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CONSTITUTION

ARTICLE I. PREAMBLE

For the more certain preservation and security of the principles of our faith, and to the end that this body may be governed in an orderly manner consistent with the Word of God, and for the purpose of preserving the liberties inherent in each individual member of this church and the freedom of action of this body with respect to its relation to the other churches of the same faith and of the Southern Baptist Convention and its various agencies, we do declare and establish this constitution.

Section 1. Name

This body shall be known as the Eastside Baptist Church Inc., 2450 Lower Roswell Road, Marietta, Georgia.

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ARTICLE II. STATEMENTS OF OUR FAITH AND BELIEFS WE CHERISH

Eastside Baptist Church Statements of faith are based on the Southern Baptist “Baptist Faith and Message” as adopted by the Southern Baptist Convention in 2000.

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

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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 Saviour, 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 Saviour, 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.

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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. 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.

B. 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.

C. 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.

D. 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.

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In such a congregation each member is responsible and accountable to Christ as Lord. Its scriptural officers are pastors, elders and deacons. While both men and women are gifted for service in the church, the offices of pastor and elder are 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 Saviour, 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; 1 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

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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

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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; 1 Corinthians 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.

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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 man and one 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 man and the 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.

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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.

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ARTICLE III. OUR CHURCH COVENANT

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Savior, and on the profession of our faith having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, we do now in the presence of God, angels, and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ.

For the Advancement of This Church

We engage, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church, in knowledge, holiness and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline, and doctrines.

As Christian Stewards

We agree to contribute cheerfully and regularly, as God has prospered, to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the gospel through all nations.

Alone and at Home

We also engage to maintain family and secret devotion; to educate our children religiously; to seek the salvation of our kindred and acquaintances.

Before the World

We believe that all the saved should live in such a manner as not to bring reproach upon their Savior and Lord; and that separation from all religious apostasy, all worldly and sinful pleasures, practices and associations is commanded of God.

Toward One Another

We further engage to watch over one another in brotherly love; to remember each other in prayer; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and courtesy in speech; to be slow to take offense, but always ready for reconciliation and mindful of the rules of our Savior and the guidance set forth in this document, to secure it without delay.

Abide and Support

Therefore we accept our responsibility to read and familiarize ourselves with this document; to support its tenants and provisions; and to abide by its policies and procedures as they apply to the membership of this church.

When We Move

We moreover engage that when we remove from this place, we will as soon as possible unite with some other church, where we can carry out the spirit of this covenant and the principles of God's Word.

ARTICLE I. MEMBERSHIP

Section 1. General

This is an autonomous Baptist church under the Lordship of Jesus Christ. The membership of Eastside Baptist Church retains unto itself the exclusive right of self-government in all phases of its spiritual and temporal life. The church reserves the right to determine who shall be members of this local body and the conditions of such membership.

Section 2. Candidacy

Any person may offer himself as a candidate for membership in this church. All such candidates shall be presented to the church at any regular church service for membership in any of the following ways:

- (1) By profession of faith and for baptism according to the policies of this church.
- (2) By promise of a letter of recommendation from another Baptist church.
- (3) By restoration upon a statement of prior conversion experience and baptism in a Baptist church when no letter is available.
- (4) Upon statement of Christian experience including baptism by immersion in a church of like teaching of the ordinance of New Testament baptism.

When candidates respond to any invitation they are directed to the Pastor, or a person designated by the Pastor, for consultation, instructions and prayer. To assist the Pastor and Staff, decision counselors shall be provided.

All prospective members must complete a New Members orientation class taught by the pastor or his representative prior to being presented to the Church for church membership. As a minimum the class shall consist of the spiritual basis for church membership, an understanding of the Church Constitution and By-laws, and an overview of the ministry of the Church.

Upon completion of New Member orientation class the candidates who Biblically qualify for church membership and who indicate a desire to become members will be presented to the church and affirmed thus becoming members of Eastside Baptist Church.

A spirit of love and concern must prevail throughout the entire phase of receiving our new members. We, as a church, must be prepared to teach, instruct and nurture (build up) new members in our Lord.

Section 3. Duties of Members

Eastside members will subscribe to the covenants of this church as presented in the Church Constitution and By-laws.

Section 4. Membership Voting

Every qualified member of the church is entitled to vote at all elections and on all questions submitted to the church in conference, providing the member is present. Secret ballot may be requested by any qualified voting member on any question not specified in the By-laws. To be a qualified voting member, a person has to be at least 14 years of age. The following matters and those matters designated elsewhere in these By-laws shall be brought before the Church membership for affirmation: New Members, the annual budget of the Church, the election of the Church Officers, the disposition of all or substantially all of the assets of the Church, the merger or dissolution of the Church, the acquisition or selling of real property and related indebtedness,

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amendments to the Constitution and By-laws of the Church, and the calling of a Senior Pastor and all ministry level staff members.

The church may employ, as appropriate, any of the four following methods of recording a vote:

- (1) Voice vote (aye/no) is the most common vote for routine matters.
- (2) Raising of hand, standing vote, or ballot vote, needed when a percentage or those voting must be obtained for the record.
- (3) General consent is used for routine business and/or minor matters (approving minutes).
- (4) Ballot vote will be used for election of Elders, Deacons, calling of a Senior Pastor, calling of ministry level staff members, buying/selling of church real property, when required by the By-laws, or when the assembly has ordered the vote to be taken. On any occasion of ballot voting, ballots shall be provided those members serving in Childcare, Children's Worship or in other areas of service on the church campus which restricts their presence where the conference is being held. Absentee balloting and voting by proxy is prohibited.

Section 5. Termination of Membership

Membership shall be terminated in the following ways:

- (1) Death
- (2) Dismissal to another Baptist church
- (3) Dismissal to a church of another denomination
- (4) Dismissal upon request by the individual church member (request must be made by member in writing)
- (5) Exclusion by a disciplinary action of this church.

Section 6. Discipline

(1) It shall be the intent of the Eastside Baptist Church to emphasize to its members that every reasonable measure will be taken to assist any member who may be struggling with temptation or sin in their life. The Pastor, other members of the church staff, Elders, and Deacons are available for counsel, prayer, accountability, and guidance.

(2) However, when a member of Eastside Baptist Church is involved in sin (Matt. 18:15-17) such that:

- (a) The reputation of Jesus Christ will suffer,
- (b) Non-Christians will be turned away from Christ,
- (c) Christians are being led astray, or
- (d) The spirit of a Christian has been wounded, the Church shall be compelled to go to the offending brother according to the following steps:
 - (1) A caring member should examine his own life and then go to the sinning member by himself with the attitude of restoring and not judging.
 - (2) If the sinning member refuses to repent and offer restitution then the same caring member should take two or three witnesses with him.
 - (3) If the sinning member refuses to hear them and repent, then the matter should be taken before the church.
 - (4) If he refuses to hear the church then he should be separated from the church roll by secret ballot of 3/4 majority of qualified voting members present.

(3) The focus of discipline is redemption and restoration to the fellowship, not rejection. The pastor and elders will together determine a method of restoration.

ARTICLE II. CHURCH MEETINGS

Section 1. Worship Services

Services of worship may be conducted on the days and at the times determined by the Pastor and Elders for purpose of preaching, prayer, instruction, evangelism, and for the worship of Almighty God. The Ordinances of the Lord's Supper shall be observed at least quarterly. The Ordinance of Baptism shall be observed as needed. Suspension of services may be deemed appropriate due to special circumstances, such as inclement weather, as determined by the Senior Pastor in consultation with the Staff and Elders.

Section 2. Special Services

Special services which are deemed essential for the promotion of the objectives of the church, such as revivals, prayer meetings, concerts, etc. shall be held at the discretion of the Senior Pastor and Staff in consultation with the Elders.

Section 3. Regular Church Conferences.

Regular Church Conferences shall be held at least four (4) times a year. These dates may be changed by the Senior Pastor to meet scheduling needs of the church; however, at least one conference per quarter is required. A quorum is required. Regular Church Conferences will be announced as far in advance as possible but not less than two (2) weeks in advance.

Section 4. Special Church Conferences

The church may be called into Special Conference at the discretion of the Senior Pastor. If the Senior Pastor is unable to convene a conference and an urgent matter requires the attention of the church, the Elders may call the church into conference.

Special Conferences shall be announced as far in advance as possible but not less than two (2) weeks in advance. Special Conferences are to be announced at each church gathering between initial announcement and Conference date. Special Conferences shall be called for a stated purpose only and other matters of business shall not be conducted.

Section 5. Quorum

A quorum consists of at least 100 qualified church members who attend the stated meetings.

Section 6. Parliamentary Rules

Robert's Rules of Order, Revised, is the authority for parliamentary procedure for all Church Conferences.

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ARTICLE III. CHURCH OFFICERS

All church officers must be members of the church, and affirmed to serve for the church fiscal year of October to September. Elders will be elected to serve starting January 1. The officers of Eastside Baptist Church shall be as follows.

Section 1. Trustees

Three or more Trustees shall be nominated by the Nominating Committee and affirmed by the church. They will hold in trust the church property. They shall have no power to buy, sell, mortgage, lease, or transfer any property without a specific vote of the church authorizing each action.

It shall be the function of the Trustees to affix their signatures to legal documents involving the sale, mortgage, purchase or rental of property, or other legal documents where the signatures of Trustees are required.

Trustees shall serve on a rotating basis, with one new Trustee being affirmed each year.

Section 2. Moderator

The Church Administrator shall serve as Moderator. If there is no Church Administrator then the Nominating Committee will designate a Moderator. The Moderator is responsible for issuing the notice and for conducting all business meetings of the church. The Moderator will be responsible for the following:

1. Preparing agendas for church business meetings in consultation with the Pastor's office.
2. Calling the meetings to order at the appropriate time.
3. Presiding at such meetings and preserving order and decorum.
4. Presenting business in proper order.
5. Stating and putting all questions properly brought before the meetings.
6. Deciding on all questions of order in consultation with the parliamentarian.
7. In the absence of the Church Administrator the Treasurer can serve as the Moderator.

Section 3. Treasurer

The church shall affirm annually a Church Treasurer who shall be nominated by the Nominating Committee. The Treasurer shall serve as a member of the Finance Committee. The Treasurer shall assist the Church Administrator in the execution of his duties. The Treasurer shall be eligible to sign checks. In the absence of the Church Administrator the Treasurer shall render financial reports to the church at business meetings.

Section 4. Clerk

The church shall affirm annually a Church Clerk who shall be nominated by the Nominating Committee. The Church Clerk, or his designee, shall keep a suitable record of all the business proceedings of the church, except as otherwise herein provided. The Church Clerk, or his designee, is responsible for keeping a register of the name of members, with dates of admission, dismissals, or death together with the record of baptisms. The Church Clerk, or his designee, shall issue letters of the dismissal voted by the church, preserve on file all communications and written official reports, as indicated in these By-laws. The Church Clerk may delegate some of the clerical responsibilities to the Church Administrator, or church staff.

Section 5. Parliamentarian

The church shall affirm a Parliamentarian for the term of one year. The Parliamentarian shall be nominated by the Nominating Committee and may serve successive terms. The Parliamentarian's duties shall be to attend all church business meetings and to assist and advise the Moderator on points of parliamentary law. As a member of the church, the Parliamentarian has the right to make motions and vote in conference. The Parliamentarian will also be available to assist Church committees and ministries with questions concerning parliamentary procedures.

Section 6. Elders

A. Qualifications

The church, guided by 1 Timothy 3:1-7, 1 Timothy 5:17-22, and Titus 1:5-9, shall affirm the Elders from the Ordained Deacons or other qualified laymen who are members of Eastside Baptist Church.

An Elder shall be "above reproach, the husband of one wife, sensible, respectable, hospitable, able to teach, not addicted to wine, not pugnacious, gentle, uncontentious, free from the love of money, good manager of his household, not a new convert, having a good reputation outside the church, having his children under control with dignity, not self-willed, not quick-tempered, self-controlled, loving what is good, just, devout..."

B. Organization

There should be a total of seven members on the Board of Elders, which includes the Senior Pastor who shall serve as chairman. However, in certain extenuating circumstances the Board of Elders may, at their discretion, operate with fewer than seven members for a prescribed period of time. The six affirmed members should be on a rotating basis of service. The rotating term of service will be three years. After one year off the Board of Elders, the inactive Elder would be eligible for reaffirmation to the active Board. However should the need arise, an Elder whose term has expired may be presented to the Church for consecutive terms by unanimous consent of the remaining Elders. The term of service for an Elder will begin on January 1. The Elders shall select a vice-chairman and a secretary on an annual basis.

C. Selection

The selection process for the initial affirmation of Elders would be as follows:

1. A season of prayer and fasting would be called for the church congregation before the process begins.
2. A list of all the active and inactive deacons, who have been members of the church for at least one year, will be given to the church's membership. An Elder recommendation form will be provided the membership that will contain a list of the Biblical qualifications, By-law requirements, as well as the duties of Elders. Each member may nominate three men from the list, or write in a name or names, to be considered as Elders.
3. The initial Elder Selection Committee made up of the Senior Pastor, the Chairman of the Deacons and at least one other Deacon, will collect and tally the nominations made by confidential ballot. If a deacon is nominated and wants to be considered for selection as an Elder, he should not be on the Selection Committee, and another Deacon from the Church should replace him during the interview process. The nominees will be ranked in order of the number of nominations received. The initial Elder Selection Committee will interview the potential candidates in the order that they have been ranked, and determine

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if the nominees are qualified to serve based upon Biblical qualifications. The nominees should have a call from God, and have the desire to serve voluntarily. When the initial Elder Selection Committee has selected the candidates to fill the required slate with a unanimous recommendation, the names will be presented to the church membership for affirmation.

4. Any candidate not affirmed by three-fourths of the membership present would require the Elder Selection Committee to present another candidate to the church's membership for affirmation.

5. At the end of the second year of the initial affirmation of Elders, two Elders will rotate off. After one more year another two of the initial Elders would rotate off. And finally, after one more year, the last two of the initial affirmed Elders would rotate off. This means that two of the initial affirmed Elders will serve for two years, and two would serve for three years, and the last two will serve for four years. These initial Elders will decide who will serve, two, three or four years. At the end of the second year, and each year following, the church will affirm two Elders, and these Elders will serve for three years.

6. After the selection process the newly affirmed Elders will be committed to service as Elders after prayer and fasting (Acts 14:23).

After the initial affirmation of Elders, the subsequent selection of Elders would be as follows:

1. It would be the same as above, except the Board of Elders would replace the initial Elder Selection Committee.

2. If an unexpected vacancy occurs, then the Elder Board would present another candidate from the list of ranked nominees. The church members would then affirm according to the above rules, and that Elder will serve the length of that vacant term.

3. As with the initial selection of Elders all newly affirmed Elders will be committed to service as Elders after prayer and fasting (Acts 14:23).

D. Duties

The Senior Pastor will serve as the chairman of the Board of Elders. His duties, with the assistance of the Vice Chairman, include leading the board to perform their task, preparing an agenda for each regularly scheduled meeting, notifying members of the time and place of each meeting, presiding over plans and actions suggested to the board.

The Elders are responsible for helping the Senior Pastor and staff in overseeing the administrative and teaching functions of the church, including shaping of policy. The Elders are to direct, to lead, and to be the decision making body of the church when the church is not in conference. Major decisions would still be brought to the church's membership for affirmation.

The Elders should be teachers and uphold the doctrine of the church and see that the flock is being cared for, fed, exhorted, and offered spiritual guidance. In shepherding the flock, they should participate in the administration and decision-making concerning church discipline. They should pray for the sick when asked. They will be prayer warriors with the staff.

The Elders are not to operate by majority rule or vote. If the same Spirit guides all of the Elders and all have the mind of Christ there should be unanimity in the decisions they make. If there is division, all the Elders should study, pray, and seek the will of God together until consensus is achieved.

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The Elders shall act as overseers, but shall not do the work of the Ministries. They will approve nominations to the various Committees and Ministries. Major items of Committee or Ministry business should be brought to the Elders for their approval before it is taken to the church for a vote.

The Senior Pastor would represent the staff on the Board of Elders. The Elders would assist the Senior Pastor with administrative responsibilities as they help him oversee the ministry of the church. The Senior Pastor will have the responsibility of administering the day-to-day operation of the church through the church staff. This will be done in accordance with church policy.

The Elders will serve as a sounding board for the Senior Pastor, pray with him, and encourage him in being God's man. They will provide a spiritual accountability group for the Senior Pastor. Some additional duties are as follows:

1. Assist the Senior Pastor and ministerial staff in clarifying the church's mission and priorities.
2. Review and evaluate studies of major church expansion plans.
3. Review church plans and programs as appropriate.
4. Review ministerial staff requirements and approve additional staff positions.
5. Convey items of interest from members of the church to appropriate staff persons or ministry team for consideration.
6. Approve the annual church budget before it is presented to the church in order to ensure that the goals and philosophy of the church are being reflected in the budget, and review regularly the ongoing financial status of the church.
7. Along with the Senior Pastor, the Elders will establish a vision and a plan of action for the church, and report annually the result to the congregation.

ARTICLE IV. CHURCH STAFF

Section 1. Senior Pastor

A. The Role of the Senior Pastor

God has ordained and delegated to the Pastor of a New Testament church the authority and responsibility of spiritual leadership (Ephesians 4:11). Ephesians 4:12 instructs the Pastor to be about the ministry “of equipping the saints for the work of ministry (active spiritual service), for the building up of the body of Christ.”

It is understood that he will seek the mind of God in all ways, equipping the congregation to maintain a balance of evangelism, missions, discipleship, and fellowship "until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ” (Ephesians 4:13).

As Pastor, he will watch out for himself and all the flock of which he has been made overseer by the Holy Spirit, caring for the church of God (Acts 20:28). The Pastor will shepherd the flock by feeding them with knowledge and understanding (Jeremiah 3:15).

B. The Qualifications of the Senior Pastor

The qualifications of the Senior Pastor shall be as outlined in the following scriptures.

1 Timothy 3:1-7

1 Timothy 5:17-22

1 Titus 1:5-9

Jeremiah 3:15 “a shepherd after God’s own heart”

C. The Procedure for Calling a Senior Pastor

The procedure for calling a Senior Pastor shall be as follows:

A Pastor Search Committee shall be determined in this manner: names shall be submitted by members of the congregation, shall be screened by the deacon body, shall be selected by the elders, and shall be presented to the church. The committee shall be made up of twelve (12) members. The Pastor Search Committee shall be affirmed by the congregation at a regularly scheduled Church Conference or a Special Conference called for that purpose. At least two weeks notice must be given to the church prior to the meeting. The committee shall meet within seven days to elect a chair.

The Pastor Search Committee, after consultation with the Elders, shall bring to the consideration of the church only one name at a time. Election shall be by secret ballot, an affirmation vote of three-fourths of those eligible voting present being necessary for a choice approval. The Pastor, thus elected, shall serve as long as he fulfills Scriptural qualifications and is led by God to continue in that capacity. If the Pastor fails to fulfill Scriptural qualifications, he is subject to the discipline based upon Matthew 18:15-17, outlined in Article I, Section 5.

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D. The Procedure for an Interim Situation

The procedure for an interim situation shall be as follows:

1. The Elders shall serve as interim leadership once the Senior Pastor's position has been vacated and shall do so until the new Senior Pastor is on staff.
2. The Elders shall designate a member from the Senior Ministerial Staff to assume the administrative responsibilities of the Senior Pastor during the interim period. He shall assume the leadership of the church staff and coordinate his activities with the Elders.
3. The Elders shall be responsible to coordinate pulpit supply and to assist the church staff, as needed.
4. Should the need arise to recommend an Interim Pastor, the Elders shall define the job description which fits the needs of the church. Once the Elders choose a proper candidate, they will present that candidate for affirmation to the church in conference. A simple majority is required for affirmation.

Section 2. Church Administrator

The Church Administrator shall be called and employed by affirmation of the church. A simple majority is required. He shall be a part of the ministerial staff. He shall report directly to the Senior Pastor and be responsible for

1. The administrative management and support of all staff members, for
2. Managing the business affairs of the church, and for
3. Supervising the day to day operations of the church including implementation of plans and programs that support the church's vision and ministry objectives.

The Church Administrator shall act as the Chief Financial Officer of the Church and it shall be his duty to receive, preserve, and pay out, upon receipt of vouchers approved and signed by authorized personnel, all money, or things of value paid or given to the church, keeping at all times an itemized account of all receipts and disbursements.

It shall be the duty of the Church Administrator to render to the church at each regular business meeting a report of the receipts and disbursements for the preceding financial period. The Church Administrator shall serve as an ex-Officio member of the Finance Committee. The Church Administrator shall be bonded.

Section 3. Ministerial Staff

This church shall call and employ such ministerial staff members as required. A ministerial staff member is one who directly ministers to specific areas of the membership such as Youth Minister, Singles Minister, Music Minister, Minister of Education, etc. A job description shall be written when the need for ministerial staff member is determined. Ministerial staff members shall be recommended to the church by the Senior Pastor/Elders and Personnel Committee and be called and employed by affirmation of the church. A simple majority is required.

Section 4. Support Staff

Support staff requirements shall be submitted by the Senior Pastor/Elders and Ministerial Staff and approved by the Personnel Committee. A support staff member is one who provides support to the ministerial staff. They shall be employed as required by the Pastor and appropriate Ministerial Staff with approval of the Personnel Committee.

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Section 5. General

1. Guidelines, policies, and procedures are detailed in the Eastside Baptist Church Employee Handbook for all personnel. It is the responsibility of every employee to read, understand, and comply with the contents of the Eastside Personnel Handbook. Should there be any discrepancy between the Handbook and the Constitution and By-laws, the Constitution and By-laws shall overrule.
2. An organizational chart of the church staff shall be prepared by the Senior Pastor and approved by the Elders. It shall be updated annually and a current copy maintained in the church office with the Constitution and By-laws.

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ARTICLE V. CHURCH PROGRAM ORGANIZATIONS

Section 1. General

1. Eastside Baptist Church shall have such organizations deemed appropriate by the Senior Pastor and the Elders to carry out the ministry of the church.
2. All organizations of this church shall be under church control. Each organization is responsible to monitor and evaluate its programs and activities and to report regularly to the church concerning its vision, plans, and accomplishments.
3. An organizational chart shall be prepared by the Senior Pastor and approved by the Elders. It shall be updated annually and a current copy maintained in the church office with the Constitution and By-laws.
4. All Church Organizations shall coordinate their activities through the church calendar.

Section 2. Bible Teaching Organization

There shall be a Bible Teaching Organization, divided into departments and classes / small groups for all ages, to provide opportunities for the church membership to study and grow in God's Word. This Organization shall be conducted under the direction of the Church Educational Staff with input and assistance from several Support Ministries. The tasks of the Bible Teaching Organization shall be to lead and encourage church members to become involved in the Life of the Church as they seek to carry out The Great Commission by learning and living God's Word, investing in God's work, fellowship in God's will, and evangelizing God's world.

Section 3. Church Music Organization

The Church Music Organization seeks to promote the Worship of God and the Ministry of the Church through the God-given musical and drama talents and abilities of the membership. The Church Music Organization shall be under the direction of the Minister of Music with the support of the Music Ministry.

The officers, organization, choirs, ensembles, and classes will vary from year to year so as to meet the needs that correspond to the gifts of the congregation. The Church Music Organization seeks to teach music, train music leaders, provide opportunities for music and drama expression toward Christian growth, provide guidance for congregational music and drama participation, and seek to involve musicians in mission action.

ARTICLE VI. CHURCH MINISTRIES

Section 1. General

1. There shall be two categories of Church Ministries:
 1. Constitutional Ministries: Church Ministries and Administrative Committees that have a church-wide focus that impacts all EBC members, programs, and organizations;
 2. Support Ministries: Ministries with an emphasis on a specific organization, group, staff member, or activity of the church.
2. Members of all ministries shall be members of Eastside Baptist Church.
3. Members shall not concurrently be a member of more than two Constitutional Ministries other than the Deacon Ministry. No member shall chair more than one Constitutional Ministry. It is the responsibility of the Nominating Committee to ensure this. Members may serve on Support Ministries in accordance with their personal interests and as led by the Holy Spirit. However, so as to involve as many as possible in service, members should consider limiting themselves to four (4) ministries – Constitutional and Support – at any one time.
4. Each Ministry has the responsibility to prepare a Ministry Guide that sets forth that ministry's Role, Responsibilities, Policies, and Procedures. This guide will be provided to each member of their respective ministry. Each ministry is responsible to monitor and evaluate its respective ministry activities and programs on an annual basis. Therefore, this Guide is to be reviewed annually and updated as needed. A current copy of the Ministry Guide will be kept on file at the church office. Each Guide will be reviewed by the Constitution and By-laws Committee to assure that it meets the requirements of the "Ministry Guide Outline" and is consistent with the provisions of the Constitution and By-laws.
5. A member of the Church Ministerial or Support Staff may not serve on a Constitutional Ministry or Committee except as a non-voting Staff Liaison that is appointed by the Senior Pastor to act on his behalf. For purposes of Section 5 and Section 6 below, see Article IV, Sections 3 and 4 for an explanation of Ministerial and Support Staff.
6. The spouse of a member of the Church Ministerial or Support Staff may serve on any Constitutional and Support Ministry / Committee except the Personnel and Finance Committees.
7. Each Constitutional and Support Ministry shall prepare an Annual Report of their activities for the prior year and vision, plans, programs, and activities for the coming year. This report will be submitted to the Elders and will be available for review by other Ministries.
8. All Church Ministries shall coordinate their activities through the church calendar.

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Section 2. Constitutional Ministries

1. Constitutional Ministries have a church-wide focus and are considered essential to the life of the church. They give vision, direction, and oversee the work of the Church in their respective areas of responsibility. Constitutional Ministries are required under the Church Constitution and By-laws and must operate within the guidelines set forth under the Church Constitution and By-laws and their Ministry Guide. Constitutional Ministries are ongoing ministries and must meet together at least quarterly.
2. Each Constitutional Ministry shall have at least one Staff Liaison appointed by the Senior Pastor to act on his behalf.
3. Each Constitutional Ministry shall operate and serve on the basis of the church's fiscal year.
4. Each Constitutional Ministry shall consist of not more than twelve members and not less than three members. The Staff Liaison and Chair for each ministry shall review the number of members necessary to carry out their mission and make recommendations for any changes in the number of members to the Nominating Committee as needed. This shall be done prior to and in accordance with the requirements of paragraphs 5 and 6 below.
5. The members of each Constitutional Ministry shall be elected by the church annually prior to the beginning of the new church year. The names of these members shall be recommended by the Nominating Committee with the exception of the Deacon Ministry, which will have a separate nominating and selection process.
6. Three Year Rotation Schedule: Members shall serve for a three (3) year term unless completing a vacancy. One-third of each Constitutional Ministry shall automatically be rotated off from that ministry each year and will not be eligible for that ministry until one year later. Vacancies may be filled by election of the church at any regular church conference in accordance with the procedures established for this purpose. A Constitutional Ministry may request an exception to this "Three Year Rotation Schedule." This request and supporting explanation will then be considered by and must be approved by both the Nominating Committee and the Elders.
7. Each Constitutional Ministry shall elect a Chair, a Vice-Chair, and a Secretary plus other such officers as needed. A list of each ministry's officers will be reported to the Church Administrator.
8. Establishment of a new Constitutional Ministry
These are the procedures to be followed:
 - A. The Elders shall recommend the establishment of a new Constitutional Ministry
 - B. A "Mission Statement" and "Scope of Responsibilities" for this new Ministry will be prepared by the Staff Liaison to be assigned to this ministry and approved by the Elders
 - C. The Staff Liaison will recommend the number of members that the Ministry needs to properly carry-out its mission to the Nominating Committee

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- D. The Nominating Committee will consider the persons to be recommended to serve on this Ministry including assignment to the “Three Year Rotation Schedule,” in consultation with the Staff Liaison. See also “F” below.
- E. The new Constitutional Ministry will be presented to the Church for action and approval at a regularly scheduled Church Conference or at a Called Church Conference.
- F. The “Three Year Rotation Schedule” for newly created Constitutional Ministries will not become effective until the beginning of the second Church Year following the establishment of the Ministry.

9. List of Constitutional Ministries

a) Caring Ministry

This ministry shall provide benevolent financial and material help, as well as spiritual help, to church members and the community. It shall be responsible for establishing and maintaining proper procedures for individuals to apply for and receive, when approved, assistance in times of extreme benevolent need. The Church Administrator must give final approval for disbursement of any funds.

b) Deacon Ministry

Ministry Mission Statement

In accordance with the meaning of the work and practice of the New Testament (Acts 6:1-6, I Tim. 3:8-13), the Deacons are to be servants of the church. God calls deacons to be committed servant leaders who are:

- Christ-like, serving with integrity; assimilating, welcoming, nurturing, reconciling, and sensitive to the presence of God's Spirit in their lives and in the lives of others, and witnessing for Jesus Christ as Savior and Lord within and beyond the Body of Christ, the church.
- Spirit-led, witnessing to Jesus Christ as Savior and Lord, and to the Body of Christ, the church;
- Dedicated caregivers who use their spiritual gifts in a shared ministry of concern that provides for the total well being of God's people.

Ministry Scope of Responsibilities

The task of the Deacon is to serve with the Pastor, Elders, and Staff in a variety of tasks including:

- Performing pastoral ministries such as proclaiming the gospel to believers and unbelievers,
- Caring for the church members and other persons in the community, and serving the church to achieve its mission.

Ministry Organization and Procedures

1. There shall be no conscious effort made to establish any ratio of the number of deacons to church membership.
2. The Church shall nominate men of honest report who are full of the Holy Spirit and wisdom to be considered for Deacon.

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3. Each man who is nominated shall be carefully interviewed by a group made up of the Elders and Deacons to determine their interest and calling to serve as Deacon.
4. Only those men who qualify according to the Biblical standards shall be presented to the Church for election as Deacon.
5. In addition to his spiritual qualifications, the Deacon Nominating Ministry shall determine that each nominee has a good knowledge of church organization and shall have been a member of Eastside Baptist Church for at least one year.
6. After all prospective nominees have been selected and before they are presented for church election, each shall be required to appear before a presbytery presided over by the Senior Pastor or an Elder. At this time, each prospective nominee will be given an opportunity to provide verbally an expression of his relationship with Jesus Christ and his commitment to Him as a disciple.
7. Each Deacon shall be elected for a three-year term. At the end of his term, he will not be eligible to serve on the Deacon Ministry for one year.
8. When a Deacon is elected to fill an unexpired term, that Deacon shall serve for three years minus the time elapsed during the current church year.

c) Evangelism Ministry

The purpose of the Evangelism Ministry of Eastside Baptist Church is to be responsible for the planning and implementation of strategies to reach the unsaved in the community. The community is defined as those local areas and regional areas into which Eastside Baptist Church extends its outreach arm to minister and share the Good News of Jesus Christ. The guiding Scriptures for this ministry are: John 3:16, Rom. 5:8, Rom. 3:23, Rom. 3:10, Rom. 6:23, John 1:12, 1 Cor. 15:3-4, Rev. 3:20a, Rom.10:13, and Matt. 28:18-20.

d) Missions Ministry

This ministry shall actively seek ways to involve the church membership directly in various mission endeavors as it seeks to fulfill the Great Commission of Christ for us to “Go into all the World” (Mathew 28: 19-20). This includes mission financial support as well as actual hands-on involvement.

e) Prayer Ministry

This ministry will establish and maintain a church prayer strategy. It shall plan and encourage activities to promote a daily prayer time by each member of the church as well as coordinate opportunities for corporate prayer by the membership. It shall also be the responsibility of this ministry to monitor the areas or rooms set aside by the church specifically for prayer.

f) Constitution and By-laws Committee

The Constitution and By-laws Committee is responsible for ensuring that the Church is governed by a Constitution and By-laws (the “governing documents”) that conform to the Word of God, carry out the duly authorized

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wishes of the Church membership, and comply with applicable federal, state, and local law (1Co. 14:40). The Constitution and By-laws Committee also engages in ongoing monitoring to assure conformance by the Church, its organizations, and its ministries with the governing documents. To that end, the Constitution and By-laws Committee provides guidance and assistance to Church officers and staff, other Church Ministries, and Church Program Organizations on the governing documents and on the establishment of Ministry Guides. Questions concerning the interpretation of any part of the Constitution and By-laws shall be addressed to this committee and their decision shall be final.

This committee shall also make recommendations for additions to, or revisions of, the Constitution and By-laws when such are deemed necessary.

g) Finance Committee

The Finance Committee exists to ensure good financial stewardship and accountability for all the resources entrusted to the church and its various ministries including all campuses and legal entities. The goal is always to promote the Kingdom of God as directed by the church leadership. The Finance Committee carries out its purpose by preparing or overseeing the preparation of annual budgets for the church and its ministries, setting church financial policies, overseeing the receiving, recording, and disbursement of all funds, monitoring and reporting the performance against budget, and reviewing the results of the annual financial audit. The Committee makes financial recommendations to the Elders, senior pastor, and various ministries, as it deems necessary.

h) Nominating Committee

This committee shall serve the body by providing nominees to the church to serve on all Constitutional Ministries with the exception of the Deacon Ministry (Article VI, Section 2, 9). It shall also provide nominees to the church for Moderator, Clerk, Treasurer, Trustees, Parliamentarian, and others as needed.

i) Personnel Committee

This committee shall represent the church in personnel related matters. Duties shall include, but not be limited to, the following: assisting in developing and maintaining personnel policies, practices, and procedures; creating, reviewing, and evaluating all job descriptions; making recommendations of ministerial staff and support staff for church approval; providing annual salary and benefits projections to the Finance Committee for approval; and, maintaining the Employee Handbook.

Section 3. Support Ministries

Support Ministries are created for the purpose of supporting the activities of the Church Ministerial Staff and/ or specific activities / program organizations of the church. Their function and operation shall be determined by the Ministerial Staff person the ministry supports and by the ministry itself.

1. The Nominating Committee does not staff Support Ministries nor are Support Ministries subject to the “Three Year Rotation Schedule” (Article XI, Section 2, 6). Church Members interested in serving on a Support Ministry should indicate this to the appropriate Staff person. Each Support Ministry shall determine the number of members and term of service that it needs to carryout its mission.
2. Support Ministries may be ongoing ministries or established for a specific short-term activity. Church action is not required to create or dissolve Support Ministries.
3. Support Ministries must operate within the guidelines set forth in the Church Constitution and By-laws and their Ministry Guide.
4. A listing of Support Ministries shall be maintained in the church office with the current copy of the Constitution and By-laws. This list shall be update annually in connection with the Annual Ministry Guide Review (section 1, Paragraph 4).
5. Addendum: “Annual List of Support Ministries”

ARTICLE VII. ORDINANCES

Section 1. Baptism

A person who receives Jesus Christ as Savior by personal faith, who professes Him publicly at any worship service, and who indicates a commitment to follow Christ as Lord shall be received for baptism.

- 1) Baptism shall be by immersion in water.
- 2) Baptism shall be administered by the Pastor, ordained minister, Elder, Deacon, or whomever the church shall authorize. The Deacons shall assist in the preparation and observance of baptism.
- 3) Baptism shall be administered as an act of worship during any worship service.
- 4) A person professing Christ and failing to be baptized after a reasonable length of time shall be counseled by the Pastor, Elder, or Staff member. If negative interest is ascertained, he shall be deleted from those awaiting baptism.

Section 2. The Lord's Supper

The Lord's Supper is a symbolic act of obedience where members of the church, through partaking of the bread and the cup, commemorate the death of Jesus Christ and anticipate His Second Coming.

- 1) The Lord's Supper shall be observed at least once per quarter.
- 2) The Lord's Supper shall be observed as an act of worship at any worship service.
- 3) The Pastor and Deacons shall be responsible for the administration of the Lord's Supper.
- 4) The Deacons shall be responsible for the physical preparations of the Lord's Supper.

ARTICLE VIII CHURCH FINANCES

Section 1. Accounting Procedures

The handling of church finances shall be done with the utmost trustworthiness and integrity. It shall be the duty of the Church Administrator and the Finance Committee to guard against any conflict of interests or the mishandling of funds by establishing and monitoring a system of internal financial controls to safeguard the assets over which the church has been given stewardship.

Basic guidelines shall be as follows:

1. All funds for any and all purposes shall be administered by the Church Administrator in accordance with “Generally Accepted Accounting Principles.”
2. The Church Administrator shall be the Chief Financial Officer of the church and shall be bonded.
3. A certified audit shall be conducted at least annually.

Section 2. Fiscal Year

The fiscal year of the church shall be October 1 through September 30.

ARTICLE IX. DISPUTE RESOLUTION

Section 1. Application

This article shall apply to conflict, dispute, claim, controversy or disagreement (these terms being for illustration and not limitation, and hereinafter collectively referred to as dispute) between members of Eastside Baptist Church and may, upon agreement of all parties involved be applied to dispute between a church member and a person, or persons who are not a member of Eastside Baptist Church, to include businesses and corporations.

Section 2. Governing Law

Any dispute arising out of or related to the Articles of Incorporation, Constitution or By-laws of Eastside Baptist Church shall be resolved by following the biblical principles of Matthew 5: 23-24, 1 Corinthians 6: 1-8 and Matthew 18: 15-17 including, but not limited to, biblically-based counseling. Any such dispute that the parties are unable to resolve by prayerful application of negotiating or biblically-based counseling shall be submitted to mediation and arbitration in accordance with sections D and E of this article. Eastside Baptist Church's Articles of Incorporation, Constitution and by-laws shall be governed by the Holy Bible and, where applicable, the laws of the State of Georgia, with the Bible as supreme authority.

Section 3. Negotiation

The Bible commands believers to make every effort to live at peace (*shalom*) and to resolve a dispute with each other in private or within the Christian community in conformity with the biblical instructions of 1 Corinthians 6:1-8, and Matthew 5:23-24. Therefore, any dispute arising out of or related to these By-laws shall be settled by negotiation, conformity with Matthew 5:23-24; and the Rules of Procedure of Conflict Prevention and Resolution (CPR), Rules 9-12 (the complete text of which rules can be obtained from the church office or from WMApeace.com).

Section 4. Mediation

If the dispute has not been resolved by or through prayerful negotiation or biblically-based counseling, it shall be settled by mediation in accordance with the principle of 1 Corinthians 6:1, and CPR Rules 13-33 (which rules can be obtained from the church office or from WMApeace.com).

Section 5. Arbitration

If reconciliation and resolution of the dispute do not result from mediation, the matter shall then be submitted to arbitration, which shall be conducted in accordance with 1 Corinthians 6:1, and the principles of Matthew 18; 17 and CPR Rules 34-59 (which can be obtained from the church office or from WMApeace.com).

Section 6. Sole Remedy

The methods contained in this article shall be the sole remedy for any dispute arising out of or related to the Articles of Incorporation, Constitution and By-laws of Eastside Baptist Church. Ministry volunteers and employees expressly waive their right to file a lawsuit in any civil court against one another for such dispute, except to enforce an arbitration decision; provided, however, that where the remedies described in this section are limited by the Georgia Arbitration Act, participation in counseling, mediation, and arbitration as described in this covenant shall be conditions precedent to the filing of any lawsuit. This Article shall continue to govern any

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dispute that may arise during or relating to a member's period of membership in or with Eastside Baptist Church, even after such membership might be terminated for any reason.

ARTICLE X. CONFIDENTIALITY

Section 1. Protection of Confidential Information

The Bible teaches that Christians should carefully guard any personal and private information that others reveal to them. Protecting confidences is a sign of Christian love and respect. (See Matt. 7:12) It also discourages harmful gossip (Prov. 16:28; 26:20), invites confession (See Prov. 11:13; 28:13; James 5:16), and encourages people to seek needed counseling (See Prov. 20:19; Rom. 15:14). As these goals are essential to the ministry of the gospel and the work of this church, all members are expected to refrain from gossip and to respect the confidences of others. In particular, the Pastor and Elders carefully protect all information that they receive through pastoral counseling, subject to the following guidelines.

Section 2. Exceptions to Confidentiality

Although confidentiality is to be respected as much as possible, there are times when revealing certain information to others is appropriate. In particular, when the Pastor and the Board of Elders of this church believe it is biblically necessary, they may disclose confidential information to appropriate people in the following circumstances:

1. When the Pastor and the Board of Elders are uncertain of how to counsel a person about a particular problem and need to seek advice from other staff in this church or, if the person attends another church, from the pastors, elders, ministers, or deacons of that church. (See Prov. 11:14; 13:10; 15:22; 19:20; Matt. 18:15-17);
2. When a person refuses to repent of sin and instituting disciplinary proceedings becomes necessary (Matt. 18:15-20, Article I of these by-laws) or seek the assistance of individuals or agencies outside this church (See, e.g., Ro. 13:1-5); or
3. When required By-law to report suspected abuse of a child, spouse, elder, or disabled person.

Section 3. Disclosure of Confidential Information

Scripture commands that confidential information is to be shared with others only when a problem cannot be resolved through the efforts of a small group of people within the church (Matt. 18:15-17). Therefore, except as provided in Article IX of these By-laws, the Pastor, other members of staff or Elders may not disclose confidential information to anyone outside this church without the approval of the Pastor and Elders or the consent of the person who originally disclosed the information. The Pastor and Elders may approve such disclosure only when they find that all internal efforts to resolve a problem have been exhausted (See I Cor. 6:1-8) and the problem cannot be satisfactorily resolved without the assistance of individuals or agencies outside this church (See, e.g., Ro. 13:1-5). This limitation shall apply to but is not limited to the giving of testimony in an arbitration proceeding (see Article IX Section 5 of these By-laws) or a court of law and the reporting or abuse.

Section 4. Effectiveness of These Provisions With or Without Notice

The Pastor, other members of the staff, and the Elders may, but need not, provide counselees with written notice of these confidentiality provisions, but these provisions shall be in effect regardless of whether such notice is given.

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ARTICLE XI. AMENDMENTS/ADMINISTRATION

Section 1. Change Requirements

It is recommended that the Senior Pastor, Staff, membership at large, and the Constitution and By-laws Committee be continually alert to changing needs as represented by the ministry of Eastside Baptist Church. As this church's ministry continues, the Holy Spirit's leadership will make changes both necessary and desirable. As such changes become apparent, we must consider the organization to be dead and the organism to be the processor of life. Surely, it is our hope and prayer that we trust God in faith to provide His blessings and leadership of the Holy Spirit upon us. As we submit to Him as Lord, He controls us and our circumstances.

Changes in this Constitution and By-laws must be submitted to the Constitution and By-laws Committee for consideration and approval. When deemed necessary such changes will be presented by the Constitution and By-laws Committee at any Regular Church Conference, provided each amendment shall have been presented in writing 30 days prior to the Church Conference and copies of the proposed amendment be furnished to each member present. Amendments to the Constitution shall be by two-thirds vote of all members of the church present entitled to vote; amendments to the By-laws shall require a simple majority of the members present.

Section 2. Church Administration Policies

All church administration policies and procedures are subject to the By-laws and will in no way circumvent or invalidate any By-law.

The Constitution and By-laws Committee shall monitor and revise operating policies of the church for points of conflict with stated By-laws. When conflict is noted, this disparity shall be brought to the attention of the Committee Chair or staff member responsible. Correction shall be done as discreetly as possible, endeavoring to maintain harmony. Serious and flagrant violations will be brought to the attention of the Pastor and Elders. Only upon consultation with and at the direction of the Pastor and Elders shall the Constitution and By-laws Committee take the matter to the church.

ADDENDUM:

List of Support Ministries - 2004

- a) **Adult Ministry** Minister of Education
- b) **Children's Ministry** Director of Children's Ministries
- c) **Christian School Ministry** Principal, Eastside Christian School
- d) **Preschool Ministry** Director of Preschool Ministries
- e) **High School Ministry** Student Pastor
- f) **Men's Ministry** Minister of Education
- g) **Middle School Ministry** Student Pastor
- h) **Music Ministry** Associate Pastor, Music and Worship
- i) **Properties Committee** Director of Campus Development
- j) **Recreation Ministry** Director of Christian Activities Center
- k) **Senior Adult Ministry** Minister of Education
- l) **Singles Ministry** Minister of Education
- m) **Weekday Preschool** Director of Weekday Preschool
- n) **Women's Ministry** Director of Women's Ministries