Three Rivers Baptist Association

October 4, 2026

Revised:
September 15, 2026

Constitution and Bylaws

Constitution of Three Rivers Baptist Association

ARTICLE ONE: Name

The name of this organized body of messengers from autonomous cooperating Southern Baptist Churches shall be known as THREE RIVERS BAPTIST ASSOCIATION (hereafter may be referred to as the "Association or TRBA")

ARTICLE TWO: Mission Statement

The mission of the Association is to assist each Cooperating church to fulfill its God-given purpose.

ARTICLE THREE: Core Values

• The Association believes that God wants us to do the best we can in all areas.
• The Association is to be Kingdom of God focused in our doctrine and practice.
• The Association believes that we strengthen our relationships by nurturing our ethnic/generational diversity.
• The Association believes that strong teamwork produces strong partnership ministries.
• The Association believes that our churches need to be encouraged to stimulate and motivate culturally relevant ministries and evangelistic opportunities.
• The Association believes that we can strengthen churches by developing strong leadership.
• The Association believes that we need a global vision in order to be obedient to God's call to plant churches and make disciples.

ARTICLE FOUR: Our Strategy

The Association is assisting each Cooperating church to fulfill its God-given purpose by:

Section One: Our Mission

Helping our cooperating churches as they become Acts 1:8 churches.

An Acts 1:8 church actively engages in mission by:

- **Faithful Giving** – Regularly supporting the Association.
- **Missional Engagement** – Participating annually in missions and missional awareness:
    - Within the local Association,
    - Across Illinois,
    - Throughout North America,
    - And globally.
- **Prayer & Partnership** – Maintaining an active prayer network that intercedes for the ministry and missional engagement of their local church, Association, and the Southern Baptist Convention.
- **Training & Awareness** – Equipping members for missional service through discipleship, awareness, and active participation.
- **Reporting & Accountability** – Submitting the Annual Church Profile (ACP) to the Associational office, documenting their church stats, giving, and mission involvement

Section Two: Our Passion

Our passion is to help our Cooperating Churches be spiritually healthy disciple-makers that are transforming their communities and the world for the Kingdom of God.

Section Three: Our Calling,

Our Calling is to expand the Kingdom of God by strengthening our churches through developing discipleship processes, planting new churches, developing leaders and assisting our churches in becoming relevant and transformational to their communities.

ARTICLE FIVE: Articles of Faith

The Association has adopted as its articles of faith those articles adopted by the Southern Baptist Convention and set forth in "*The Baptist Faith and Message*" 2000 edition as amended and printed here in addition to the Statements on Sexuality, Marriage and the Sanctity of Human Life below.

We also acknowledge the value of the following confessions of faith, the Baptist Faith and Message of the Southern Baptist Convention adopted in 1925, and revised in 1963, 1998, and 2000, the Philadelphia Confession of Faith (1742) and the New Hampshire Confession of Faith (1833).

In the event of any discrepancies between a Cooperating Church's Confession of Faith and the Association's Articles of Faith, the Association will refer to the Baptist Faith and Message 2000 (as printed below) as the default position.

We believe that in order to preserve the function and integrity of the church as the local Body of Christ, and to provide a biblical role model to the association members and the community, it is imperative that all persons employed by the association in any capacity, or who serve as volunteers, Board Members or Messengers, agree to and abide by these Articles of Faith. **(Matthew 5:16; Philippians 2:14-16; 1 Thessalonians 5:22).**

I. The Scriptures

The Holy Bible was written by men divinely inspired and is 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. Therefore, all Scripture is totally true and trustworthy. 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. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation. *Exodus 24:4; Deuteronomy 4:1-2; 17:19; Joshua 8:34; Psalms 19:7-10; 119:11,89,105,140; Isaiah 34:16; 40:8; Jeremiah 15:16; 36:1-32; Matthew 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16ff.; 17:11; Romans 15:4; 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21.*

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. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune 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 knowing, 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.*Genesis 1:1; 2:7; Exodus 3:14; 6:2-3; 15:11ff.; 20:1ff.; Leviticus 22:2; Deuteronomy 6:4; 32:6; 1 Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3,15; 64:8; Jeremiah 10:10; 17:13; Matthew 6:9ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Romans 8:14-15; 1 Corinthians 8:6; Galatians 4:6; Ephesians 4:6; Colossians 1:15; 1 Timothy 1:17; Hebrews 11:6; 12:9; 1 Peter 1:17; 1 John 5:7.*

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 human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary 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, fully God, fully man, 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. *Genesis 18:1ff.; Psalms 2:7ff.; 110:1ff.; Isaiah 7:14; 53; Matthew 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16,27; 17:5; 27; 28:1-6,19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18,29; 10:30,38; 11:25-27; 12:44-50; 14:7-11; 16:15-16,28; 17:1-5, 21-22; 20:1-20,28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5,20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3,34; 10:4; 1 Corinthians 1:30; 2:2; 8:6; 15:1-8,24-28; 2 Corinthians 5:19-21; 8:9; Galatians 4:4-5; Ephesians 1:20; 3:11; 4:7-10; Philippians 2:5-11; Colossians 1:13-22; 2:9; 1 Thessalonians 4:14-18; 1 Timothy 2:5-6; 3:16; Titus 2:13-14; Hebrews 1:1-3; 4:14-15; 7:14-28; 9:12-15,24-28; 12:2; 13:8; 1 Peter 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Revelation 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16.*

C. God the Holy Spirit

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Savior, and effects regeneration. At the moment of regeneration, He baptizes every believer into the Body of Christ. 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 guarantee that God will 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. *Genesis 1:2; Judges 14:6; Job 26:13; Psalms 51:11; 139:7ff.; Isaiah 61:1-3; Joel 2:28-32; Matthew 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10,12; Luke 1:35; 4:1,18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17,26; 15:26; 16:7-14; Acts 1:8; 2:1-4,38; 4:31; 5:3; 6:3; 7:55; 8:17,39; 10:44; 13:2; 15:28; 16:6; 19:1-6; Romans 8:9-11,14-16,26-27; 1 Corinthians 2:10-14; 3:16; 12:3-11,13; Galatians 4:6; Ephesians 1:13-14; 4:30; 5:18; 1 Thessalonians 5:19; 1 Timothy 3:16; 4:1; 2 Timothy 1:14; 3:16; Hebrews 9:8,14; 2 Peter 1:21; 1 John 4:13; 5:6-7; Revelation 1:10; 22:17.*

III. Man

Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's 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. Therefore, as soon as they are capable of moral action, they 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 person of every race possesses full dignity and is worthy of respect and Christian love. *Genesis 1:26-30; 2:5,7,18-22; 3; 9:6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18,23; 5:6,12,19; 6:6; 7:14-25; 8:14-18,29; 1 Corinthians 1:21-31; 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11.*

IV. Salvation

Salvation involves the redemption of the whole man and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

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.

B. 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 Savior.

C. 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 unto a relationship of peace and favor with God.

D. 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 maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

E. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed. *Genesis 3:15; Exodus 3:14-17; 6:2-8; Matthew 1:21; 4:17; 16:21-26; 27:22-28:6; Luke 1:68-69; 2:28-32; John 1:11-14,29; 3:3-21,36; 5:24; 10:9,28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Romans 1:16-18; 2:4; 3:23-25; 4:3ff.; 5:8-10; 6:1-23; 8:1-18,29-39; 10:9-10,13; 13:11-14; 1 Corinthians 1:18,30; 6:19-20; 15:10; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; 5:22-25; 6:15; Ephesians 1:7; 2:8-22; 4:11-16; Philippians 2:12-13; Colossians 1:9-22; 3:1ff.; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1-12:8,14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20; 21:1-22:5.*

V. God's Purpose of Grace

Election is the gracious purpose of God, according to which He regenerates, justifies, 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 the 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, and 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. *Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7,19-22; Isaiah 5:1-7; Jeremiah 31:31ff.; Matthew 16:18-19; 21:28-45; 24:22,31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45,65; 10:27-29; 15:16; 17:6,12,17-18; Acts 20:32; Romans 5:9-10; 8:28-39; 10:12-15; 11:5-7,26-36; 1 Corinthians 1:1-2; 15:24-28; Ephesians 1:4-23; 2:1-10; 3:1-11; Colossians 1:12-14; 2 Thessalonians 2:13-14; 2 Timothy 1:12; 2:10,19; Hebrews 11:39–12:2; James 1:12; 1 Peter 1:2-5,13; 2:4-10; 1 John 1:7-9; 2:19; 3:2.*

VI. The Church

A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation each member is responsible and accountable to Christ as Lord. Its scriptural officers are pastors and deacons. While both men and women are gifted for service in the church, the office of pastor is limited to men as qualified by Scripture.

The New Testament speaks also of the church as the Body of Christ which includes all of the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation. *Matthew 16:15-19; 18:15-20; Acts 2:41-42,47; 5:11-14; 6:3-6; 13:1-3; 14:23,27; 15:1-30; 16:5; 20:28; Romans 1:7; 1 Corinthians 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Ephesians 1:22-23; 2:19-22; 3:8-11,21; 5:22-32; Philippians 1:1; Colossians 1:18; 1 Timothy 2:9-14; 3:1-15; 4:14; Hebrews 11:39-40; 1 Peter 5:1-4; Revelation 2-3; 21:2-3.*

VII. Baptism and the Lord's Supper

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 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. *Matthew 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; 20:7; Romans 6:3-5; 1 Corinthians 10:16,21; 11:23-29; Colossians 2:12.*

VIII. The Lord's Day

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 include exercises of worship and spiritual devotion, both public and private. Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ. *Exodus 20:8-11; Matthew 12:1-12; 28:1ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3,33-36; John 4:21-24; 20:1,19-28; Acts 20:7; Romans 14:5-10; I Corinthians 16:1-2; Colossians 2:16; 3:16; Revelation 1:10.*

IX. The Kingdom

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. *Genesis 1:1; Isaiah 9:6-7; Jeremiah 23:5-6; Matthew 3:2; 4:8-10,23; 12:25-28; 13:1-52; 25:31-46; 26:29; Mark 1:14-15; 9:1; Luke 4:43; 8:1; 9:2; 12:31-32; 17:20-21; 23:42; John 3:3; 18:36; Acts 1:6-7; 17:22-31; Romans 5:17; 8:19; 1 Corinthians 15:24-28; Colossians 1:13; Hebrews 11:10,16; 12:28; 1 Peter 2:4-10; 4:13; Revelation 1:6,9; 5:10; 11:15; 21-22.*

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. *Isaiah 2:4; 11:9; Matthew 16:27; 18:8-9; 19:28; 24:27,30,36,44; 25:31-46; 26:64; Mark 8:38; 9:43-48; Luke 12:40,48; 16:19-26; 17:22-37; 21:27-28; John 14:1-3; Acts 1:11; 17:31; Romans 14:10; 1 Corinthians 4:5; 15:24-28,35-58; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-18; 5:1ff.; 2 Thessalonians 1:7ff.; 2; 1 Timothy 6:14; 2 Timothy 4:1,8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7ff.; 1 John 2:28; 3:2; Jude 14; Revelation 1:18; 3:11; 20:1-22:13.*

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. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ. *Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-*

10; 24:14; 28:18-20; Luke 10:1-18; 24:46-53; John 14:11-12; 15:7-8,16; 17:15; 20:21; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Romans 10:13-15; Ephesians 3:1-11; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17.

XII. Education

Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, 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 education 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; Psalms 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. *Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4,19-21; 19:21; 23:23; 25:14-29; Luke 12:16-21,42; 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Romans 6:6-22; 12:1-2; 1 Corinthians 4:1-2; 6:19-20; 12; 16:1-4; 2 Corinthians 8-9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19.*

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. *Exodus 17:12; 18:17ff.; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1ff.; Acts 1:13-14; 2:1ff.; 4:31-37; 13:2-3; 15:1-35; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.*

XV. The Christian and the Social Order

All Christians are under obligation to seek to make the will of Christ supreme in our own lives 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 Jesus Christ. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death. 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. *Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12; 27:17; Psalm 101:5; Micah 6:8; Zechariah 8:16; Matthew 5:13-16,43-48; 22:36-40; 25:35; Mark 1:29-34; 2:3ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Romans 12–14; 1Corinthians 5:9-10; 6:1-7; 7:20-24; 10:23-11:1; Galatians 3:26-28; Ephesians 6:5-9; Colossians 3:12-17; 1 Thessalonians 3:12; Philemon; James 1:27; 2:8.*

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. Christian people throughout the world should pray for the reign of the Prince of Peace. *Isaiah 2:4; Matthew 5:9,38-48; 6:33; 26:52; Luke 22:36,38; Romans 12:18-19; 13:1-7; 14:19; Hebrews 12:14; James 4:1-2.*

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. *Genesis 1:27; 2:7; Matthew 6:6-7,24; 16:26; 22:21; John 8:36; Acts 4:19-20; Romans 6:1-2; 13:1-7; Galatians 5:1,13; Philippians 3:20; 1 Timothy 2:1-2; James 4:12; 1 Peter 2:12-17; 3:11-17; 4:12-19.*

XVIII. The Family

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 biological man and one biological woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the biological man and the biological woman in marriage the framework for intimate companionship, the channel of 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. *Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 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; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.*

XIX. **Sexuality**

We believe that God wonderfully and immutably creates each person as a biological male or a biological female. These two distinct, complementary sexes together reflect the image and nature of God (Gen. 1:26-27). Rejection of one's biological sex is a rejection of the image of God within that person.

XX. **Marriage**

We believe the term "marriage" has only one meaning: the uniting of one biological man and one biological woman in a single, exclusive union, as delineated in Scripture (Gen. 2:18-25). We believe that marriage between one biological man and one biological woman, for life, uniquely reflects Christ's relationship with His Church (Eph. 5:21-33). We believe that God intends sexual intimacy to occur only between a biological man and a biological woman who are married to each other (1 Cor. 6:18; 7:2-5; Heb. 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage.

We believe that any form of sexual immorality (including but not limited to the following: adultery, fornication, homosexual behavior, bisexual conduct, cohabitation, rejection of one's biological sex or use of pornography) is sinful and offensive to God (Matthew 15:18-20; 1 Corinthians

6:9-10, Leviticus 18:23, Deuteronomy 27:21, Leviticus 18:6, 1 Corinthians 5:1, 1 Corinthians 7:2, Hebrews 13:4, 1 Corinthians 7:1-40, Genesis 1:27, Psalms 139:113-14, Romans 1:22-25, 1 Corinthians 14:33, Matthew 19:12).
We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (Acts 3:19-21; Rom 10:9-10; 1 Cor 6:9-11).

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

XXI. Sanctity of Human Life

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

XXII. Final Authority on Matters of Faith and Conduct

This statement of faith and conduct does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God speaks with final authority concerning truth, morality, and the proper conduct of mankind is the sole and final authority for all that we believe.

For purposes of the Association's faith, conduct, doctrine, practice, policy and discipline, the **Director of Missions/Associational Mission Strategist** and the Admin Team in consultation with the Executive Board is the Association's final interpretative authority on the Bible's meaning and upon the proper conduct and application.

ARTICLE SIX:-Cooperation

Section One: Cooperation

Three Rivers Baptist Association, in session shall be composed of messengers who as members of cooperating Three Rivers Baptist Association churches are elected and certified by said churches that have voluntarily accepted the nature, purpose and the doctrinal stance of Three Rivers Baptist Association and that have been approved and are accepted as cooperating churches by a vote of the Three Rivers Baptist Association messengers in session based upon a recommendation from the Credential Committee of the Association.

Active Cooperating churches and church type missions shall maintain their good standing by meeting the conditions of Active Cooperation (see Section Two below). Only Active Cooperating Churches shall be granted the privilege of representation and voting at the annual meeting and other meetings of the Association.

Section Two: Active Cooperating Churches

- Cooperating churches shall maintain doctrinal positions and practices which are in harmony with the Constitution of the Association, and which are consistent with the

"*Articles of Faith*" found in Article Five: Articles of Faith.

- Cooperating churches shall demonstrate a cooperative spirit with the Association and participate in Associational cooperative mission efforts, meetings, training events and ministry opportunities when possible.
- Cooperating churches shall submit an Annual Church Profile to the Associational Office each year prior to our Annual Meeting.
- Cooperating churches financially support the ministry of the Association by sacrificially contributing in a manner proportional to their ability during the calendar year prior to the Annual Meeting.
    - Cooperating churches are encouraged to give at least monthly to aid in the monthly expenditures and ministries of the Association**.**
- Cooperating churches shall be in alignment with the Baptist Faith and Message 2000 (as amended and printed in this document).
- Cooperating churches shall send duly elected Board Members and Messengers to the meetings of the Association
- Cooperating churches will have read and agree to be governed by this Constitution of the Association.

Section Three – Active Cooperating Church Status

Churches that fail to meet and maintain the qualifications of a Cooperating Church shall lose their active status and will be reported annually at the Annual Meeting. These churches will be placed on a Limited Cooperating Church Status until they meet the requirements to regain active status. During this time, the church, its board members, and its messengers will not have voting privileges in Associational meetings. The Admin Team will work closely with these churches to address any issues and help them become compliant with the requirements for Active Cooperating Church status.

Section Four – Christian Conduct

1. Cooperating churches are expected to actively participate in scheduled meetings and events, and to contribute financially to their support in a manner proportional to their ability. Moreover, each cooperating church is encouraged to foster a spirit of Christian love and unity among its fellow churches, demonstrating compassion, empathy, and support for one another through regular visits, prayers, and acts of kindness. By doing so, cooperating churches will promote mutual spiritual growth, well-being, and edification. (Romans 15:5-6, Galatians 6:2, Colossians 3:14, 1 Thessalonians 4:9)

2. Although this Association does not exercise authority over its cooperating churches or their members, all participating churches agree to respect the Association's autonomy and intellectual property. By joining this Association, each cooperating church and her members acknowledges that it will not attempt to usurp, acquire, alter, or assume any of the Association's legal rights, business practices, or proprietary interests at any time. (Exodus 20:15-17, Acts 4:32, Romans 13:10, 1 Corinthians 1:10)

3. If a cooperating church finds itself in disagreement with the Association's Articles of Faith or is unable to maintain harmony with other cooperating churches, it shall refrain from disrupting the fellowship and instead, shall voluntarily withdraw its participation as a cooperating church. The church shall provide written notice of its withdrawal to the Moderator and **Director of**

Missions/Associational Mission Strategist within 30 days of making this decision. (Matthew 5:9, Romans 12:18, Romans13:10, Romans 14:19, Ephesians 4:3, Phillipians 2:2, Colossians 3:12-14)

4. If a cooperating church fails to adhere to or violates this Code of Christian Conduct, it will receive a written notification and will be required **within (90) ninety days of receiving the letter** to meet with the **Director of Missions/Associational Mission Strategist** , Moderator, and Chairman of the Admin Team to provide an explanation, justification, or account for its actions.

   If, after meeting with the church, the **Director of Missions/Associational Mission Strategist ,** Moderator, and Chairman of the Admin Team are unable to resolve the issue, they will report their findings to the Admin Team. The Admin Team will then consider the matter and make a recommendation for disciplinary action to the Association at the next Executive Board meeting or annual meeting. The recommended disciplinary action may include placing the church on Limited Cooperation Status or withdrawing cooperation, as outlined in Article One, Section Three of these Bylaws.
   (Matthew 5:16, Matthew 18:15-17, Romans 14:19, Romans 15:5-6, Phillipians 2:14-16, 1 Thessalonians 5:22, Galatians 5:1, Colossians 3:13-14, 1 Corinthians 1:10, 2 Corinthians 13:11, James 1:19-20)

ARTICLE SEVEN: Dissolution of the Association

The Association can only be dissolved through a (3/4) three-quarters majority vote of the messengers present at a meeting specifically called for this purpose. The motion to dissolve must be submitted in writing to all messengers and pastors at least (30) thirty days prior to the meeting and must include the time and place of the vote. A quorum of at least (60%) sixty percent of the Association's Active Cooperating Churches is required for the vote to be valid. For the purpose of establishing a quorum, the presence of at least one qualified messenger from an Active Cooperating Church shall be considered as representing that church.

In the event of the Association's dissolution, all real property and resources will be distributed in accordance with the Illinois Statutes for Not-for-Profit Corporations. It is recommended that any remaining assets be transferred to the Illinois Baptist State Association or to a Southern Baptist Convention (SBC) entity, as a way of continuing the Association's mission and ministry.

ARTICLE EIGHT: Amendments to the Constitution

The Constitution, comprising of Articles 1-8, may only be amended by a (2/3) two-thirds majority vote of the messengers at the annual meeting or special meetings of the Association. The amendment having been first proposed in writing to the Admin Team. The Admin Team shall review the proposed amendment and act upon it accordingly. If approved by the Admin Team, they must submit it in writing to the Executive Board and/or to the messengers prior to the Annual Meeting or a special meeting of the Association.

Bylaws of Three Rivers Baptist Association

ARTICLE ONE:
COOPERATION AND REPRESENTATION

Section 1- Cooperation with Established Cooperating Churches

Any church desiring to be a part of the Three Rivers Baptist Association network of Cooperating Churches shall present an Application to the Association at least 60 days prior to the annual meeting. This application should set forth facts concerning:

- the church's organization,
- its Constitution and By-Laws,
- its adopted Confession of Faith, (for example: Baptist Faith and Message 2023)
- and the names of its duly elected messengers and Board members.
- A signed affirmation to agree with and abide by the Three Rivers Baptist Association's Article of Faith.

The application will be referred to the Admin Team, which will review the matter and make a recommendation to the Association at the annual meeting."

If favorably reported upon by the Admin Team and after a two-thirds majority vote of the Association, the church may be welcomed as a part of the Three Rivers Baptist Association network of Cooperating Churches and its messengers given the hand of fellowship by the Moderator and be seated as messengers at the annual meeting."

In cases where there might be an objection, the objection must be submitted in writing and filed with the clerk of the Association. The matter shall then be referred to the Admin Team of the Association to investigate the said objections and report. If, after the report of the Admin Team has been received and the Association sustains the objections by a (2/3) two-thirds majority vote, fellowship shall be denied.

If the Association does not sustain the objections, the petitioning church will be received into full fellowship of the Association upon receiving a two-thirds majority affirmative vote.

Should a church-type mission sponsored by or connected with the Association desire to constitute and assume church status, they shall follow the application process as outlined in "*Article One, Section One of the Bylaws.*"

Section 2 - Cooperating with Church-Type Missions

Any church plant or sponsor church can request that their mission be recognized and connected with the Association. The request must be submitted in writing to the Admin Team. They shall pursue the matter and then make a recommendation to the Association at any board meeting or the annual meeting.

If favorably reported upon by the Admin Team and after a majority vote of the Association, the mission may be officially connected with the Association, and its (1) one messenger given the hand of fellowship and be seated as a messenger by the Moderator.

Section 3 – Withdrawal of Cooperation

Cooperation with the Association may be withdrawn at a regular or called business meeting of the Association and/or Executive Board upon a (2/3) two-thirds vote of messengers or board members present. While this Association does not assume authority over the churches and their members, it reserves the right to withdraw its recognition and partnership with any church for failing to meet the requirements of qualification included but not limited to the following:

1. If the church: Participates in doctrinal practices out of harmony with the Constitution of the Association and/or Southern Baptist Polity or

2. If the church: Fails to make regular undesignated financial contribution to the work of the Association for- for two successive years~~,~~ or

3. If the church: Does not file their Annual Church Profile for two successive years, or

4. If the church: Fails to send duly elected Board members to the regular scheduled board meetings or messengers to the annual meeting for two years, or

5. If the church: Violates the Code of Christian Conduct (See Constitution: Article Six: Cooperation, Section Four: Code of Christian Conduct), or

6. If the church: Fails to agree and abide by the Association's Articles of Faith, or

7. If the church: Notifies the Association of its intent to withdraw.

Section 4 – Transfer of Membership or Request for Dual Connection

Should a current cooperating church become part of another association or network, they are required to notify the Admin Team in writing within 180 days of their connection with the other association or network. They must in that notification declare their intent to either remain a cooperating church of Three Rivers Baptist Association as a dually aligned church or to withdraw their connection with Three Rivers Baptist Association. The Admin Team will report this notification to the Association at the next meeting. The Association will then take action to determine the appropriate response to their request.

Failure to notify the Admin Team will result in a review of that church by the Admin Team.

Should a cooperating church wish to merge or otherwise consolidate with another SBC church or church of like faith and message, they shall submit an Application for Cooperation to the Admin Team along with a copy of the new church constitution and/or all other papers pertinent to the process by which they shall apply for recognition as a cooperating church with Three Rivers Baptist Association

Section 5 – Representation and Qualification of Messengers

Churches and church-type missions that are actively connected with the Association shall be represented at regular and called meetings of the Association by persons duly elected to serve as messengers. Messengers must be at least 18 years of age.

Each church that is actively cooperating with the Association shall be entitled to (4) four messengers one of which should be the senior pastor, and one must be the duly elected Executive Board member. Additional messengers may be received under one of the following methods:

1. one additional messenger for each multiple of (25) twenty-five resident members over the recognized normative (100) one hundred resident members
2. or (1) one additional messenger for each full percentage over the recognized goal of (4%) four per cent of the church's undesignated giving given as financial support to the Association."

No church shall have more than (10) ten messengers.

Messengers must register and sign their messenger card in order to be recognized and seated at the Annual Meeting.

Messengers must be elected no later than December 31st of the year proceeding their term of service.

Messengers elected to serve must meet the following requirements:

- Be an active member of the Cooperating church electing them
- Without reservations agree with and abide by the Association's *Articles of Faith*
- Be elected by the church at a church business meeting
- Have access to a computer and have a private personal email account

Upon election, the following information for each elected messenger must be forwarded to the Associational office:

- Name,
- Address,
- Cell number
- And personal private e-mail

ARTICLE TWO: AUTHORITY

Section 1 – Associational Vision Statement

The vision of the Association is to help our churches become *"**Spiritually healthy churches multiplying to radically transforming communities for the Kingdom of God."***

Section 2 – Associational Authority

This Association is purely a network of cooperating churches working together to make disciples and grow the Kingdom of God. This body shall have no ecclesiastical authority over the churches to interfere with their internal affairs, and claims no authority over any church, but will

always recognize and uphold the autonomy of the local church.

This Association is an autonomous body and, therefore, reserves the right to determine its own policies and direct its own business.

Section 3 – Delegation of Authority

The Association shall delegate to the Executive Board and/or the Admin Team the authority to conduct business of the Association between meetings of the Association. However, the following powers are reserved for the meetings of the Association unless specifically authorized by a resolution of the messengers:

- The power to approve the annual budget
- The power to call, employ, or dismiss the Director of Missions/Associational Mission Strategist
- The power to call, employ, or dismiss *Board Approved Personnel
- The power to purchase land or buildings
- The power to approve the annual recommendations of the Nominating Committee.
- The power to amend the following documents:
    - Personnel Policy
    - Constitution and By-Laws
    - Articles of Incorporation

*Board Approved Personnel are ministerial staff members of the Association, who have been called and approved by the Association.

ARTICLE THREE: MEETINGS OF THE ASSOCIATION

Section 1 – Regular Meetings of the Association

The Association shall meet at least annually and at such times and places as it may elect.

Section 2 – Special Meetings of the Association

A special meeting of the Association may be called by the Association in session or by the Moderator and the Admin Team. At least two weeks written notice of any special meeting must be given. Notification of the meeting must include time, place, and purpose and may be sent by U.S. Mail, electronic fax, or e-mail to active member churches and their pastors. No other business shall be conducted or discussed.

Section 3 – Quorum

Thirty-three percent (33%) of the total Active Cooperating Churches of the Association shall constitute a quorum for the conducting of business unless designated elsewhere. Presence of at least one qualified messenger shall constitute the presence by a Cooperating church.

Section 4 – Voting

A vote by the majority of the duly qualified messengers present at the meeting on any motion properly before the body shall constitute an act of the Association unless a greater percentage is required by the Bylaws. The vote of a messenger resides with the messenger and is not transferable. Each messenger shall have one vote.

ARTICLE FOUR: OFFICERS

Section 1 – Officers

The officers of this Association shall be:

Moderator
Assistant Moderator
Clerk
Treasurer
and the Chairman of the Trustees

Section 2- Officer Qualifications

Only members of Active Cooperating Churches who are in agreement with and are abiding by the association's Articles of Faith may be elected as officers of the Association.

They must have been a member in good standing of a cooperating church for a minimum of three years prior to their nomination and election.

Section 3-Term of Office

All officers shall take office at the close of the Annual Meeting.

Term of Service is one year.

Section 4 -Moderator

No one shall be eligible for the office of Moderator for more than two consecutive years (8 months served is considered one year). A lapse of at least one year shall occur before being eligible for reelection. If the office of Moderator is vacated for any reason, the Assistant Moderator shall assume the office of Moderator.

Section 5: Trustees

Trustees shall be elected each year. The Trustees shall be vested with full power and authority to transact the legal business of the Association and shall have full power and authority of said Association, to execute any and all legal instruments or documents incidental to the exercising of such powers. A majority of all said Trustees shall have authority to act in any transaction. All action to be taken by the Trustees must be ordered and approved by the Association.

Section 6 – Election

The Nominating Committee shall nominate all Associational officers except the Moderator and Assistant Moderator, who shall be nominated by the messengers from the floor. The Nominating Committee shall present their nominations to the Association at its Annual session, or in the interim to the Executive Board and/or Admin Team, to be elected in accordance with normal procedures.

ARTICLE FIVE : BOARD APPROVED PERSONNEL

Section One: Director of Missions/Associational Mission Strategist/(DOM/AMS)

The current title for this position is Director of Missions/Associational Mission Strategist (DOM). However, individuals called to this role after 2018* may use the title Associational Mission Strategist (AMS).

*This updated title was recommended during the 2018 Southern Baptist Associational Leadership (SBCAL) meeting in Dallas, Texas.

The Director of Missions/Associational Mission Strategist must be selected through a Search Committee process, with final approval by the messengers of the Association.

Section Two: Calling of Board Approved Personnel

All Board-approved personnel may be selected by the Director of Missions/Associational Mission Strategist in consultation with the Admin Team with final approval by the Executive Board or the messengers of the Association.

Section Three: Search Committee Selection, Composition, and Leadership

- **The Search Committee Selection**
  - The committee shall consist of seven members, selected and recommended by the Admin Team.
  - These members must be active participating members of a Cooperating church and must agree with and abide by the Association's Articles of Faith.

- **The Search Committee Composition**
  - Members should exhibit:
    - A high level of spiritual maturity.
    - Active involvement in the ministry of Three Rivers Baptist Association.
    - Must be supportive, knowledgeable, and committed to the association.
    - Supportive, knowledgeable, and committed to the association's mission.
    - To be selected a person must be able to attend all committee meetings (unless providentially hindered).

- **The Search Committee Leadership**
    - For the Director of Missions/Associational Mission Strategist Search Team: The Moderator may serve as Chair.
    - For all other positions: the Director of Missions/Associational Mission Strategist shall serve as Chair.

Section Four: Calling Approval Process

- A unanimous committee decision is required to recommend a candidate to the Board. (Romans 15:5-6. Philippians 1:27, 1 Corinthians 1:10)
- The recommendation may be presented to either the Executive Board or Associational messengers for approval.

Section Five: Quorum & Voting Requirements

- **Calling a Director of Missions (DOM)/Associational Mission Strategists (AMS)**
    - Quorum Requirement:
        - Requires (45%) forty-five percent of cooperating churches must be represented (minimum one representative per church).
    - Affirmation of Call Vote:
        - Requires an (85%) eighty-five percent approval from those present.

- **Calling of Other Board-Approved Personnel**
    - Quorum Requirement
        - Those Present and Voting
    - Affirmation of Call Vote:
        - Requires (75%) seventy-five percent approval from those in attendance and voting.

Section Six: Dismissal of Board Approved Personnel

- Failure to agree and abide by the Association's Articles of Faith may be grounds for dismissal of any board approved personnel.
- Engaging in any morally unethical actions or actions of sexual abuse will result in the immediate termination by the Director of Missions/Associational Mission Strategist and/or the Admin Team.
- Board Approved Leadership Staff will require approval from the Executive Board.

Section Seven: Dismissal of the Director of Missions/Associational Mission Strategist

- Engaging in any morally unethical actions or actions of sexual abuse will result in the immediate termination by the Admin Team following approval from the Executive Board.
- Requires a minimum quorum of 65% of Cooperating churches of the association.
- A 90% vote to dismiss of those present at that meeting is required to dismiss.
- The meeting must be at the Annual Meeting of the Association or at a special called Meeting of the Board or Association.

Section Eight: Hiring, Evaluation, and Dismissal of Support Staff

The Director of Missions/Associational Mission Strategist in consultation with the Admin Team will be responsible to employ, dismiss and evaluate all *Support Staff of the Associational office.

*Support Staff are those personnel required to maintain the associational office. ie. Admin Assistant, secretaries, janitors.

ARTICLE-SIX: EXECUTIVE BOARD

Section 1 – Members

The Association shall establish an Associational Executive Board composed of a minimum of the senior pastor and one additional duly elected representative from each Active Cooperating Church or Mission. Each Active Cooperating Church may also elect a third board member, provided that the individual is a paid pastoral staff member.

Board members must be elected annually by each Active Cooperating Church.

Because the Executive Board meeting may be convened during the Association's Annual Meeting, Board Members must also serve as elected church Messengers.

Board members must be elected no later than December 31st of the year proceeding their term of service.

The Association shall seat upon approval the members of the Executive Board. The Association reserves the right to accept or reject any church's elected member of the Executive Board and/or messenger to the Annual Meeting.

The following shall also be members of the Associational Executive Board:

- Director of Missions/Associational Mission Strategist
- Board approved staff members of the Association
- Moderator
- Assistant Moderator
- Clerk
- Treasurer
- Chairman of the Trustees
- Chairman of the Nominating Committee
- All Team and Ministry Directors

Members elected to serve on the Executive Board must meet the following requirements:

- Be an active member of the Cooperating church electing them
- Without reservations agree with and abide by the Association's *Articles of Faith*
- Be elected by the church at a church business meeting
- Have access to a computer and have a private personal email account

Upon election, the following information for each elected board member must be forwarded to the Associational office:

- Name
- Address
- Cell number
- And personal private e-mail

Section 2 – Meetings

The Executive Board shall meet at least once a year, which may or may not include the annual meeting, at the specific time and place selected by the Moderator, Assistant Moderator, and the Admin Team. If the Board Meeting is held in conjunction with the Annual meeting the Board members must be duly elected messengers by their church.

The Moderator in consultation with the Admin Team shall be empowered to call a special meeting of the Executive Board whenever he may deem it necessary. At least two weeks written notice of any special meeting must be given. Notification of the meeting must include time, place, and purpose and may be sent by U.S. Mail, electronic fax, text, or e-mail to board members. No other business shall be conducted or discussed.

Electronic votes can be used to conduct business when the board is not in session. Board Members are expected to read and respond to all electronic voting requests.

It shall be the duty of the members of the Executive Board to attend all meetings of the Board unless hindered by a just cause.

Twenty-five percent (25%) of the total cooperating churches shall constitute a quorum for conducting business. Presence of at least one board member shall constitute a presence by a cooperating church.

Section 3 – Organization

The officers of the Association shall be recognized as the officers of the Executive Board.

Section 4 – Authority

The Associational Executive Board shall have power to supervise and act upon business and missionary operations of the Association in the interim of meetings of the Association. It shall fill the vacancies among the Associational Officers caused by death, removal or resignation and shall make a full report of its work at the Annual Meeting of the Association.

Section 5 – The Admin Team of the Executive Board

The Admin Team will consist of the Moderator, Assistant Moderator, the Director of Missions/Associational Mission Strategist, the Credentials and Ordination Chairman, Chairman of the Trustees, Chairman of the Property and Grounds Team plus one Member-at-Large.

Board-elected Team Directors may also be called to serve as ex-officio members of the Admin Team.

The Moderator and/or the Assistant Moderator will serve as Chairperson of this team.

The Admin Team shall meet regularly at advertised times.

The Admin Team will serve as the Personnel Committee for the Association.

The Admin Team will oversee the Budget, Income and Expenditures of the Association.

The Admin Team will serve as the Credential and Ordination Committee for the Association.

The Admin Team will bring recommendations to the Association for the calling, employing or dismissal of all Board approved employees.

The Admin Team will do an annual evaluation of the Director of Missions/Associational Mission Strategist.

The Admin Team will do an annual evaluation of all Board Approved Personnel in consultation with the Director of Missions/Associational Mission Strategist.

The Director of Missions/Associational Mission Strategist in consultation with the Admin Team will be responsible to employ, dismiss and evaluate all *Support Staff of the Associational office.

*Support Staff are those personnel required to maintain the associational office. ie. Admin Assistant, secretaries, janitors, etc.

ARTICLE SEVEN: COMMITTEES AND TEAMS

Section 1 – Standing Teams/Committees

- The moderator of the Association shall appoint a Nominating Committee composed of three members. This committee shall make recommendations for approval of the Association at the Annual Meeting.

- The appointments must be completed by January 31st of the year following his election.

- Vacancies following the annual meeting shall be filled and approved by a vote of the Executive Board/and or the Admin Team.

- The following standing committees/teams shall be elected annually by the Association at the annual meeting or any special called Board meeting upon nomination by the Nominating Committee.
    - Admin Team
    - and any other teams/committees necessary to fulfill the responsibilities of the Associational vision and mission

Section 2 – Special Appointments

The moderator in consultation with Director of Missions/Associational Mission Strategist and/or the Admin Team shall appoint special committees, teams, task forces, agency or institutional representation as are needed from time to time to carry on the work of the Association.

ARTICLE EIGHT: MANAGEMENT OF ASSETS

Section 1 – Fiscal Year

The fiscal year for the Association shall start on January 1st and end on December 31st.

Section 2 – Real Property

Real property held in the name of the Association shall not be sold nor have its beneficial interests transferred without a resolution of the Association adopted at a regular or special meeting of the Association upon a two-thirds majority vote of the messengers.

Section 3 – Safe Keeping of Funds

The funds of the Association shall be deposited in such banks, trust companies, or depository institutions as the Board and or the Admin Team shall designate and shall be withdrawn only upon the check or order of those persons specifically empowered by the Board to act on the Association's behalf.

Section 4 – Indebtedness

No loans shall be contracted on behalf of the Association, and no evidence of indebtedness shall be issued in its name unless authorized by a resolution of the Association, Admin Team and/or the Executive Board. Such authority may be general or confined to specific instances.

Section 5 - Accounting and Audit

The financial records of the Association shall be kept in accordance with generally accepted accounting principles. The Association has the freedom to call for an audit or an annual review at any time.

ARTICLE NINE: PARLIAMENTARY PROCEDURE

The most recent edition of Robert's Rules of Order will be used as the guide in matters of parliamentary procedure except when it conflicts with the Association's Constitution and By-laws during the deliberative sessions of the Association and Executive Board.

The Moderator may appoint a parliamentarian at any meeting of the Association or the Executive Board.

ARTICLE TEN: AMENDMENTS

Section 1 – Amendments to the Bylaws at Associational Meetings

The Bylaws may be amended at the Annual Meeting or a special called meeting of the Association by two-thirds majority of the messengers present.

Section 2 – Amendments to the Bylaws at Board Meetings

The Bylaws may be amended at a regular or special meeting of the Executive Board by two-thirds majority of the members present.

Section 3 – Notification

Thirty-days prior to the consideration of any Amendment to the Bylaws, notice must be sent to all Active Cooperating Churches listing the specific amendments proposed and the time and location of the meeting where the vote will be taken. Any meeting of the Executive Board where an amendment will be considered is open to all duly elected messengers.