



Constitution and Bylaws

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Last Revision Date: 6/30/2026

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**CONSTITUTION
OF
SOUTH BROADWAY BAPTIST CHURCH
PITTSBURG, KANSAS**

**Article I
NAME**

This church incorporated under the laws of the state of Kansas on March 8, 1934 is named South Broadway Baptist Church.

**Article II
MISSION**

Our purpose is to glorify God through worship, equip believers through discipleship, and engage others with the gospel through missions.
Glorifying God (1 Corinthians 6:20, 1 Peter 4:10,11)
Equipping believers (Ephesians 4:11-16)
Engaging others (Matthew 28:18-20)

**Article III
STATEMENT OF FAITH**

#1-18 are taken from the Baptist Faith & Message 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; 15:1ff.; 20:1ff.; Leviticus 22:2; Deuteronomy 6:4; 32:6; 1 Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3,15; 64:8; Jeremiah 10:10; 17:13; Matthew 6:9ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Romans 8:14-15; 1 Corinthians 8:6; Galatians 4:6; Ephesians 4:6; Colossians 1:15; 1 Timothy 1:17; Hebrews 11:6; 12:9; 1 Peter 1:17; 1 John 5:7.

B. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever present Lord.

Genesis 18:1ff.; Psalms 2:7ff.; 110:1ff.; Isaiah 7:14; Isaiah 53:1-12; 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 receive 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.

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 Saviour.

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. In such a congregation each member is responsible and accountable to Christ as Lord. Its two scriptural offices are that of pastor/elder/overseer and deacon. While both men and women are gifted for service in the church, the office of pastor/elder/overseer is limited to men as qualified by Scripture.

The New Testament speaks also of the church as the Body of Christ which includes all of the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation.

Matthew 16:15-19; 18:15-20; Acts 2:41-42,47; 5:11-14; 6:3-6; 13:1-3; 14:23,27; 15:1-30; 16:5; 20:28; Romans 1:7; 1 Corinthians 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Ephesians 1:22-23; 2:19-22; 3:8-11,21; 5:22-32; Philippians 1:1; Colossians 1:18; 1 Timothy 2:9-14; 3:1-15; 4:14; Hebrews 11:39-40; 1 Peter 5:1-4; Revelation 2-3; 21:2-3.

****Note: This article was amended June 14, 2023, by action of the 2023 Southern Baptist Convention****

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. Christian's ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

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

X. Last Things

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord.

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

XI. Evangelism and Missions

It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life, and is expressly and repeatedly commanded in the teachings of Christ. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ.

Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-18; 24:46-53; John 14:11-12; 15:7-8,16; 17:15; 20:21; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Romans 10:13-15; Ephesians 3:1-11; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17.

XII. Education

Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people. In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

Deuteronomy 4:1,5,9,14; 6:1-10; 31:12-13; Nehemiah 8:1-8; Job 28:28; Psalms 19:7ff.; 119:11; Proverbs 3:13ff.; 4:1-10; 8:1-7,11; 15:14; Ecclesiastes 7:19; Matthew 5:2; 7:24ff.; 28:19-20; Luke 2:40; 1 Corinthians 1:18-31; Ephesians 4:11-16; Philippians 4:8; Colossians 2:3,8-9; 1 Timothy 1:3-7; 2 Timothy 2:15; 3:14-17; Hebrews 5:12-6:3; James 1:5; 3:17.

XIII. Stewardship

God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4, 19-21; 19:21; 23:23; 25:14-29; Luke 12:16-21, 42; 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Romans 6:6-22; 12:1-2; 1 Corinthians 4:1-2; 6:19-20; 12; 16:1-4; 2 Corinthians 8-9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19.

XIV. Cooperation

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament. *Exodus 17:12; 18:17ff.; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1ff.; Acts 1:13-14; 2:1ff.; 4:31-37; 13:2-3; 15:1-35; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.*

XV. The Christian and the Social Order

All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Jesus Christ. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12; 27:17; Psalm 101:5; Micah 6:8; Zechariah 8:16; Matthew 5:13-16, 43-48; 22:36-40; 25:35; Mark 1:29-34; 2:3ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Romans 12-14; 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.

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.

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; Psalms 127; Psalms 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15,17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.

XIX. Marriage

South Broadway Baptist Church teaches and holds to the Biblical view on marriage. Marriage, according to the Holy Bible, is the exclusive, covenantal union of one biological man and one biological woman. Marriage was designed and defined by God in the very order of creation.

Genesis 2:24 states, "Therefore a man shall leave his father and his mother and hold fast to his wife, and they shall become one flesh." In this passage, God clearly defines the marriage covenant as being between one male and one female. Man and woman were created to complement and complete each other. The New Testament affirms this man-woman covenant in Matthew 19:4-6, where Jesus states, "He answered, 'Have you not read that he who created them from the beginning made them male and female, and said, 'Therefore a man shall leave his father and his mother and hold fast to his wife, and the two shall become one flesh'? So they are no longer two but one flesh. What therefore God has joined together, let not man separate.'" All Scripture references are from the ESV unless otherwise noted. South Broadway Baptist Church will faithfully follow this clear Biblical definition of marriage in all of the teachings and practices of this church.

South Broadway Baptist Church considers wedding ceremonies as public worship gatherings of the church. Therefore, South Broadway Baptist Church (including Elders, employees, and representatives) will not officiate, solemnize, perform, or host on or in church property or facilities a marriage, marriage-like ceremony, or any other exchange of vows, regardless of how such ceremony may be defined, involving anything other than the biblically-defined union of one man with one woman as instituted by God.

XX. Human Sexuality and Gender

South Broadway Baptist Church views sexual gender as a gift of God, assigned as God's will at the conception of every individual. Gender, the biological sex of an individual assigned at conception, is part of God's glory and creation. God created us male and female, in his image, and for his glory. We believe that God intends sexual intimacy to be expressed only within marriage between one man and one woman. Therefore, any sexual activity outside of such a marriage is inconsistent with biblical teaching. South Broadway Baptist Church will apply these biblical views of creation, sexuality, and gender identity in making personnel, policy, facility use, and other decisions.

Article IV 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 and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ.

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

We also engage to maintain family and personal devotion; to educate our children spiritually; to be zealous in our efforts to advance the kingdom of our Savior through the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our behavior.

We further engage to watch over one another in brotherly love; to remember each other in prayers; 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 to secure it without delay.

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 V RELATIONSHIPS

South Broadway Baptist Church is autonomous and maintains the right to govern its own affairs, independent of external or denominational control. Recognizing the benefits of cooperation with other churches in the fulfillment of its purposes, the church may voluntarily associate with other churches or organizations in so far as is consistent with our purpose and Statement of Faith. South Broadway Baptist Church is affiliated with the Southern Baptist Convention. We are partners with

Church Forward (formerly Kansas Nebraska Convention of Southern Baptists) and Southeast Kansas Baptist Association.

Article VI
BYLAWS

The church shall adopt such Bylaws as necessary to carry out the mission and purpose of the church.

Article VII
AMENDMENT

The procedures for amending the constitution will be found in Bylaws 12.0. Amendments to this Constitution and Bylaws may be made by a three-quarters majority vote of affirmation by members present and voting at any quarterly business meeting, provided the amendment has been offered in writing at a previous quarterly business meeting, and has been announced at a Worship Gathering for two consecutive Sundays prior to such vote. A revised version shall be made available to members for review.

**Bylaws
OF
SOUTH BROADWAY BAPTIST CHURCH
PITTSBURG, KANSAS**

1. MEMBERSHIP

Any person professing faith in the Lord Jesus Christ, having provided a compelling testimony of salvation, shall be eligible for membership.

1.1 Reception of Members

The candidates shall be eligible for membership in any one of the following ways:

- a. Baptism: candidates shall be welcomed into membership upon profession of faith and baptism by immersion.
- b. Transfer of Letter: candidates shall be welcomed into membership by transfer of letter of membership from a church of like faith and order, provided the candidates have been baptized by immersion.
- c. Statement of Faith: candidates shall be welcomed into membership by prior Christian experience of confession of faith and believer's baptism by immersion.
- d. Restoration: candidates shall be welcomed into membership by restoration. Any person who has been removed from membership is encouraged to seek restoration of membership under the counsel and direction of the Elders. The process for membership is designed to assist the candidate in the transition into church participation and shall include the following elements (not necessarily in this order):

1.2 Process of Membership

- a. The candidate shall indicate their desire to unite with South Broadway Baptist Church by making a public declaration of that desire,
- b. The candidate is encouraged to attend a membership orientation course, which is designed for those curious about the church or interested in membership at South Broadway Baptist Church.
- c. The candidate shall share his/her testimony with a representative of the Elders.
- d. The church shall begin to assist the candidate in finding a ministry where they can utilize their spiritual gifts, enabling the candidate to serve Christ most effectively.
- e. The congregation shall vote to receive the candidate as a member of South Broadway Baptist Church at the quarterly business meeting.

1.3 Expectations of members shall include the following qualities.

- a. Members shall faithfully attend worship gatherings,
- b. Members shall faithfully support the work of the church financially,
- c. Members are involved in the life of the congregation through participation in the ministries and activities of the church,
- d. Members shall expect the church to hold them accountable to the Word of God, submitting to the counsel and discipline of the church for the purpose of mutual growth into the image of Jesus Christ.

1.4 Discipline of Members

- a. It shall be the practice of this church to emphasize to its members that every reasonable measure will be taken to assist any troubled member. The Elders, other members of the church staff, and Deacons will be available for counsel and guidance. The attitude of members toward one another shall be guided by a concern for redemption and restoration rather than punishment.
- b. Should some serious condition exist which would cause a member to become a liability to the general welfare and harmony of the church, the Elders will take prayerful and reasonable measures to resolve the problem following the principles found in Matthew 18:15-17, Luke 17:3, Galatians 6:1-5, and Titus 3:9-10. If it becomes necessary for the church to take action to exclude a member, a two-thirds vote of the members present is required at a special-called business meeting. The church may proceed to declare the person no longer to be in the membership of the church. All such proceedings shall be bathed in prayer and exhibit a spirit of Christian kindness and patience.
- c. The church may restore to membership any person previously excluded upon request of the excluded person, and by vote of the church upon evidence of the excluded person's repentance.

1.5 Dismissal of a member

- a. By letter: any member desiring to unite with another Church, upon the request of such church, shall be granted a letter of transfer.
- b. When a member has joined another church without requesting a letter of transfer or certificate of membership, membership at South Broadway Baptist Church shall cease.
- c. Forfeiture: a member may request his/her name be dropped from the roll, in which case the action shall be recorded in the Clerk's minutes and Membership Book.

2. FISCAL YEAR

2.1 The fiscal year shall be from January 1 through December 31.

3. MEETINGS

Regular and special business meetings shall be held as provided herein.

3.1 Business Meetings

- a. South Broadway Baptist Church shall abide beneath the authority of Jesus Christ and shall function recognizing the authority of congregational rule.
- b. The quarterly business meetings for each year shall be the third Sundays of January, April, July, and October. The annual business meeting shall be the second Sunday in December for the purpose of approving the budget, Nominating Team recommendations, and any other items on the agenda. If the need arises, a prescheduled or special-called business meeting can be rescheduled by the elders and notification given to the church as soon as possible.
- c. A quorum to do business shall consist of all voting members present. Voting members are those members, eighteen years of age or older.
- d. Any new business items requiring action must be submitted to the office at least three weeks before the business meeting date. The item will then be added to the agenda. Action will only be taken on items found on the agenda for new business.

3.2 Special-Called Business Meetings

- a. Special business meetings may be called by the Pastor or the Elders at any time. Special business meetings must be announced at two consecutive morning worship services, no less than two weeks before the set date. Announcements must state the time, place, and purpose of such business meeting, and no business other than that specified in the announcement shall be acted upon at such business meeting.
- b. Any member may request a special-called business meeting by submitting a written request signed by at least ten percent of the total church membership to the Elders. Upon reception, the Elders shall schedule a special-called business meeting within thirty days of their receipt of the request.

3.3 Parliamentary Rules

All business meetings shall be conducted according to "Robert's Rules of Order."

4. ELECTIONS

Biblical church offices are Elders and Deacons. In addition, our church recognizes the administrative positions shown below in 4.2. All officers must be church members prior to and during their service in officer roles. All other positions would be considered administrative and support staff and would not be required to be members of South Broadway Baptist Church. Examples would be Administrative Assistant and Financial Secretary.

4.1 Elders and Deacons

Elder and Deacon elections can take place at any time throughout the year.

- a. Elders see sections 5.3 and 5.8
- b. Deacons see section 6.2

4.2 Officers and Teams

Officers and Teams elections will take place at the annual business meeting in December.

Officers

- a. Moderator and Vice Moderator see section 8.1
- b. Clerk and Assistant Clerk see section 8.2
- c. Treasurer and Assistant Treasurer see section 8.3

Teams

- a. Trustees see section 9.1
- b. Personnel see section 9.2
- c. Financial Stewardship see section 9.3
- d. Nominating, see section 9.4
- e. Counting, see section 9.5

4.3 Special Elections

Special elections to fill vacancies may be held at any regular or special-called business meeting.

5. Elders

5.1. Elders

The terms Pastor, Elder, Overseer, and Shepherd refer to the same biblical role, function, and office; and may be used interchangeably. The Elders should be comprised of no less than three men, excluding the staff Elders, who are active members and satisfy the qualifications for the office of Elder set forth in Bylaw 5.2. No Elder shall hold the office of Deacon during his tenure as Elder.

5.2 Qualification

The qualifications for Elders are set forth in 1 Timothy 3:1-7, Titus 1:6-9, and 1 Peter 5:1-4.

5.3 Selection of Lay Elders

Any qualified man who is a church member for at least 12 months may be considered for the office of lay Elder.

The process for selecting an Elder shall be as follows.

- a. Any church member may recommend any qualified man who is a church member to the Elders.
- b. The Elders shall consider all recommendations and examine the individual's qualification, gifting, and aspiration.
- c. Upon examination, if the Elders deem him qualified, gifted, and aspiring, he may be nominated as an Elder candidate to the congregation by a unanimous vote of the Elders.
- d. Elder candidates shall be presented to the church in any worship gathering of the church at least thirty days prior to a vote of affirmation. Church members shall have an opportunity to hear the candidate's testimony. Questions, comments, or concerns shall be submitted to the Elders.
- e. Elder candidates shall be affirmed by a three-fourths majority vote of affirmation by the members present and voting at any business meeting.
- f. Upon a vote of affirmation, Elder candidates shall be ordained and/or installed as an Elder during an Elder ordination service within a reasonable time frame.
- g. Once affirmed to the office, the lay Elders shall serve a three-year term with a mandatory one-year sabbatical. Under special circumstances, Elder terms may be lengthened by an unanimous decision of the Elders and a majority vote of voting church members present for the vote. Following the sabbatical year, upon the completion of the Elder selection process, he may be reinstated to the office of Elder.

5.4 Responsibilities

The Elders shall oversee the proper functioning of the ministry and resources of the church. In keeping with the principles set forth in Acts 6:1-6 and 1 Peter 5:1-4, the Elders shall devote their time to prayer, the ministry of the Word, and shepherding God's flock. The Elders shall fulfill the following four primary functions:

The Elders shall watch over and care for the flock by:

- a. Know the Flock (Proverbs 27:23; 1 Peter 5:2). The Elders shall seek to collectively know each member, to be acquainted with their individual situation.
- b. Feed the Flock (1 Timothy 3:2; 2 Timothy 4:2; Titus 1:9). The Elders oversee and approve all Bible teaching in the church.

- c. Lead the Flock (Hebrews 13:17; 1 Peter 5:2-3; 1 Timothy 5:17). The Elders lead in communicating the vision, goal, and purposes of the church to the congregation.
- d. Protect the Flock (Acts 20:28-31; Titus 1:9-11). The Elders are responsible for seeing that all ministries of the church are functioning within sound doctrine.

The Elders may establish ministry positions or teams to assist them in fulfilling their responsibilities. The Elders shall elect one of their members to serve each of the official corporate positions. The Elders may also propose funding for new salaried staff positions. The job description for any salaried staff position shall reside in the hands of the Personnel Team with the approval by the Elders.

5.5 Lead Elder

The Lead Elder (or Lead Pastor) is the church's primary teacher and is a member of the Elders as first among equals. He shall perform the duties of an Elder and shall be recognized by the church as particularly gifted for a full-time, financially supported ministry of preaching and teaching.

The Lead Elder shall be responsible for

- a. Lead worship gatherings,
- b. Oversee the ordinances of Baptism and the Lord's Supper,
- c. Supervise and evaluate all staff, Elders, and support staff, and
- d. Perform other duties as pertain to that office as set forth in the Constitution and Bylaws.

These responsibilities may be delegated to other individuals with the approval of the Elders. In his absence or incapacity, the Elders shall assume responsibility for his duties, any of which may be delegated. The Lead Elder shall not be subject to the three-year term limit of other Elders.

5.6 Staff Elders

The church may call additional salaried Elders who shall serve under the leadership of the Lead Elder. Staff Elders shall perform the duties of an Elder and shall be recognized by the church as particularly gifted for full-time ministry. Staff Elders shall assist the Lead Elder in the performance of his regular duties and perform other duties pertaining to the office of Elder set forth in a formal job description approved by the Elders. Staff Elders shall not be subject to the three-year term limit of other Elders.

5.7 Election of Salaried Elders and/or paid ministry staff positions

In the calling of any man to a salaried Elder position, or a paid ministry staff position, the Elders shall establish a Search Team which shall consist of Elders and non-Elder church members. A Search Team shall consist of no less than five individuals. The Elders shall present the Search Team to the congregation for a vote of affirmation by a majority of the members present and voting in any business meeting.

The Search Team shall serve under the authority of the Elders and be responsible for:

- a. Advertise the Elder or ministry position opportunity,
- b. Evaluate submitted resumes,
- c. Interview potential candidates, assessing their testimony, qualifications, and ministry ability,
- d. Ensure that the candidate wholeheartedly agrees with the Baptist Faith and Message 2000,

- e. Upon completion of the process, the Search Team shall make a recommendation to the Elders as to the hiring of said candidate.
- f. Ensure that the congregation has adequate opportunity to meet and assess the calling, ability, and gifting of the candidate. A notice of two weeks must be given to the congregation regarding the arrival of the candidate in view of a call.

Upon recommendation to the Elders, the Elders shall determine whether to present the candidate to the congregation for a vote of affirmation. If the Elders determine to present the candidate, they shall call a special business meeting. A three-fourths majority vote of affirmation by the members present and voting at the special business meeting shall be required to extend a call.

5.8 Elder Meetings

The Elders shall meet regularly to discuss the shepherding and care of the congregation. The Elders shall develop and maintain an accountability structure. Elders shall select one of their members to serve as chairman and one of their members to serve as secretary of the Elders every two years. Neither the Lead Elder nor Staff Elders may serve as chairman or secretary. Notice of Elders meetings - including date, time, and location - shall be made to the congregation.

5.9 Accountability

Elders are to continually hold one another accountable to the standards of Scripture and the requirements of their job descriptions. All salaried Elders shall receive a performance review led by the rest of the Elders each year. Any church member who witnesses or has direct knowledge of any unrepentant sin, false doctrine, or disqualifying activity of any Elder shall first confront that Elder privately according to Matthew 18:15-17.

5.10 Resignation and Termination

An Elder's term of office may be terminated by resignation, dismissal, or by expiration of his term of office. Any two members with reason to believe that an Elder has disqualified himself from his office should express such concern in writing to the Elders according to 1 Timothy 5:17-21. The Elders shall consider any charges made against an Elder and determine if the Elder has disqualified himself according to the qualifications outlined in Bylaw 3.1.1. If the remaining Elders determine he has disqualified himself, they shall, by a unanimous decision, remove the Elder from his office. In the event that the remaining Elders are unable to arrive at a unanimous decision regarding his removal, upon the recommendation of two Elders a special meeting shall be called for a church vote to remove the Elder from his position. A $\frac{3}{4}$ vote of the members present will be required for removal. The congregation shall be notified of the removal of the Elder in a timely manner. A salaried Elder who is removed from the office of Elder shall be immediately terminated from his salaried position.

6. Deacons

The office of Deacon is described in Acts 6:1-6 and 1 Timothy 3:8-13. The body is served by Deacons, who function under the authority of the Elders and provide for the physical needs of the congregation, enabling Elders to focus on prayer, the ministry of the Word, and caring for the membership.

6.1 Qualification

The qualifications for Deacons are set forth in Acts 6:3 and 1Timothy 3:8-13.

6.2 Selection

Any qualified man who is a church member may be considered for the office of Deacon. The process for selecting a Deacon shall be as follows,

- a. Any church member may recommend any qualified man who is a church member to the Elders.
- b. The Elders shall consider any recommendation and examine the individual's qualification, gifting, and aspiration.
- c. Upon examination, if the Elders deem him qualified, gifted, and aspiring, he may be nominated as a Deacon candidate to the congregation by a unanimous vote of the Elders.
- d. Deacon candidates shall be presented to the church in any gathering of the church at least thirty days prior to a vote of affirmation. Church members shall have the opportunity to hear their testimony. Questions, comments, or concerns shall be submitted to the Elders. If all concerns and questions have been thoroughly answered with no disqualifying issues, the Elders may move to continue with the vote of affirmation of the candidate at the next regular business meeting.
- e. Deacon candidates shall be affirmed by a three-fourths majority vote of members present and voting at any business meeting.
- f. Upon a vote of affirmation, Deacon candidates shall be ordained and/or installed as a Deacon during a Deacon installation service within a reasonable time.

Once affirmed to office, a Deacon shall serve a three-year term that may be renewed upon recommendation by the Elders and affirmed by a three-fourths majority vote of the members present and voting at any business meeting.

6.3 Responsibilities

The Deacons serve and support the ministry of the church, functioning under the Lordship of Jesus Christ and the leadership of the Elders according to Acts 6:1-7. Deacons shall fulfill four primary functions:

- a. Serve the Flock (Acts 6:3). Deacons serve in a specific, assigned task. They provide oversight for that task or area of ministry. They may assemble a team to assist with their task. The scope and approval of job descriptions for any Deacon assignment shall reside in the hands of the Elders. Deacons encourage others in the service of the church.
- b. Care for the Flock (Acts 6:1-4). Deacons assist the Elders in caring for the congregation by serving the physical needs of church members. Additionally, the Deacons may work with the Lead Pastor and Elders regarding the administration of benevolence funds.
- c. Promote Unity within the Flock (Acts 6:1-3). Deacons protect and promote church unity. The office of the Deacon was founded to help with a potentially divisive issue. The Deacons shall stay abreast of the pulse of the congregation, always striving to bring unity of the Spirit and the bond of peace.
- d. Lead the Flock by Example (Acts 6:3, 1Timothy 3:8-13). Deacons, as servants of the church, serve as examples of growing in their knowledge of God and obedience to His Word.

6.4 Deacon Meetings

The Deacons shall meet regularly to pray, coordinate the various ministries and teams of the church, and discuss the physical needs of the congregation. An Elder, selected by the Elders, shall moderate all Deacons' meetings.

6.5 Accountability

Deacons are to continually hold one another accountable to the standards of Scripture, the requirements of their job descriptions and are accountable to the Elders.

6.6 Resignation and Termination

A Deacon's term of office may be terminated by resignation, dismissal, or by the expiration of his term of office. Any two members with reason to believe that a Deacon has disqualified himself or is in sin should express such concern in writing to the Elders. Any such action shall be done in accordance with the instructions in Matthew 18:15-17 and 1 Timothy 5:17-21. After meeting with the Deacons, if the Elders determine the Deacon has disqualified himself, the Elders shall, by a unanimous decision, remove the Deacon from his office. The congregation shall be notified of the removal of the Deacon in a timely manner.

7. Professional Staff

Professional staff shall include all staff members hired by the church for a specific position. Such staff shall be under the authority and subject to the direction of the Lead Elder/Pastor. Professional staff positions do not require membership at South Broadway Baptist Church.

7.1 Financial Secretary

The Financial Secretary is a paid staff position. The Financial Secretary shall ensure all bills and employee payroll are paid, and prepare monthly, quarterly, and annual reports for the church. The Financial Secretary is responsible for all church financial accounts and the safety deposit box. Will keep employer's earnings record - gross, FICA, Federal Withholding, State Withholding, including the collection and retention of W-4 forms and distribution of employee copies of W-2. This position will also be responsible for filing all required state and federal employment forms, providing financial information for the Annual Church Profile (SBC), and shall be a non-voting member of the Financial Stewardship Team.

7.2 Administrative Assistant

The Administrative Assistant oversees the daily operations of the church office, including office administration, staff and building support, and any secretarial duties as required.

8. Officers

All Officer positions shall be filled by members.

8.1 Moderator and Vice-Moderator

The duty of the moderator is to oversee and direct all business meetings. The Vice moderator will assume the duties of the moderator in the absence of the moderator. The Moderator and Vice-Moderator shall be church members, nominated by the Elders, and affirmed by a two-thirds majority vote of the members present and voting at any business meeting. The moderator shall serve a three-year term. In the absence or incapacity of the moderator and Vice-Moderator, the Elders shall appoint one of their members to perform the duties of the moderator.

8.2 Clerk and the Assistant Clerk

The Clerk and the Assistant Clerk shall be nominated by the Elders, and affirmed by a two-thirds majority vote of the members present and voting at any business meeting. The Clerk shall serve a three-year term. In the absence or incapacity of the Clerk and Assistant Clerk, the Elders shall appoint a member to fill out the remainder of the term.

It shall be the duty of the clerk to:

- a. Record the minutes of all business meetings,
- b. Preserve an accurate roll of the membership and render reports as requested by the Elders or the church.

8.3 Treasurer and Assistant Treasurer

The Treasurer shall be nominated by the Elders and affirmed by a two-thirds majority vote of the members present and voting at any business meeting. The Treasurer and the Assistant Treasurer shall serve a three-year term. In the absence or incapacity of the Treasurer and Assistant Treasurer, the Elders shall appoint a member to fill out the remainder of the term.

The Treasurer and the Assistant Treasurer shall oversee the secure handling, accurate recording, depositing, and reporting of all church contributions. The Assistant Treasurer shall act in the absence of the Treasurer.

- a. Collect and count all contributions, including cash, checks, designated gifts, mailed donations, and online giving.
- b. Record all contributions on required reports and worksheets.
- c. Verify all counts with a second authorized individual.
- d. Prepare and deposit funds in a timely manner.
- e. Maintain accurate donor records for year-end tax reporting.
- f. Record and report online giving activity, including processing fees.
- g. Prepare and distribute weekly and monthly giving summaries.
- h. Reconcile all giving records for accuracy.
- i. Prepare and distribute annual donor giving statements.

Standards

- a. Maintain strict confidentiality of donor information.
- b. Follow established financial controls and verification procedures.
- c. Ensure accuracy, consistency, and timeliness in all financial records.

9. Teams

All Teams must be comprised of members.

9.1 Trustees

The Trustees shall be responsible for all real property and vehicles belonging to the church, shall take necessary measures for the protection, management, and upkeep of said property, and shall, when authorized by the church, enter into business contracts in the name of the church. The Trustee Team shall be responsible for the physical facility, equipment, and maintenance of our church.

Trustees shall be members, nominated by the Elders, and affirmed by a two-thirds majority vote of the members present and voting at any business meeting.

The Trustees shall serve a three-year term, with one rotating off each year.

9.2 Personnel team

The church shall establish a Personnel Team to assist the church in matters related to employed personnel administration. The team shall be comprised of an Elder selected by the Elders each year and three non-Elder church members. The non-Elder members shall serve three-year terms on a rotation basis, with one person rotating off and one person rotating on the team each year. The Elder shall serve as the chairman of the Personnel Team.

Provided funds are available in the budget or approved by the congregation in addition to the budget, the Elders may direct the Personnel Team to hire support staff with defined duties as needed.

The Personnel Team shall be responsible for

- a. Recommending salary packages, benefits, and adjustments for the paid staff.
- b. Consult with the Financial Stewardship Team.
- c. Developing personnel staff policies and procedures.
- d. Working with the Elders in writing job descriptions.
- e. Hiring support staff upon a majority vote of members present and voting at a business meeting.
- f. Provided funds are available in the budget or approved by the congregation in addition to the budget, the Elders may direct the Personnel Team to hire support staff with defined duties as needed.

Disciplinary actions involving a member of the support staff or non-Elder staff member shall be handled by the Personnel Team in consultation with the Elders.

9.3 Financial Stewardship Team

The church shall establish a Financial Stewardship Team to assist the church in matters related to the stewardship and accountability of the financial resources of the church.

The team shall consist of one lay Elder chosen by the Elders each year, a Deacon chosen by the Deacons each year, and three lay members serving a three-year term, with one rotating off each year. Lay members will be nominated by the Nominating Team. All voting team members will be presented at the December business meeting for church affirmation. The Financial Secretary and the Treasurer will serve as non-voting members.

The team will meet monthly to review credit card statements, administer receipts, and distribute funds. Establish financial policies, procedures, and safeguards to ensure the integrity of the church and its officers. It will also assist the Elders and the Personnel Team in financial matters related to personnel, including salaries and benefits. The Financial Stewardship Team shall oversee the distribution of scholarship funds.

The Financial Stewardship Team shall also be responsible for compiling and presenting the proposed budget to the Elders for approval. The final proposed budget shall be available to the church for review two weeks before the December business meeting and then be presented at the December business meeting for church affirmation by voting members present.

9.4 Nominating Team

The church shall establish a Nominating Team to assist the church in matters related to most volunteer service areas, including officers and teams. The team shall be comprised of an Elder selected by the Elders each year and three non-Elder church members. The non-Elder members shall serve three-year terms on a rotation basis, with one person rotating off and one person rotating on the team each year. The Elder shall serve as the chairman of the Nominating Team. The Nominating Team must present its recommendation to the church at the December business meeting. Recommendations from the Nominating Team regarding vacancies in positions throughout the year can be presented to the church at any business meeting.

9.5 Counting Team

The Counting Team shall serve with the Treasurer and shall be responsible for the safe and accurate collection and recording of the offerings from Sunday morning. Deacons will nominate members of the Counting Team should a vacancy arise. Members of the Counting Team must be members.

10. Ordinances

The symbolic ordinances of this church, in keeping with Baptist interpretation of the New Testament, shall be Baptism of Believers, by immersion, and the Lord's Supper, which shall be observed at such times as determined by the Elders.

11. Superseding Previous Actions

The adoption of this constitution shall supersede and render null and void all previous actions of the church not in accordance with its provisions.

12. Constitution and Bylaw Amendments

- a. Proposed amendments may be submitted by the Elders or by a group of ten or more church members.
- b. Amendments to this Constitution and Bylaws may be made by a three-quarters majority vote of affirmation by members present and voting at any quarterly business meeting, provided the amendment has been offered in writing at a previous quarterly business meeting, and has been announced at a Worship Gathering for two consecutive Sundays prior to such vote. A revised version shall be made available to members for review.

13. Constitution and Bylaw Review

When necessary, the Elders shall appoint a team to review the Constitution and Bylaws, keeping them up-to-date and of maximum usefulness in the ministry of the Church and the conduct of its business. Amendments may be proposed at any time in accordance with number 12 of the By-laws.

14. Effective Date

This Constitution shall be in full force and effect on and after its adoption by the church.