

# Please review the following information from our church by-laws as you consider recommendations for deacons, support committees, and ministry councils.

## Standards for Deacons

The Board of Deacons is responsible for establishing the overall vision, mission and policy for the church in partnership with the congregation. The Deacons are charged with offering spiritual servant leadership to the church along with certain legal and fiduciary responsibilities. The term "the Deacons" as used in the By-Laws of First Baptist Church Asheville refers to the current group of deacons actively serving the Church as a collective body.

### 1. Standards

- a) Scriptural standards for deacons are found in the example and teachings of Jesus, and in I Timothy 3:8-13; Acts 6:1-7; Romans 16:1-2.
- b) Church Standards for deacons, which apply the scriptural standards to current church life, will be prepared by the Deacons and forwarded annually to the Leadership Selection Committee for the Committee's guidance. The Leadership Selection Committee shall inform the church about those standards as it seeks the congregation's input to the selection process. These standards are not intended in any way to depart from the spirit or the intent of what the scriptures say about the eligibility of persons. The Church Standards for deacons shall include the expectations that deacons will be people who have:
  - 1) demonstrated commitment to the will and ways of Jesus Christ.
  - 2) full membership in the church with sufficient experience in the congregation to be effective.
  - 3) a pattern of consistent participation in the life and ministry of the church.
  - 4) a record of constructive servant-leadership in the church.
  - 5) a pattern of faithful stewardship of their gifts, talents, energies and money.

The Board of Deacons is comprised of thirty (30) ordained adult members who serve three-year terms. After serving a full term or an unexpired term of more than one year, deacons shall be eligible for reconsideration after the lapse of two years.

## Support Committees

The **Finance Committee** shall plan and administer the church's finances, including the planning of annual budgets for the church's approval and the regular oversight of all financial affairs, including those of the Child Development Center.

The **Personnel Committee** has responsibilities in three (3) major areas: employment, evaluation and compensation, and personnel policies.

The **Buildings and Grounds Committee** shall be responsible for the care and maintenance of all church property, including building, grounds equipment, and furnishings.

The **Child Development Center Committee** oversees the goals, directions and practices of the Child Development Center ministry in keeping with the overall ministry of the First Baptist Church.

The **Endowment Committee** guides all work related to the support and development of the Endowment Fund. The Endowment Fund exists solely for the charitable purposes of the church with its principal objectives being the promotion and development of religious, charitable, and educational activities, to support capital improvements of the Church, to maintain and improve the existing Church facilities, and to support non-recurring purposes not regularly budgeted by the church.

The **One Oak Plaza Trust Committee** shall be accountable for the financial performance of the rental operation of the One Oak Plaza office building and shall oversee and operate the Church's investment in the building as a commercial office building.

## Ministry Councils

The **Christian Formation Council** will oversee the development of strategies, teams, programming and resources to nurture the spiritual growth of individuals and the church. The council will be responsible for the coordination of discipleship training and Bible study for a wide variety of age and interest groups. In addition, the council will be responsible for such areas as Christian life training, the development of educational resources, programming for children, youth and adults, scholarships, and stewardship.

The **Congregational Worship Council** will oversee the development of strategies, teams, programming and resources to foster a rich life of worship within the church. The council will be responsible for the coordination of the church's music ministry programs and for tasks related to church ordinances, worship enhancement, offering collection and ushering.

The **Missions and Hands-On Ministry Council** will oversee the development of strategies, teams, programming and resources to implement a broad array of mission opportunities for members, other volunteers, and mission partners. The council will be responsible for the coordination of the varied mission activities of the congregation and for the identification and maintenance of strategic partnerships and affiliations related to the church's vision and mission.

The **Communications and Outreach Council** will oversee the development of strategies, teams, programming and resources to ensure communication of the gospel and the church's identity through various media and to encourage outreach in the broader community. The council will be responsible for internal communications, broadcasting, external marketing and programs that promote the church within the community.

The **Fellowship and Involvement Council** will oversee the development of strategies, teams, programming and resources to ensure that new members become involved in the church's fellowship and ministries, that all members form meaningful and supportive relationships within the congregation and that potential new leaders have the opportunity to develop their gifts and to serve. The council will be responsible for recreation, hospitality/food service activities, new member orientation and ministries that provide Christian care to members.

**Members of support committees and ministry councils cannot serve another term on the same committee or council until a lapse of one year.**