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

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.

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 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.

“For God so loved the world that He gave His only begotten Son, that whosoever believeth in Him should not perish, but have everlasting life.”

John 3:16

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

MAGNIFY and celebrate God through Worship;
MULTIPLY Christ's church through
EVANGELISM;
MODIFY lives through
FELLOWSHIP with believers,
MINISTRY to others,
DICIPLING all to maturity in Christ.

Article III
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 the Modify Board may designate.

Article IV
MEMBERSHIP

Any person professing faith in the Lord Jesus Christ, giving evidence of a change of heart, and accepting the faith and practice of this church as provided in the by-laws, shall be eligible for membership.

Article V
FISCAL YEAR

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

Article VI
MEETINGS

Regular and special meetings shall be held as provided in the by-laws.

Article VII
ELECTIONS

SECTION A: Annual Elections

The annual election shall be held at the last business meeting of the calendar year, in the manner prescribed in the by-laws.

SECTION B: Special Elections

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

Article VIII
DEFINITIONS & RESPONSIBILITIES

SECTION A: Elected Officers

1. Moderator
2. Vice-Moderator
3. Clerk
4. Assistant Clerk
5. Financial Secretary
6. Assistant Financial Secretary
7. Treasurer
8. Assistant Treasurer

SECTION B: Leadership Council

SECTION C: Elected Boards

1. Modify Board
2. Magnify Board
3. Multiply Board

SECTION D: Teams

1. Trustees
2. Ushers
3. Greeters
4. Hospitality
5. Nominating
6. Vision
7. Audio/Visual
8. Music
9. Pastoral Staff Relations
10. Special Teams
11. Pastoral Search Team

SECTION E: Pastor

The Pastor shall be called as provided in the by-laws.

SECTION F: Professional Staff

Such staff shall be employed as provided in the by-laws.

SECTION G: Appointed Representatives

1. Denominational Representatives
2. American Baptist Campus Ministries Board Representatives

Article IX
FINANCE

The finances of this church are primarily provided by personal, voluntary giving as an act of worship.

Article X
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.

Article XI
CONSTITUTION REVIEW

The Moderator shall be responsible to appoint a team to review the Constitution and By-laws every three years, 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 the Constitution and By-laws.

Article XII
CONSTITUTION AMENDMENTS

SECTION A: How Submitted

Proposed amendments may be submitted by the Leadership Council or by a group of ten or more church members in good standing.

SECTION B: Action on Amendments

Amendments may be made at any regular business meeting of the church by vote of two-thirds of the members present and qualified to vote, provided that the proposed amendment has been submitted in writing at the preceding regular business meeting.

Article XIII
EFFECTIVE DATE

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

Article XIV
ASSOCIATION

The church shall be associated with the American Baptist Churches, USA, and its related organizations, and shall work cooperatively with other Christian groups as the membership shall direct.

**BY-LAWS
SOUTH BROADWAY BAPTIST CHURCH**

**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**

MAGNIFY and celebrate God through Worship;
MULTIPLY Christ's church through
 EVANGELISM;
MODIFY lives through
 FELLOWSHIP with believers,
 MINISTRY to others,
 DISCIPLING all to maturity in Christ.

**Article III
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 the Modify Board may designate.

**Article IV
MEMBERSHIP**

SECTION A: Reception of Members

1. The candidates shall be eligible for membership in any one of the following ways:
 - a. candidates shall be welcomed into membership upon profession of faith and baptism by immersion,
 - b. candidates shall be welcomed into membership by transfer of letter of membership provided the candidates have been baptized by immersion,
 - c. candidates shall be welcomed into membership by prior Christian experience of confession of faith, believer's baptism by immersion, and church membership,
 - d. 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 Modify Board.

2. 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):
 - a. the candidate shall indicate their desire to unite with South Broadway Baptist Church by making a public declaration of that desire,
 - b. the church shall provide an orientation course for new members and those curious about the church,
 - c. the candidate shall share his/her testimony with representatives of the Modify Board,
 - d. the church shall begin to assist the candidate in finding a suitable ministry that will enable the candidate to serve Christ effectively,
 - e. the congregation shall vote to receive the candidate as a member of South Broadway Baptist Church.
3. Membership in good standing shall include the following qualities:
 - a. members shall exhibit regular involvement and participation in church services and ministries,
 - b. members shall faithfully support the work of the church financially,
 - c. members shall remain open to and accept suitable ministries and responsibilities in the work of the church,
 - d. members shall ask the church to hold them accountable, submitting to the counsel and discipline of the church for the purpose of mutual growth into the image of Jesus Christ.
4. Members who neglect their membership obligations by voluntarily absenting themselves from the services of this church for two years, by failing to communicate or contribute financially to the church, are not in good standing unless a satisfactory reason is known by the Modify Board.

SECTION B: Dismissals

1. By letter: any member in good standing desiring to unite with another Baptist Church, upon the request of such church, shall be granted a letter of transfer.
2. 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.
3. 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. The Modify Board will present a protocol for restoration, if appropriate.
4. Modify Board and Leadership Council shall seek to reclaim members not in good standing. Such persons shall be entered into a process designed to restore them to good standing. Should this process fail, membership shall lapse with written notification given.

Article V
FISCAL YEAR

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

Article VI
MEETINGS

SECTION A: Business Meetings

South Broadway Baptist Church shall abide beneath the authority of Jesus Christ and shall function recognizing the authority of congregational rule.

The quarterly business meetings for each year shall be established by the Leadership Council at the first Leadership Council meeting after the first day of each year. The last regular business meeting of the year shall be considered the Annual Business Meeting.

A quorum to do business shall consist of not less than fifteen percent of the voting members. Voting members are those members in good standing, fifteen years of age or older.

SECTION B: Special Meetings

Special meetings may be called by the Pastor, Moderator or the Leadership Council on one week's public notice at intervening church services, stating the time, place and purpose of such meeting. No business other than that specified in the announcement shall be acted upon at such meeting.

SECTION C: Church Service Meetings

Provided a quorum is present, any known church service may be convened as a business meeting for the acceptance of new members.

SECTION D: Parliamentary Rules

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

Article VII
ELECTIONS

SECTION A: Annual Election

1. The Nominating Team consisting of five members elected for two year terms, staggered, shall be recommended by the Moderator for election at the annual business meeting. The Nominating Team shall nominate candidates for all offices, Boards, and Leadership Council. The Nominating Team's report shall be posted one week prior to the Annual Business Meeting.
2. The election of Leadership Council members shall be for a term of five years, staggered.
3. The elected officers shall be for a three year term, elected at the Annual Business Meeting and shall assume their office the first of January.
4. Elections will take place at the annual business meeting where the slate of candidates from the Nominating Team will be considered. Nominations from the floor are welcomed only with prior approval by the nominee.
5. If a vacancy occurs during the calendar year, the Nominating Team is authorized to fill that position until the subsequent quarterly business meeting.

SECTION B: Special Elections

1. Calling a Pastor

When the Church is without a pastor, the Modify Board will secure pulpit supply in the interim. When the Pastoral Search Team selects a pastoral candidate, the Team shall give written notice to the congregation at least two weeks in advance of candidating. The matter of call will be voted immediately following the Sunday service of the candidacy at the special business meeting called for that purpose. The pastor shall be an ordained Baptist Minister in accord and harmony with the purposes and covenant of this church. He shall be called by a three-fourths majority vote of members present, by ballot.

2. Calling Additional Pastoral Staff

When it is desired to call personnel for specific Christian work, an appropriate board or team, the Leadership Council will appoint a team. The team shall recommend a candidate to the Leadership Council. If the Leadership Council approves, it will make the recommendation to the church with a suggested salary for final approval. The title shall be designated by the Leadership Council in keeping with the work for which each person is called.

Article VIII **DEFINITIONS & RESPONSIBILITIES**

SECTION A: Elected Officers

1. Moderator

The Moderator shall preside at business meetings of the church and shall be a member of and Chairman for the Leadership Council. The Moderator shall appoint such Teams not provided for otherwise and shall perform such duties as are common to the chairman of any business meeting. The Moderator has no special voting rights or authority to speak for the church except as authorized or directed by the Leadership Council.

2. Vice-Moderator

The Vice-Moderator shall act in the absence of the Moderator.

3. Clerk

The Clerk shall keep a record of all business transactions, keep minutes of all business meetings, and shall keep a roll of membership showing date and manner of admission and of dismissal of members. The Clerk shall be the Secretary to the Church Corporation and custodian of the Corporate Seal and Corporate Records. The Clerk shall act as the secretary of the Leadership Council.

4. Assistant Clerk

The Assistant Clerk shall act in the absence of the Clerk.

5. Financial Secretary

The Financial Secretary shall receive all funds, except as otherwise provided for special purposes and shall keep an accurate record of same and shall be an ex-officio member, and shall attend meetings of the Leadership Council. The Financial Secretary shall prepare reports for the Leadership Council.

6. Assistant Financial Secretary

The Assistant Financial Secretary shall act in the absence of the Financial Secretary.

7. Treasurer

The Treasurer shall pay out funds as duly authorized. The Treasurer shall report monthly and annually regarding the financial status of the church. The Treasurer shall be an ex-officio member of the Leadership Council and shall attend meetings of the Leadership Council.

8. Assistant Treasurer

The Assistant Treasurer shall act in the absence of the Treasurer.

SECTION B: Leadership Council

1. The Leadership Council shall provide overall leadership for South Broadway Baptist Church. The Leadership Council consists of the following members.

- 1) Moderator – 3 year term
- 2) Vice-Moderator – 3 year term
- 3) Member – 5 year term
- 4) Member – 5 year term
- 5) Member – 5 year term
- 6) Member – 5 year term
- 7) Member – 5 year term
- 8) Member – 5 year term
- 9) Pastor – Ex-officio
- 10) Clerk – Ex-officio
- 11) Financial Secretary – Ex-officio
- 12) Treasurer – Ex-officio

2. For each of the elected Boards, the Leadership Council shall provide one liaison person from its membership.

3. The Leadership Council shall appoint the Worship Producer and the Nursery Coordinator.

4. The Leadership Council shall be assisted by the following teams:

- 1) Nominating Team
- 2) Vision Team
- 3) Trustee Team
- 4) The Pastoral Staff Relations Team

5. The Leadership Council shall meet together to present, coordinate and propose church business. It shall be responsible for the development and administration of the financial program of the church. It shall be the originator of or the primary vehicle through which business shall be submitted to the church, except:
 - a. Reception and/or dismissal of members.
 - b. Election of board members and officers.
 - c. Approval of the church budget.
 - d. Acquisition and/or selling of real estate.
 - e. Calling a pastor and/or associate pastor.

The above items will always be voted on by the church body in a properly assembled meeting.

6. The Leadership Council shall be responsible for developing appropriate recommendations with supportive material to assist church members in making decisions on matters which are brought before the church body. The Leadership Council shall appoint special teams as needed.
7. When any council member demonstrates inactivity (missing three meetings consecutively) the council shall attempt to restore the member to activity. If unable to restore the member to involvement, the council shall declare a vacancy and notify the Nominating Team of the vacancy. Notice of the action shall be given to the inactive member.
8. Should the removal of any council member become necessary or desired as a result of an uncooperative spirit or disqualifying lifestyle,
 - a) the Leadership Council may remove such person by $\frac{3}{4}$ vote of council members,
 - b) any 10 South Broadway Baptist Church members in good standing may petition the council for removal.
 - c) if the preceding methods of removal fail to satisfy the council or petitioners, request for removal may be presented at a business meeting.

SECTION C: Elected Boards

All boards shall elect a chairperson and a secretary/co-chairperson.

A quorum shall be at least two-thirds the number of members serving on a board.

Each board named in this article shall have a regular monthly meeting.

When any board member demonstrates inactivity (missing three meetings consecutively) the board shall attempt to restore the member to activity. If unable to restore the member to involvement, the board shall declare a vacancy and notify the Nominating Team of the vacancy. Notice of the action shall be given to the inactive member.

Church Boards and Teams will assist the Leadership Council in proposing their portion of the budget.

1. MODIFY BOARD

A. The Modify Board shall fulfill the Mission of South Broadway Baptist Church by administering programs to secure the discipleship of the congregation. The Board shall consist of six members elected to a three year term staggered and be divided into:

1. Two as overseers for Church Care
2. Two as overseers for Christian Education
3. Two as overseers for Church Community Building (Fellowship)

B: The Modify Board shall be the vehicle through which church membership issues are brought to business meetings.

C. The Modify Board shall establish ministry teams to facilitate success in mission including:

1. The Shepherding Team which shall...
 - a. Offer care to congregants
 - b. Prepare and serve communion for congregation and shut-ins
 - c. Assist in Baptism and other church membership issues
 - d. Distribute Benevolence Funds
2. The Christian Education Team shall organize and administer educational programs for the congregation.
3. The Fellowship Team shall build the spirit of community among the congregation.

2. MAGNIFY BOARD

A: The Magnify Board shall fulfill the Mission of South Broadway Baptist Church by overseeing and facilitating worship experiences for the congregation.

B: The Magnify Board shall consist of four members. One member is the Worship Producer who shall be appointed by the Leadership Council. Three members shall be elected to a three year term, staggered and be divided into:

- One as overseer for technological aspects of worship.
- One as overseer for the artistic aspects of worship.
- One as overseer for the environmental aspects of worship.

C. The Magnify Board shall establish teams to facilitate success in Mission, including:

1. Audio/Visual Team
2. Music Team
3. Greeter Team
4. Usher Team

D. The Magnify Board shall secure pulpit supply in the temporary absence of pastoral staff.

3. MULTIPLY BOARD

A. The Multiply Board shall fulfill the Mission of South Broadway Baptist Church by leading the congregation in the areas of multiplying Christ's church.

- B. The Multiply Board shall consist of six members elected to a three year term, staggered and divided into:

- Two members will oversee missions.

- Two members will oversee evangelism.

- Two members will oversee public relations.

- C. The Multiply Board shall establish ministry teams to facilitate success in mission.

SECTION D: Teams

A quorum shall be two-thirds of the members serving on the team.

Each Team named in this article shall have meetings as deemed necessary by the Chairman.

1. TRUSTEE TEAM

- A. The Trustee Team shall be appointed by and responsible to the Leadership Council.

- B. The Trustee Team 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. Shall, when authorized by the church and the Leadership Council enter into business contracts in the name of the church. The Trustee Team shall be responsible for the physical facility, equipment, and maintenance.

- C. The Trustee Team shall be composed of five members. The Team shall elect a Chairperson and Secretary/Co-chairperson.

2. USHERS TEAM

The ushers are responsible to the Magnify Board for the purpose of facilitating the worship environment. The Ushers are appointed by the Magnify Board.

3. GREETERS TEAM

The Greeters Team shall be appointed by and responsible to the Magnify Board for the purpose of facilitating the worship environment.

4. HOSPITALITY TEAM

The Hospitality Team shall be appointed by and responsible to the Modify Board. The Hospitality Team shall be responsible for all church dinners and funeral dinners.

5. NOMINATING TEAM

The Nominating Team shall be responsible to the Leadership Council.

The Nominating Team shall nominate candidates for all offices and Boards and Leadership Council.

The Nominating Team shall be recommended by the Moderator for election at the annual business meeting.

6. VISION TEAM

The Vision Team shall be appointed by and responsible to the Leadership Council.

The Vision Team shall prayerfully study and discern God's vision for the church as an advisory team to the Leadership Council.

7. AUDIO/VISUAL TEAM

The Audio/Visual Team shall be appointed and responsible to the Magnify Board.

8. MUSIC TEAM

The Music Team shall be appointed by and responsible to the Magnify Board.

9. PASTORAL STAFF RELATIONS TEAM

a. The Pastoral Staff Relations Team is responsible to the Leadership Council. The Team shall be composed of the Chairperson, or an elected representative, from the Leadership Council and each Board, the Moderator or Vice-Moderator, and the Pastor(s).

b. The goals of the Pastoral Staff Relations Team are:

- 1) Pastoral Staff Relations Team is the advocate for unity and peace within the church, particularly in relation to Pastor and congregation relationships.
- 2) Pastoral Staff Relations Team is a monitor of the pastor-to-church and church-to-pastor relationship.
- 3) Pastoral Staff Relations Team is a guardian of the responsibilities and expectations of the Pastor(s) and of the congregation.

10. SPECIAL TEAMS

Special Teams may be appointed by any of the Church Boards and will be responsible to the appointing Board.

11. PASTORAL SEARCH TEAM

The Pastoral Search Team composed of seven members, shall be elected at a regular or called business meeting of the church to serve until a pastor is secured and installed. As soon as feasible, after it is announced that a vacancy exists, the Moderator shall select nominees representing the entire church and the three boards to present them to the church for election.

SECTION E: Pastor

The Pastor shall be an ordained Baptist Minister in accord and harmony with the purposes and covenant of this church. The Pastor shall be the spiritual leader of the church and shall carefully watch over and provide for the religious interest of the church. The Pastor shall perform the scriptural duties of the office. The Pastor shall arrange for and conduct public services, in cooperation with the Magnify Board, of the church and administer its ordinances. The Pastor shall be an ex-officio member of all boards of the church.

SECTION F: Professional Staff

Professional staff shall include all ordained and non-ordained staff members called by the church for the specific ministries clearly defined in the guidelines as developed for the specific position. Such staff shall be under the authority of the appropriate board and subject to the direction of the senior pastor.

SECTION G: Appointed Representatives

1. Denominational Representatives

Representatives shall be appointed by the Leadership Council to represent South Broadway Baptist Church in denominational meetings.

2. American Baptist Campus Ministries Board Representatives

Two members shall be appointed by the Leadership Council to serve on the American Baptist Campus Ministries board and shall perform duties as specified in the American Baptist Campus Ministries Charter.

Article IX **FINANCE**

The Leadership Council shall close all financial books at the end of each calendar year and secure a qualified person to review those books. The report shall be filed with the first business meeting in March following the end of the calendar year. The review shall include all monies received or disbursed in the name of South Broadway Baptist Church.

Article X **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.

Article XI **CONSTITUTION REVIEW**

Every third year the Moderator shall be responsible to appoint a team to review the Constitution and By-laws, 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 Article XII of the By-laws.

Article XII **CONSTITUTION AMENDMENTS**

SECTION A: How Submitted

Proposed amendments may be submitted by the Leadership Council or by a group of ten or more church members who are in good standing.

SECTION B: Action on Amendments

Amendments to this Constitution may be made at any regular business meeting of the church by vote of two-thirds of the members present and qualified to vote, provided that the proposed amendment has been submitted in writing at the preceding regular business meeting.

Article XIII
EFFECTIVE DATE

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

Article XIV
ASSOCIATION

The church shall be associated with the American Baptist Churches, USA, and its related organizations, and shall work cooperatively with other Christian groups as the membership shall direct.

TEAM FOR REVISION OF CONSTITUTION

Bob Bruce, Moderator
Warren Wells, Board of Stewardship & Finance
John Fleske, Member-at-Large
Marlene Willis, Member-at-Large
Kay Pontious, Board of Trustees
Richard Tackkett, Minister-at-Large
Rev. Joel Hahn, Pastor

