

**HARRIS CREEK BAPTIST CHURCH  
BYLAWS**

I. Mission

As we seek the welfare of the city, Harris Creek Baptist Church's mission is to help everyone follow Jesus by: (1) engaging the lost; (2) equipping the saints; and (3) empowering members for service.

II. Name

The name of the church is Harris Creek Baptist Church ("Harris Creek" or "Church"). The Church may do business as "Harris Creek" and such other names as the Elders of the Church shall determine from time to time.

III. Nonprofit Status

The Church is a Texas nonprofit corporation. The Church has the following purposes which are authorized under Texas law: religious, charitable, and educational. The Church is exempt from federal income tax under Internal Revenue Code 501(c)(3).

IV. Offices

The principal office of the Church is 401 Stageline Drive, McGregor, Texas 76657. The Elders of the church may change the location of the principal office and may establish other offices and locations of the Church.

V. Powers and Restrictions

The Church is authorized to do everything that Texas and federal law allows it to do. The Church will not carry on any activities not permitted to be carried on by: (1) a Texas nonprofit corporation, (2) a corporation exempt from federal income tax under Internal Revenue Code 501(c)(3), or (3) a corporation which receives deductible contributions under Internal Revenue Code 170(c)(2).

The Church's assets are to be used to further its religious, charitable and educational purposes. The assets are not used to benefit Elders, staff or other private persons in their personal capacity. Reasonable compensation and other benefits may be paid for services rendered to or for the Church.

The Church will not accept any gift if the gift contains conditions which would restrict or violate any of the Church's religious, charitable or educational purposes, or if the gift would require serving a private as opposed to a public interest.

## VI. Affiliations

The Church seeks to follow God as an autonomous and local entity. The Church maintains the right to govern its own affairs independent of denominational control. The Church may from time to time cooperate, associate, or affiliate with other churches and conventions in the fulfillment of its purposes as the Elders of the Church shall determine.

## VII. Elders

The overall authority to govern the Church shall be vested in the Elders. The Elders' oversight includes, but is not limited to, teaching, protecting, leading, disciplining, equipping and caring for the Church and its Members as well as the oversight of all ministry, operations and finances of the Church. The Elders are also responsible for being obedient to the Scriptures in the doctrine of the Church and establishing the overall vision of the Church. As the governing entity of the Church, the Elders are the final authority, consistent with these Bylaws on matters that shall arise concerning the Church. In deciding all matters, the Elders shall use the standards of (a) the best spiritual, financial, and operating interests of the Church in light of the Bible and (b) the furtherance of the religious purposes of the Church as discerned by the Elders through prayer and scripture. In exercising the foregoing authority, the Elders may consult with the congregation as the Elders deem appropriate from time to time on various issues, including calling for congregational votes in such manner and by procedures that the Elders may establish.

The Elders are designated as the directors of this corporation as the term is defined under Texas law. The Elders are authorized to act to the extent that Texas law permits directors of a corporation to act.

There shall be between 4 and 12 Elders. The lead pastor shall serve as a member of the Elders in addition to his regular duties. A simple majority of the Elders should be lay elders (i.e., not in the employ of the Church). Any Elder employed by the Church shall not participate in any discussion or vote deciding his own personal salary or benefits or designate his personal housing allowance.

The Elders must be qualified to serve at the time of their selection and throughout their service as an Elder. The minimum qualifications for Elders shall not be less than those listed in 1 Timothy 3:1-7, Titus 1:6-9 and 1 Peter 5:1-9. Elders must be Members who fully subscribe to all doctrinal statements prepared by the Church. The Elders may establish additional qualifications and processes to be used for the selection of Elders.

The proposed appointment of any Elder (including a new lead pastor) shall be communicated to the Church at least fourteen (14) days in advance and Members shall have an opportunity to submit questions, comments and concerns to the Elder Board. Appointment of a new Elder shall be at the sole and final discretion of the existing Elders.

There shall be no designated term of office for an Elder. To resign from the Elder body, an Elder shall notify, in writing, the Chairman and Secretary of the Church. Any Elder may be removed from the office of Elder in a biblical manner when the best interests of the Church are served thereby upon majority vote of the other Elders. The Elder whose removal is under consideration must receive written notice seven (7) days prior to the meeting at which the discussion and vote is taken. The Elders may establish additional processes to be used for the removal of an Elder. Removal of an Elder shall be at the sole and final discretion of the existing Elders.

The Elders will establish the time and location of their meetings. A quorum for any meeting shall be a majority of the Elders. Meetings may be held by telephone conference or similar services provided that they can each hear one another during the meeting. Elders may also act by unanimous consent as documented in a written or electronic record.

#### VIII. Membership

Membership within the Church is predicated on becoming a follower of Christ. In addition, Members shall have completed all of the requirements of membership as defined by the Elders; and Members shall have signed the current Church Membership Covenant. The Elders may amend or revise the Church Membership Covenant from time to time.

Membership is reviewed and renewed on a periodic basis. Members can be removed through (a) failure to renew their membership; (b) voluntary resignation of membership; (c) death; or (d) decision by the Elders as a result of formal disciplinary process.

#### IX. Officers

All Officers of the Church, except the Treasurer must be Lay Elders. The Officers shall consist of a Chairman, Vice Chairman, Secretary and Treasurer, and such other officers as deemed appropriate by the Elders.

Each Officer shall serve a one-year term, but may be re-elected. Any Lay Elder serving as an Officer may be removed from office using the same process established in these Bylaws for the removal of an Elder. The Treasurer, if not an Elder, may be removed at any time by vote of the Elders.

#### Duties

The Chairman and Vice Chairman shall perform such duties as are incumbent upon such officers as the Elders shall from time to time prescribe for each of them. The Secretary shall record the minutes of Elder meetings and maintain the official records of the Church as well as

performing any other duties as assigned by the Elders. The Treasurer shall serve as the overseer of the financial operations of the Church. Paid Church staff members shall be accountable to the Treasurer for management of the financial aspects of the Church. The Treasurer shall perform such other duties and have other responsibilities as may be assigned to him from time to time by the Elders.

#### X. Ordination and Licensing

The Church will ordain and license duly qualified staff positions as determined by the Elders in accordance with the Bible. The Church may also rescind an ordination or license at the discretion of the Elders. The Elders may establish additional qualifications and processes to be used for ordination and licensing.

#### XI. Church Discipline

Church discipline can be used to address expressions of sin by Members within the Church. In accordance with Matthew 18:15-17, a person who evidences sin should first be confronted in a personal meeting, followed by escalating engagement by ministerial and pastoral staff and Elders.

Where the steps of discipline are exhausted in cases of unrepentant and/or habitual sin, the Elders will consider removing a person from membership with the hope of eventual reconciliation and restoration. This removal may include a prohibition to attend Church services and events. In addition, for the good of the Church and with the goal of restoration and repentance in mind, the process of removal might include public disclosure of the removal and the circumstances leading to the removal. The Elders may establish additional written processes to be used for the removal process.

#### XII. Indemnity

The Church will indemnify to the extent permitted under Texas law any person who is or was an Elder, employee or agent of the Church, provided that the proceeding was instituted by reason of the fact that such person is or was an Elder, employee or agent of the Church. The conditions and processes for such indemnification are those established in the Texas Business Organizations Code.

#### XIII. Church Transactions

The Elders may authorize an individual Elder, Officer, employee or agent of the Church to enter into a contract or execute and deliver any instrument in the name 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.

The Elders may accept on behalf of the Church any contribution or gift for the general purposes of any special purpose of the Church. The Church may make gifts and give charitable

contributions that are not prohibited by these Bylaws or state or federal law, or any requirements for maintaining the Church's state and federal tax status.

#### XIV. Dissolutions and Mergers

"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 one or more domestic or foreign corporations, societies, or organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law), and are engaged in activities substantially similar to those of the Church; this distribution shall be done pursuant to a plan adopted by the Elders by passing vote as defined in §11.1.8 of these Bylaws; 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 Church 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 Articles of Faith (Article IX) and basic form of government.

In the event of a merger of the Church with another church, the net assets of the Church shall be contributed to the surviving entity.

#### XV. Amendments

These Bylaws may be amended or restated by a passing vote of the Elders. Such vote shall take place at any special or regular Elder meeting provided that notification via email or other written means was sent to the Elders twenty-four (24) hours in advance.

Effective February 16, 2020