



First Baptist News

“Transformed by Christ, we introduce others to Christ.”

September 2004

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Volume 44 No. 9

New this Fall!

THE FALL LINE UP BEGINNING IN SEPTEMBER:

Sundays:

- 9:45 am Sunday School for all Ages
 11:00 am
- Worship
 - Kids Own Worship (Age 4-Grade 5)
 - Kids Own Worship Missions (5th Sunday)
- 5:00 pm Adult Handbell Practice
 6:00 pm Monthly Church Team Meetings and Deacons
 6:30 pm Sunday Night Live with the Youth (Grades 6-12)

Wednesdays:

- 11:00 am Seasoned Singers
- 5:30 pm Family Night Suppers (2nd Wednesday)
 6:15 pm
- Children’s Bible Drill (Grades 3-5)
 - Younger Children’s Choir (Age 4– Grade 2)
- 6:30 pm
- Adult Bible Study
 - Companions in Christ (5-6 week study in October)
- 7:00 pm
- Master’s Musicians (Grades 3-5)
 - Mission Friends (Age 4– Grade 2)
- 7:30 pm Chancel Choir

**NORTH CAROLINA MISSIONS
 WEEK OF PRAYER
 September 5-12, 2004
 This Year’s Goal—\$1,000.00
 Theme - “The State of Our Mission”**

Special Gathering on September 8th at 6:30 pm in the chapel to share the mission efforts of North Carolina! Support North Carolina missions and give generously!

SUNDAY SCHOOL AND DISCIPLESHIP TRAINING

Sunday, August 29th at 5:30 pm
 At First Baptist Church of Burlington, NC
Innovative Bible Teaching and Supper is provided!

Monday, August 30th at 10:00 am
 Key Leadership Q&A with Bob Fulbright
 At FBC Graham

Saturday, October 9th at 8:00 am
 At Fellowship Baptist Church

GET IT TOGETHER NIGHT! -CHURCH TEAM STARTUP FOR THE NEW YEAR-

All 2004-2005 Church Teams and Councils will gather in the Chapel at 6:00 pm on September 19th. This will be the first opportunity for the new team members to meet with their teams to begin planning out their work. Following a brief time of organization and a challenge for the new year the teams will be dismissed to elect a chair and secretary; a meeting time and place; as well as review the team job description.

2004-2005 DEACON BOARD

List of the Deacons!

2005

Hugh Gray
 Gale Miller
 Doris Norwood
 Bartialette Thompson
 Earl Foster

2006

Lorraine Allen
 Lionell Johnson
 Doug Robertson
 Herbert Smith
 Vance Vines

2007

Mike Harden
 John Heider
 Frances Martin
 Tom Pence
 Bud Sizemore

2004-2005 Church Teams

NURTURE

Church Council

Deacon Chair
 Sunday School Director Ruth Isley
 Assistant Sunday School Director Earl Foster
 WMU Director Debbie Farrell
 Brotherhood Director Banks Smith
 Youth Coordinator
 Children's Coordinator
 Extended Session Chair
 Church-Personnel Chair
 Properties Chair
 Stewardship Chair
 Volunteer-Enlistment Chair
 Fellowship/Hospitality Chair
 Mission Chair
 Worship Chair
 Constitution and By-Laws Chair

Homebound Team

Directors Tom Pence
 Assistant Director Linda Moore
 Visitors:
 Erie & Virginia Ward, Lucille Cox, Earl and Cameron Foster, Bill & Peggy Privette, Charlotte Ray, Louise Warren, Chuck & Frances Ross, Helen Snotherly

AGE GROUP COUNCILS

Youth Activities Council

John Heider (2005)
 Robin Self (2006)
 Scott Lax (2007)

Children's Council

Sue Routh (2005)
 Isabel Chatman (2006)
 Deborah Pendergraph (2007)

Extended Session Team

Esther Brantley (2005)
 Beth Bradley (2006)
 Pam Lax (2007)

ADMINISTRATION

Church-Personnel Team

Deacon Representative Doug Robertson(2005)
 Louise Wilson (2005)
 Linda Loy (2005)
 Debbi Miller (2006)
 Sue Routh (2006)
 John Payne (2007)
 Bernice Pruitt (2007)

Council on Caregiving

Lionell Johnson (2005)
 Kim Griffin (2005)
 Judy Henderson (2006)
 Tom Pence (2006)
 Debbi Miller (2007)
 Carolyn Roberts (2007)
 Vance Vines (2007)

Constitution and By Laws Team

Betty Way (2005)
 Willie Mae Currin (2006)
 Hugh Gray(2007)

Properties Team

Grounds Supervisor Reade Allen (2006)
 Building Supervisor Ernest Nolen (2007)
 Bus Supervisor Chuck Ross (2005)
 Insurance Supervisor Clarence Brown (2005)
 Bud Sizemore (2005)
 Pete Way (2005)
 Edna Ivey (2006)
 Jerry Peterman (2006)
 Al Cheek (2007)
 Bill Phelps (2007)

Stewardship Team

Hugh Gray (2005)
 Vance Vines (2005)
 Linda Stewart (2006)
 Linda Moore (2006)
 Lorraine Allen (2007)

Volunteer Enlistment Team

Kirk Loy (2005)
 Mike Harden (2005)
 Butch Farrell (2005)
 Bill Phelps (2006)
 Lib Culp (2006)
 Eileen Davis (2006)
 Glenda Moore (2007)
 Esther Brantley (2007)
 Judy Kolb (2007)

Fellowship & Hospitality Team

Marie Melton (2005)
 Mike Harden (2005)
 Butch Farrell (2006)
 Yoneko Pence (2006)
 Attrice Lewis (2007)
 Betty Thomas-Morrison (2007)
 Donna Harden (2007)
 Jan Peterman (2007)
 Linda Naylor (2007)

MISSIONS

Missions Team

WMU Representative (2005)
 Brotherhood Representative (2005)
 Deacon Representative Herb Smith (2005)
 Beth Bradley (2005)
 Vanessa Sharpe (2005)
 Frances Palmer (2006)
 Viola Phelps (2006)
 Linda Naylor (2007)
 Amy Woolard(2007)

Emma Cox Memorial Mission Funds Team

WMU Director Debbie Farrell (2005)
 Brotherhood Director Banks Smith (2005)
 Trustee Chair
 Deacon Representative Doris Norwood (2005)
 Stewardship Chair

WORSHIP

Worship Team

Lib Culp (2005) Kim Griffin (2005)
 Pam Lax (2005) Gale Miller (2006)
 Drucilla Hearn (2006) Bartialette Thompson (2006)
 Earl Foster(2007) Anita St. Lawrence (2007)
 (2007)

Ordinances Team

Louise Randall (2005)
 Minnie Troutman (2005)
 Chuck Ross (2006)
 Frances Ross (2006)
 Carol Coleman (2006)
 Gwen Sharpe (2006)
 Brenda Stuckey (2007)
 Jim Stuckey (2007)

Wedding Coordinators

Ellen Heider (2005)
 Johnnie Moorefield (2006)
 Eileen Davis (2007)

General Officers

TRUSTEES — Lionell Johnson 2005
 Bailey Moorefield 2006
 Charles McDaniel 2007

CHURCH CLERK — Gaylene Fogleman

ASSISTANT CLERK — Robin Self

TREASURER — Herb Smith

ASSISTANT TO THE TREASURER —
 Alberta Ellington
 Banks Smith

SUNDAY SCHOOL DIRECTOR — Ruth Isley
 Assistant Sunday School Director— Earl Foster

WMU DIRECTOR — Debbie Farrell

BROTHERHOOD DIRECTOR — Banks Smith

CHURCH LIBRARIAN — Betty Vines
 LIBRARIAN ASSISTANTS — Lassaphine Worley

CHURCH HISTORIAN — Louise Warren

Triple L's Council

Bartialette Thompson (Chair)
 Betty Thomas-Morrison
 Jean Way
 Chuck Ross

2004-2005 SUNDAY SCHOOL LEADERSHIP

SUNDAY SCHOOL GENERAL OFFICERS—RUTH ISLEY—DIRECTOR

Assistant Director	Earl Foster	Church Office
General Secretary	Lib Culp	

PRESCHOOL DEPARTMENT—SUE ROUTH-DIRECTOR

Birth to Age 2	Butch and Debbie Farrell—Teachers Gordon and Ruth Isley Anita Braxton, Patricia Davis Banks and Norma Smith (5th Sunday)	Room 100
Ages 3-4-5	Sue Routh—Teachers Janice Mitchell	Room 100

CHILDREN'S DEPARTMENT—ESTHER BRANTLEY—DIRECTOR

Kindergarten to Grade 2	Bill & Gwen Sharpe—Teachers Carolyn Roberts	Room 207
Grades 3-4-5	Donna Harden, —Teachers Jean Way, Esther Brantley	Room 205
KIDS OWN WORSHIP	Deborah & John Pendergraph — Teachers Ellen & John Heider, Beth Bradley, Linda Moore, Julie & Kevin Pack	Room 206

YOUTH DEPARTMENT—JOHN HEIDER—DIRECTOR

Middle School	Robin Self— Teachers	Room 202
High School	Scott Lax	Room 202
Young Adults & College	Chris Phelps	Youth Rec Room

COED DEPARTMENT—EARL FOSTER, JOHN PAYNE—DIRECTOR

Coed 1 Friendship Class	Barri Payne—Teachers Deborah Pendergraph, John Ferettino	Room 208
Coed 2 Joyful Noise	Debbi Miller, Earl Foster-Teachers Judy Henderson, Lorraine Allen	Room 108

ADULT 1 DEPARTMENT—FRANCES MARTIN—DIRECTOR

Rebekah Class	Doris Norwood—Teachers Frances Martin, Betty Vines, Vi Phelps, Anita St. Lawrence, and Ruth Isley	Room 106-D
Philemon	Vance Vines, Claude Comer—Teachers Chuck Ross, Bill Phelps	Room 106-C

ADULT 2 DEPARTMENT—BARKY THOMPSON & TOM PENCE—DIRECTOR

Workers	Millis Wright, Herb Smith-Teachers Tom Pence	Room 110
Helping Hand	Drucilla Hearn-Teacher	Room 112
Fidelis Class	Beth Bradley—Teacher Sarah "Tots" Stout—Assistant Teacher	Room 111

**SPECIAL STUDY ON WEDNESDAYS
IN OCTOBER**

“Companions In Christ”

Would you like to become a part of a study group that will meet 5-6 times a semester to discuss and study spirituality? The format is very much like the prayer partners format with the exception that you will have a daily journal and reading devotional guide. It puts the Bible and spirituality on practical terms and allows the small group to deepen their faith in God. If this is something that you are interested in, please let Chris Phelps know or sign up on the bulletin board outside the church office under “Companions in Christ.” The meeting times will be Wednesday nights from 6:00 - 7:30 pm beginning October 6 — November 10. We would like to have at least eight to begin the study. Sign up today!

CONNECT... to Sunday School

A tree grows because its roots are firmly connected to the ground where the rich nutrients and water of the earth are found. The tree blossoms because of the rich food found at its base. The Sunday School is like the tree. It needs strong roots to make it grow and develop. The roots of the Sunday School are buried deep within the teaching of the Word of God and the nurturing fellowship of the faithful who attend. Studying God’s word in the context of a Sunday School class or small group can deepen the faith of the individuals involved. The goal for the 2004-2005 Sunday School is to connect people to the nurturing Word of God; to increase opportunities of fellowship within the class; and to reach out to prospects and inactive members. We hope to do this through strengthening our teaching faculty and organizing our classes to do outreach. Being connected to a Sunday School class is important to your Christian growth and we want to find ways that will encourage and excite you about Sunday School. Two big events are planned in the next two months that will help build this exciting connection in Sunday School:

- Sunday School Teacher Training — Connecting People to the Bible — August 29, 2004 from 5:00-7:30 pm at First Baptist Church in Burlington. (Supper is provided!) Also, on October 9, 2004 from 8:45 am-12:55 pm at Fellowship Baptist Church there will be another training time that will enrich teachers and leaders in SS. (\$4.00 charge for materials and meal)
- Connect...High Attendance Sunday — October 10 — Sunday School classes are asked to begin thinking about realistic goals for class attendance that day. On September 12, 2004 at 9:30 am all SS teachers will gather in room 106 to discuss the Connect... High Attendance Campaign and ways to organize your class to do outreach. Following this time together representatives from the SS Council will go to the various departments to tell them about Connect...High Attendance.

Put these important dates on your calendar and share in the Sunday School connection!

Sunday School- If you are not part of a Sunday School class you are missing an opportunity to study the Bible and fellowship with others. Be a part of Sunday School. Come worship with us at 9:45 on Sunday Morning. There is a class for you!

Sunday School Promotion-Sunday, **September 5th** will be Sunday School Promotion Sunday. Children and Youth may promote to their new classes at the beginning of the period. Adults wishing to try new Adult classes may also make the change during this time.



CHURCH-WIDE NEWS

2nd SUNDAY FOOD BASKET-(Every 2nd Sunday of the month) For the month of September the Missions Team is requesting donations of **Dried Beans** on Sunday, **September 12**. Please place the beans in the provided containers in the education building and in the sanctuary.

Wednesday Fellowship-Will be on **September 8th** at 5:30 pm. A sign up sheet will be available on the bulletin board beside of the office. Please sign up by Tuesday, September 7.

“Couple’s” Golf Tournament-Saturday, **September 11** at Southwick Golf Course at 4:00 pm. Cost is \$25.00 per team, Captain’s Choice. A sign up sheet is available on the bulletin board outside of office.

Church Council-There will be a Church Council meeting on Sunday, **September 12** at 4:00 PM.

Called Church Conference-There will be a called Church Conference on Wednesday, **September 22** to discuss and vote on the changes in the Constitution and By-laws. Changes are enclosed in the newsletter. Please study the changes and be in much prayer as these changes will effect some of the policies of the church.

Handbell Choir - Interested in playing handbells? We would love to have you join us as we resume practice on Sunday, **September 12** at 5:00 PM in the handbell room.

Dear Church Family,
Once again you have touched our lives at a difficult time with your love, compassion and generosity. We deeply appreciate your prayers and many acts of kindness at the time of Mother's death. This caring church family is one of God's special blessings to us.

Debbi, Gale, Adam and Zach

SENIOR NEWS

Seasoned Singers-Will resume choir practice on Wednesday, **September 8th** at 11:00 AM. If you are not a part of this vocal group, we invite you to come join us as we use our voices to glorify God.

Senior Adult Forum- Fall Senior Adult Forum will be held at First Methodist Church-Graham on Thursday, **September 9th** at 10:30 AM. The program will feature the musical talents of Patty Philipps from Mebane.

Fall Mountain Trip - Join the Live, Longer and Love It group as they venture to the Lazy 5 Ranch and Apple Hill Orchard in Salisbury and Morganton on Tuesday, **October 12** at 8:00 AM. There is a \$6.50 charge for the Ranch tour and a minimal charge for picking apples at the orchard. Come join in the fun.

Live, Longer and Love It Winter Retreat- The Triple L's will be going to the Pigeon Forge Winterfest on **December 6-8, 2004**. This trip includes several shows: The Smith Family Theater variety show, Louise Mandrell show, Integrity gospel show, a show at the Governor's Palace, dinner at the Apple Tree Restaurant and Applewood Farmhouse Restaurant, shopping, lodging and more. Schlieper Bus Tours will be the professional escort. Cost per person is \$260 Double, \$245 Triple, \$235 Quad, \$320 Single. A \$100.00 Deposit must be made by September 30th, balance due October 24th. If you have never been to Pigeon Forge, Tennessee, you won't want to miss this opportunity. Please see Barky Thompson or Chris Phelps if interested in joining the Triple L's on this exciting and wonderfully planned trip.

Health & Fitness Class-Come and be a part of our new Health & Fitness Class. We begin with moderate exercise, then have a time of inspiration and sharing. Join us each Tuesday at 7:00 pm.

Pictorial Directory Pictures-Pictures will be made on **September 1**, from 3:00 PM - 9:30 PM. If you scheduled an appointment for this day, please don't forget your time. This is the last day pictures will be taken for the directory. Thank you!

TWO BIG DAYS WITH NC — CBF

Fun Day!

September 25, 2004
 Hope Valley Baptist Church
 Durham, NC
 4:00 — 8:00 pm

The North Central Region of the NC-Cooperative Baptist Fellowship is sponsoring a church Fun Day!

First Baptist is trying to fill the bus with people to go to the Fun Day at Hope Valley Baptist Church in Durham, NC. The afternoon is packed with fun games, music and good food and we may even have a bonfire. This will be a great opportunity to meet friends from churches in our region and share in some exciting fun for the day. A sign up sheet is available on the bulletin board outside of the office.

**Deacons/Key Leader
 Training Seminar**
 At Temple Baptist Church
 Durham, NC

October 30, 2004
 9:00 am — 1:00 pm

The North Central NC-CBF is sponsoring a retreat for Church leaders on the theme of “Developing Active Listening Skills in Ministry” The Retreat will be led by Dr. Jim Travis, Director of Pastoral Care at Duke University at the Duke University Hospital. (Program fee and Lunch will be \$15.00 per person).

Deacon Dinner-All current and upcoming Deacons, Yokefellows, and spouses are invited to a Deacon Steak Dinner on Saturday, **September 18** at 6:00 PM in the church fellowship hall. Please RSVP to Barky Thompson.

**Stewardship
 (Missions and Ministry)**

Special July highlights:

Our **2nd Sunday Food Basket** resulted in 136 cans of meat which was distributed between *Loaves and Fishes* and *Allied Churches of Alamance County*. School supplies and gift certificates were furnished for the Angel Tree Families.

Financial Summary, July 2004:

Receipts	JULY	Year to Date	Budget / Pledge YTD
<u>Offerings</u>			
Undesignated (Regular)	24,505	136,523	173,543
Designated:			
<u>Missions</u>			
Global Missions	0	865	
State/Assoc. Missns.	0	135	
Community Missns.	10	638	
Laotian Mission	205	925	
Other Missions Offer.	0	244	
<u>Ministry/Memorials</u>			
Ch. Ministries	35	7000	
Memorials	0	48,414	
<u>Building and Capital</u>			
Fellowship Hall	290	14470	
(Revd to Date/Pledge)		(78,380)	(123,66)
Other Bldg. & Equip.			
Total Offerings	25,045	209,214	
<u>Other Receipts</u>			
Suppers	231	2188	
Retreats/Events	0	0	
Interest/Other	11	50	
Total Other Receipts	242	2,238	
Total	25,287	211,452	

Attendance Summary (Average), July 2004:

	Report—July 2004
Sunday School	103
Sunday AM Worship	142
Mid-week Services	40

CHILDREN'S NEWS

YOUTH NEWS

MOVIE ON THE LAWN with popcorn and a drink on Friday, **August 27**. let your children experience the unusual effect of a drive in movie. Bring your chair or blanket and join us for a **MOVIE ON THE LAWN**. The fun starts at 8:00 pm.

KIDS OWN MISSIONS — Every 5th Sunday at 11:00 am the Children will enjoy Kids Own Missions. The total emphasis will be on doing something with a mission motif in mind. Children will dismiss as they do for Kids Own Worship following the children's sermon to go to Room 204. Kids Own Missions starts **August 29th**.

RETURN TO LAVA LAVA ISLAND — This year we will revisit Lava Lava Island—Where Jesus' Love Flows with a big reunion bash to kick off the new year for children. Hope you will invite your children to be a part of this fun time on Lava Lava Island. The reunion date is **September 12**, 3 -5:00 pm.

BIBLE DRILL FOR CHILDREN — We will be offering Children's Bible Drill this Fall for Grades 3-5. This will be a time where children can learn Bible verses and share in some fun games. It begins **September 8**.

KIDS OWN WORSHIP-Will resume **September 12** with some fun and exciting activities for the Fall. Children (Kindergarten - Grade 5) will meet following the Children's Sermon in Room 204.

RICE BOWLS-For several years we have designated the months of October and November as World Hunger Awareness. On October 10, we will distribute the Rice Bowls for you to make personal contributions to this cause. Please fill your bowls with coins, cash or checks. The bowls will be collected on Sunday, November 21 during the morning worship. All the money collected will to Global Missions Hunger Relief.

Dr. David Kolb — kolb@fbcgraham.org — ext 12
Rev.. Chris Phelps — phelps@fbcgraham.org — ext 11
Ann E. Matthews — matthews@fbcgraham.org — ext 13
Meri Ellen Lynott — ext 10
Cindy Bennett — bennett@fbcgraham.org - ext 10
James Tate — ext 10

SUNDAY NIGHT LIVE — The regular youth program will move back to Sunday Night beginning in August. We welcome all youth who are in the 6th grade through 12th grade to be a part of this weekly activity. You will enjoy recreation, music, Bible study, and missions activity each week. Invite a friend to come to Sunday Night Live!

YOUTH TO CASWELL — The youth will once again go on their Fall retreat to Caswell on **October 16—18**. The cost for the retreat is \$85.00. This includes room and meals at Caswell. Please turn in the \$85.00 deposit to Chris or John by September 12.

BAPTIST DAY AT WAKE FOREST — Anyone interested in going to Baptist Day at Wake Forest on **November 13** should see Chris Phelps. Youth, Children, Parents and Adults are all welcomed. The cost is \$21.00 for program, box lunch and football game. The game will be between Wake Forest and UNC. A \$21.00 deposit is due by Monday, October 18. Make checks payable to First Baptist Church.

WELCOME NEW MEMBER!



Ron Ashley joins First Baptist -Graham through transfer of membership from First Baptist-Mebane. Ron resides in Graham and his Yokefellow is Linda Moore. Welcome Ron to the First Baptist Family.

Thank you for your generous gifts of "Undies" that you gave for the Baptist Children's Homes. Your generosity was greatly appreciated.

Senior Pastor
Minister Ed./Youth
Minister of Music
Organist
Secretary
Custodian

FIRST BAPTIST NEWS
PUBLISHED MONTHLY BY

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Graham, NC 27253

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We're on the Web At www.fbcgraham.org

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Graham, NC

Proposed Changes to the Constitution and Bylaws ... recommended by the Constitution and Bylaws Team, to be presented at a called church conference scheduled for Wednesday, September 22, 2004 in the Chapel at 6:30 PM

1. Constitution, Article VI. A. Section 4 Paragraph 3:

The pastor shall be the administrative head of the church and administer policies as set forth in the church By-Laws and/or Administrative Manual, *and/or Personnel Policy and Procedures Manual*. *When action is necessary where no policy is provided, the pastor, after consulting with the chairperson of the Church-Personnel Relations Team (or member in the chairperson's absence) will have the power to act. Such decisions, however will be subject to review by the Church-Personnel Relations Team at its next meeting. It will be the duty of the pastor to inform the Church-Personnel Relations Team promptly of such action and the needs for a policy to cover the issue in question. It will be the duty of the Church-Personnel Relations Team to consider whether a policy needs to be developed for recommendation to the church.*

Constitution, Article VI. B.

B. OTHER STAFF

Upon recommendation of the *Church-Personnel Relations Team*, the church may as needed, employ other personnel to assist the church in its mission.

All staff members shall be under the direction and leadership of the pastor.

I. MINISTERIAL (CALLED) STAFF

Section 1. DEFINITION: Ministerial staff is used to refer to members of the church staff who have ministerial responsibilities.

Section 2. ESTABLISHMENT OF POSITIONS: The pastor, in consultation with the Board of Deacons and the Church-Personnel Relations Team, shall determine and recommend to the church the establishment of ministerial staff positions.

Section 3. VACANCY: When a staff vacancy exists, the pastor, in consultation with the Board of Deacons and Church-Personnel Relations Team shall evaluate the church's current status and ministry needs and bring a recommendation to the Church-Personnel Relations Team regarding the filling, modification, and or restructuring of a church staff position. The Church-Personnel Relations Team, will then bring its recommendation to the church for approval of filling, restructuring, or creating the church staff position. This recommendation shall be accompanied by a suggested job description and salary range.

Section 4. SEARCH TEAM: The pastor (serving as ex-officio member), the chairperson, or his/her designate, of the Church-Personnel Relations Team, and six members nominated by the deacon board will be presented to the church to serve as the Search Team for this position. The names of the six nominees from the deacon board shall be published in the Newsletter or church bulletin at least one week before the conference at which election will be held. Additional nominations from the floor will be in order provided the persons to be nominated have been contacted prior to the conference and agreed to serve if elected.

All church members present at this conference may vote by ballot for six persons from the total slate of nominees presented for consideration. Those six persons receiving the highest number of votes plus the pastor (as ex-officio member) and the chairperson of the Church-Personnel Relations Team or his/her designate will comprise the search committee.

The Search Team shall be responsible for advertising the position, collecting and screening potential candidates, interviewing candidates, and presenting their final candidate to the church for consideration.

Section 5. CALL: The call of a candidate for a ministerial staff position shall be upon the recommendation of the Search Team which has given opportunity for the church members to present any questions concerning the prospective candidate before a vote is taken. The Search Team shall bring only one name at a time for consideration of the church and no nominations shall be made except that of the Search Team.

The Search Team, in consultation with the Church-Personnel Relations Team and the Stewardship Team shall establish a salary and benefits package for the call of any ministerial staff position.

The vote on a candidate for a ministerial staff position and approval of the salary and benefits package offered shall take place at a meeting especially set for that purpose, of which at least one week's notice in written form has been given the church.

For the call to be extended by the church, a candidate for a ministerial staff position must receive an affirmative vote of at least two-thirds of those church members present or voting by absentee ballot as described in Article II; Section 2 of the By-Laws.

2. SUPPORT STAFF

Section 1. DEFINITION: *The term "Support Staff" is used to refer to all positions other than called ministerial staff and includes, but is not limited to secretarial, bookkeeping and facilities staff.*

Section 2. EMPLOYMENT: *The Church-Personnel Relations Team, in consultation with the pastor and any or all appropriate ministry teams and staff members directly affected by each support staff position, shall have authority to employ and discharge all support staff not defined as ministerial staff above. The employment and discharge of support staff is not subject to church approval.*

2. Article VI. C. Section 1:

At the regular Sunday morning service, on the third Sunday in **July May** all church members present will be urged to cast a nominated vote for those persons they wish to serve as deacons. The selection shall be made from the resident membership, twenty-one years of age or older who has been a member of this church during at least two years prior to the election, **at least two years prior to the date they would take office** except no staff member nor immediate family member of the staff, shall be eligible. Spouses may not simultaneously serve as deacons. **Absentee voting shall be provided as described in Article II; Section 2 of the By-Laws.**

The ballots will be tabulated by the Board of Deacons. Those receiving the highest number of votes will be contacted by the Chairman or his/her appointee who will counsel with the nominees and explain the duties and biblical guidelines for a deacon and determine whether the nominee will serve if elected. A church member must have received a minimum of five nominations to be eligible for inclusion on the electing ballot. **to be considered for the office of deacon.**

The electing ballot shall be presented to the church for the final vote on the Sunday morning immediately following completion of contacting the nominees and notifying the church. The number of names presented for the final vote shall be double the number of deacons to be elected. In the event that a lesser number of nominees are willing to serve, this lesser number of names shall be included on the ballot.

After the final vote the Board of Deacons shall tabulate the results and those receiving the highest number of votes shall be duly elected for a three-year term. In case of a tie, the tie vote will come on the next Sunday morning.

Absentee voting shall be provided as described in Article II; Section 2 of the By-Laws.

Once the Chairman or his/her appointee has secured the number of people necessary to fill anticipated vacancies, the list of persons agreeing to serve will be published for the church either in the newsletter or Sunday bulletin. Those individuals will be presented to the congregation at a church conference for the purpose of affirming them as duly elected deacons for a three year term.

In the event of a vacancy on the Board due to resignation or other reason, the vacancy shall be filled by the nominee receiving the next highest vote in the last **nominating** election, provided that person is contacted and still agrees to serve. This deacon will serve the remainder of the term of the vacancy. In the event of more than one vacancy this same procedure shall be followed.

A deacon who fills an unexpired term of less than one year **one year or less** shall be eligible for election to a full term in the next election.

Tabulation of ballots for Volunteer Enlistment and electing deacons is open to any church member who wishes to be present.

The Deacon Chair shall make known to the church the names of the newly elected deacons as soon as possible after the final vote. **they are affirmed by church vote.**

3. Bylaws, Article I, Section 2:

The Lord's Supper shall be observed on the second Sunday of each quarter unless otherwise agreed upon by the church. **Board of Deacons.**