children obey him, one who does not pursue dishonest gain, and one who keeps hold of the deep truths. A Deacon's wife must be worthy of respect, not a malicious talker but temperate and trustworthy. A Deacon demonstrates, through active membership and leadership, a commitment to the purposes, vision and the core values of First Baptist Church.

2. **Selection.** At the discretion of the Council of Elders, Deacons may be appointed annually at First Baptist Church. A Deacon is first approved by a vote of the Council of Elders, and then by a vote of the membership assembled at a duly called congregational meeting.

3. **Number and Term.** The number of Deacons will be determined by the needs of the ministry at First Baptist Church as discerned by the Council of Elders *A deacon that chooses to be inactive must notify the Council of Elders in writing.*

4. **Replacement.** A vacancy created by a departing Deacon may be filled in accordance with this Article I, Section D.2. The new Deacon will complete the departing Deacon's term.

5. **Dismissal.** The dismissal of a Deacon because he is not fulfilling the responsibilities and/or qualifications of a Deacon is the responsibility of the Council of Elders, and is accomplished by a vote of these Elders.

E. Staff

Staff members are defined as paid employees of First Baptist Church, whether full or part-time. Staff members are often the primary agents in the implementation of the various programs and ministries undertaken by First Baptist Church. Staff members are accountable to the Pastor for the discharge of their ministry or responsibilities.

1. **Senior Pastor.** *The Council of Elders is responsible for the process of conducting a search for the Senior Pastor. The Council of Elders will recommend to the Church Body to call a Senior Pastor with the approval of the voting membership as described in Article*

III, Section B. His salary and benefits will be established by the Council of Elders and reviewed annually.

The Senior Pastor is the manager/overseer of the First Baptist Church staff. With the approval of the Council of Elders, the Senior Pastor may delegate responsibilities within the staff for the purpose of carrying out his responsibilities.

The Senior Pastor is responsible for the recruitment and management/oversight of all staff. Their salaries and benefits are established by the Council of Elders upon the recommendation of the Senior Pastor. Final offers of employment or termination require mutual agreement between the Senior Pastor and the Council of Elders. However, the hiring and termination of non-ministerial staff is at the discretion of the Senior Pastor within the constraints of the approved budget. Except for the Senior Pastor, staff members will not be eligible for Elder nomination. A Sr. Pastor demonstrates, through active membership and leadership, a commitment to the purposes, vision and the core values of First Baptist Church.

2. **Ministerial Staff.** Ministerial Staff are those who, in response to God's call, serve First Baptist Church as their primary vocation. Ministerial Staff are responsible for the recruiting and equipping of members to help and lead in the implementation of the various programs and ministries of First Baptist Church.

Ministerial Staff serve together on a team with the pastor as the leader. This team functions to bring clarity and alignment to all of First Baptist Church's ministries. Ministries and Ministers are not in competition for resources or facilities, but work together for the equipping of the saints. Ministerial Staff demonstrate, through active membership and leadership, a commitment to the purposes, vision and the core values of First Baptist Church.

3. **Support Staff.** Support staff is made up of individuals who are employed by First Baptist Church to help in the administration and maintenance of First Baptist Church. Support staff help the Ministerial Staff with the preparation and implementation of the various ministries of First Baptist Church.

4. **Performance Review.** The performance of staff members will be reviewed on at least an annual basis. The Senior Pastor is responsible for First Baptist Church staff reviews. The Council of Elders reviews the Senior Pastor.

F. **Ministry Teams**

Ministry Teams are the organization of members of First Baptist Church who serve the body and the community. Ministry Teams will be the formation of spiritually gifted members in order to accomplish specific ministry needs. Ministry Teams shall be organized as the Council of Elders deem necessary in order to meet the specialized needs of First Baptist Church. Ministry Teams will be service focused and will not have any decision making authority. Deacons, as ministers of service, will be the primary agents of leading ministry teams. Each ministry team will be evaluated yearly or as needed by the Council of Elders to determine its effectiveness in meeting its ministry objectives.

G. Officers

The officers of First Baptist Church shall be the Council of Elders. The Council of Elders will serve as the Board of Directors for the Corporation. The Chairman of the Council of Elders will serve as the President of the Corporation. The secretary of the Council of Elders will serve as Secretary of the Corporation. These officers shall be elected by a two-thirds (2/3) majority vote of the Council of Elders.

ARTICLE II MEMBERSHIP

First Baptist Church of Snyder has chosen to be congregationally ruled where the membership has the final authority. However, the primary role of the First Baptist Church body is: 1) the coming together in the worship of God and equipping of the saints, 2) the loving, fellowshiping and caring for one another, and 3) the taking of the gospel of Jesus Christ to the world. All actions regarding membership, including admission, dismissal, or discipline shall be done by the Council of Elders "in a spirit of meekness" (Eph. 4:11-13, Acts 1:8; 2:42-47, Heb. 10:25, Gal.6:1).

A. Qualifications

Membership in First Baptist Church is open to all who have publicly testified of their salvation by faith in the Lord Jesus Christ verbally and through believer's baptism by immersion.

B. Orientation

Those desiring membership in First Baptist Church will be responsible for completing the membership orientation of First Baptist Church before membership is granted. The orientation will address the governing principles of First Baptist Church as seen in the Constitution and Bylaws. The orientation will also present the doctrine, mission, core values, vision and other important information of First Baptist Church. Understanding the material covered in the orientation will help every member understand his or her role and place of service at First Baptist Church.

The orientation is important because First Baptist Church desires that all members be taught the doctrine, mission, core values, vision, practices, and governance of First Baptist Church. The orientation will be where those desiring membership will make a statement of their faith in Jesus Christ and acknowledge that they have received and read the Constitution and Bylaws of First Baptist Church and thereby covenant and agree to support and submit to them.

C. Expectations

Members of First Baptist Church are expected to grow and "work out their own salvation" in Jesus Christ (Philippians 2:12). We understand that each believer is at a different stage in their spiritual journey as evidenced in Hebrews 5:11 - 6:2. It is our hope and prayer that

each member of First Baptist Church will take the next steps in his or her relationship with Christ and that in so doing, will continue to grow as a mature disciple of Christ. At First Baptist Church we see a mature disciple as one who is pursuing intimacy with Christ, community with other believers, and influence with the unchurched. As disciples, members are expected to take seriously the great commission given in Matt. 28:19-20 and the commandment given in John 13:35 to love one another.

D. Participation

Acts 2:42-47 models the way members participate in First Baptist Church. Participation involves submission to the teaching of the word of God, fellowship/community, taking of communion, praying, gathering for worship, unity, giving and serving. First Baptist Church holds high this model set forth in scripture. In order for leadership at First Baptist Church to equip members to take the next step in their faith or as Hebrews 10:24-25 says, "stir up one another to good works," we must not "forsake the gathering together." Participation with other believers is essential to our spiritual growth.

E. Discipline

The Holiness of God and the Word of God demand discipline in First Baptist Church. The aim of church discipline is: 1) The good of the person, 2) The good of other believers as they see the danger of sin, 3) The health of First Baptist Church as a whole, 4) The public testimony of Jesus and First Baptist Church, and 5) The Glory of God as we seek to reflect His Holiness (1 Tim. 5:20, 3 John 9-10).

Discipline is viewed as positive for growth and reconciliation. The Scriptures never present discipline as negative, legalistic, or harsh. True discipline originates in God Himself and is always presented as a sign of genuine love. Discipline at First Baptist Church is intended to be primarily positive, instructive and encouraging.

Matthew 18:15-17 is the pattern established by Jesus Christ for discipline. Most corrective discipline is private, personal and informal. In accordance with Matthew 18:15, discipline always begins as a personal matter and usually remains that way. If an individual persistently refuses to listen to personal and informal correction Matthew 18:17 commands us to involve the church. If, after a reasonable time period and diligent efforts of the Council of Elders, the individual still refuses to repent and seek restoration, the Council of Elders will remove the individual from membership and normal fellowship.

F. Term

The term of membership is permanent.

Membership may be terminated for one of the following reasons:

1. **By Discipline.** Due to heretical doctrine or conduct in marring the testimony of Jesus Christ and First Baptist Church. The process of discipline is explained in this Article II Section E. 1 Cor. 5:1-11, Titus 3:8-11 and Galatians 6:1 give us the biblical reasons and mandate for church discipline.

2. **By Request.** The member asks to be dropped from the membership roll.

3. **By Death.**

G. Types of Membership

The Secretary of the Corporation shall keep a register of the mailing address of each member, Elder, Deacon and employee of the Church.

1. **Active Membership.** Active membership is granted to individuals who meet the qualifications listed in this Article II, have taken the orientation (Article II, Section B) and are age thirteen and above. Active membership includes the privilege to vote on matters set forth in Article III, Section B.

2. **Homebound/Nursing Home Membership.** Homebound/nursing home membership is granted to those individuals who have faithfully served Christ and His Church in the past, but for physiological reasons are no longer able to physically attend. First Baptist Church understands that many are still able to participate in the life of First Baptist Church through radio or televised services, through prayer and using of their gifts, and giving (1 Tim. 5:9-10).

3. **Junior Membership.** Junior membership is granted to individuals under the age of thirteen who testify of their salvation by faith in the Lord Jesus Christ and have been baptized by immersion. Junior membership does not include the privilege to vote. Junior members may become Active members of First Baptist Church upon reaching age thirteen and meeting the above listed qualifications expectations (Article II, Section A).

4. **Associate Membership.** Associate membership is granted to individuals wishing to retain membership in another evangelical church outside the city but desiring to worship and fellowship temporarily with First Baptist Church. Associate membership does not include the privilege to vote or to hold the office of Elder or Deacon.

5. **Inactive Membership.** A member of First Baptist Church who becomes "idle" and willfully chooses to abstain from participating with other believers will be designated as an inactive member. 2 Thessalonians 3:6-15 describes a believer who is idle and the church's response to such behavior. Paul exhorts the church to make note of people who are idle and to warn them as fellow believers in Christ. First Baptist Church will make note of members who do not participate by designating them as inactive members. The goal behind making note of and warning idle members is that they would be restored back into the fellowship of First Baptist Church. Reasonable efforts will be made by church leadership to contact idle members to restore

them to fellowship. If the member willfully chooses to abstain from participation in First Baptist Church, he or she will be notified by the Elders before being designated as an inactive member.

Inactive membership will also consist of those persons who have entered the disciplinary process in this Article II, Section E. Members will be notified prior to being moved to inactive membership. Individuals will be listed as inactive members for at least a year while the Discipline process is taking place. Based on the individual's response to that process, the individual may be reinstated to active membership or have his or her membership terminated.

Inactive membership does not include the privilege to vote or hold the office of Deacon, Pastor or Elder. Admonishment or warning is done in the spirit of love and with the goal of restoration.

H. Reinstatement

An inactive member will be restored to active membership by seeking restoration and approval of the Council of Elders.

Persons, whose membership was terminated due to discipline, may be restored to active membership by repenting and seeking restoration and approval of the Council of Elders, and then, if deemed appropriate by the Council of Elders, with First Baptist Church assembled.

ARTICLE III VOTING

A. The Council of Elders

Voting within the Eldership is preferably unanimous. *Nothing* shall be approved with more than one dissenting Elder vote.

B. Members

Voting by the membership is required for the following: The annual budget, calling or terminating a Senior Pastor, approving new Elders, the appointing of new Deacons, amendments to this document, interest-bearing indebtedness, and any other issue deemed necessary by the Council of Elders. A two-thirds (2/3) majority vote of those present and eligible to vote is required for approval of the above-mentioned items, except as otherwise provided herein. Voting is tabulated by a signed ballot.

**ARTICLE IV
CONGREGATIONAL MEETINGS**

A. Meetings for Worship

Public services will be held on the Lord's Day. Other services may be appointed by the Council of Elders as the advancement of the work of First Baptist Church may require. We will celebrate the ordinances of First Baptist Church at meetings for worship as deemed appropriate by the Council of Elders. See Article IV in the Constitution for beliefs on the Ordinances.

B. Annual Meeting for Business

The annual business meeting shall be held sometime during the last month of the fiscal year of First Baptist Church for the purpose of appointing new Elders, appointing new Deacons, reviewing the proposed budget, and any other business brought by the Council of Elders. The Council of Elders or Deacons appointed at this meeting shall assume their duties at the beginning of the new fiscal year. Robert's Rule of Order shall be recognized as the general pattern of conduct for all First Baptist Church business meetings. The Chairman of the Council of Elders will be the moderator of all First Baptist Church business meetings.

An agenda with clearly stated items for discussion will be prepared and distributed to the congregation the Sunday prior to that meeting date. Agenda items submitted by a voting member(s) will be placed on the agenda at the discretion of the Council of Elders. In case of emergencies, the requirement for distribution of Agendas may be waived.

C. Special Meetings

The Council of Elders will call special meetings of the members whenever deemed necessary for the best interest of First Baptist Church or when individually requested to do so in writing by 20 active members of First Baptist Church. The said request must state exactly the purpose of such a meeting, and all points must be in agreement with all rules pertaining to the government of First Baptist Church; otherwise, such a request shall not be binding upon the Council of Elders.

D. Notice

As deemed necessary by the Council of Elders, notice of date, time and purpose of congregational meetings will be given by announcement in the First Baptist Church worship guide two Sundays in advance of the meeting date

E. Quorum

The voting members present at a duly called congregational meeting will constitute a quorum. Each voting member has one vote and must be present to cast the vote.

F. Attendance

Congregational meetings are generally open to regular attendees and members alike. Voting will be restricted to members as set forth in Article II, Section A.

**ARTICLE V
TRANSACTIONS OF THE CHURCH**

A. Contracts and Legal Instruments

Subject to this Article V, Section D, the Council of Elders may authorize an individual officer or agent of the Church to enter into a contract or execute and deliver any instrument in the name of and on behalf of the Church. This authority may be limited to a specific contract or instrument, or it may extend to any number and type of possible contracts and instruments.

B. Deposits

All funds of the Church shall be deposited to the credit of the Church in banks, trust companies, or other depositories recommended and approved by the Council of Elders.

C. Gifts

The Council of Elders may accept, on behalf of the Church, any contribution, gift, bequest, or devise for the general purposes or any special purpose of the Church, including, but not limited to, gifts of money, annuity arrangements, securities, and other tangible and intangible personal property, real property, and interest therein. Subject to the approval of the membership, the Council of Elders may make gifts and give charitable contributions that are not prohibited by these Bylaws, the Articles of Incorporation, Constitution, state law, or any requirements for maintaining the Church's federal and state tax status.

D. Potential Conflicts of Interest

The Church shall not make any loan to any Pastor, Elder, Deacon, ministry team member, or employee of the Church. A Pastor, Elder, Deacon, ministry team member, or employee of the Church may lend money to and otherwise transact business with the Church except as otherwise provided by these Bylaws, the Articles of Incorporation, Constitution and all applicable laws. Such a person transacting business with the Church has the same rights and obligations relating to those matters as other persons transacting business with the Church. The Church shall not borrow money from or otherwise transact business with a Pastor, Elder, Deacon, ministry team member, or employee of the Church unless the Pastor's, Elder's, Deacon's, ministry team member's, or employee's financial interest has been fully disclosed to the members, and the transaction is described fully in a legally binding instrument and is in the best interest of the Church. The Church shall not borrow money from or otherwise transact business with a Pastor, Elder, Deacon, ministry team member, or employee of the Church without full disclosure of all relevant facts prior to

entering into the transaction, or without the approval of the members, not including the vote of any person having a personal interest in the transaction. Pastors, Elders, Deacons, ministry team members, and employees have a continuing duty to self-report potential conflicts of interest.

E. Ownership and Distribution of Property.

1. The Church shall hold, own, and enjoy its own personal and real property, without any right of reversion to another entity, except as provided in these Bylaws.

2. "Dissolution" means the complete disbanding of the Church so that it no longer functions as a congregation or as a corporate entity. Upon the dissolution of the Church, its property shall be applied and distributed as follows: (1) all liabilities and obligations of the Church shall be paid and discharged, or adequate provision shall be made therefore; (2) assets held by the Church upon condition requiring return, transfer, or conveyance, which condition occurs by reason of the dissolution, shall be returned, transferred, or conveyed in accordance with such requirements; (3) assets received and not held upon a condition requiring return, transfer, or conveyance by reason of the dissolution, shall be transferred or conveyed to the Rolling Plains Baptist Network; this distribution shall be done pursuant to a plan adopted by the Council of Elders; and (4) any assets not otherwise disposed of shall be disposed of by a court of competent jurisdiction of the county in which the principal office of the corporation is then located, for such purposes and to such organizations as said court shall determine, provided such organizations are in agreement with the Church's Statement of Faith and basic form of Government.

F. Approval of Purchases

The purchases of fixed assets in excess of \$25,000.00 shall be subject to the prior approval of the members.

**ARTICLE V
BOOKS AND RECORDS**

A. Required Books and Records

The Church shall keep correct and complete books and records of account.

B. Fiscal Year

The fiscal year of the Church shall begin on the first day of January and end on the last day in December in each year.

C. Audited Financial Statements

The Church shall have each annual financial statement of the Church audited by a certified public accounting firm selected by the Council of Elders.

**ARTICLE VII
INDEMNIFICATION**

A. Indemnification

To the full extent permitted by the Act, as amended from time to time, the Church shall indemnify any Pastor, Elder, Deacon, ministry team member, employee, or agent of the Church who was, is, or may be named a defendant or respondent in any proceeding as a result of his or her actions or omissions within the scope of his or her official capacity in the Church. Reasonable expenses may be advanced by the Church in defending such actions.

B. Determination of Right.

A determination of the right to indemnification under the Act shall be made by legal counsel selected by the majority vote of the Council of Elders.

**ARTICLE VIII
AMENDMENTS**

Amendments and revisions to these Bylaws must be presented to the congregation at least one week prior to a congregational meeting and approved by a vote in accordance with Article III, Section B above, such meeting to be noticed pursuant to Article IV, Section D.

CERTIFICATE OF SECRETARY

I certify that I am the duly elected and acting secretary of First Baptist Church of Snyder, Texas, and that the foregoing Bylaws constitute the Bylaws of the Church. These Bylaws were duly adopted by the members of the Church on October 25, 2015.

DATED: October 28, 2015

By: David Higgins

Name: David Higgins

Title: Secretary