



Our Statement of Faith

This Statement of Faith summarizes the doctrinal beliefs of East Side Baptist Church and is an expression of what we believe to be the teaching of the Bible.

1. The Scriptures

We believe that the Bible is the Word of God. The Scriptures were written as the Holy Spirit moved men to write the very words of God without error or contradiction. This divine inspiration is true only of the sixty-six books of the Old and New Testaments and extends to every part of the Bible and to every word and letter of the original writings. We believe that the Scriptures have been accurately preserved over the centuries through copies that reflect the original manuscripts.

1 Thessalonians 2:13; 2 Timothy 3:16-17; 2 Peter 1:20-21; John 16:12-13; John 17:17; Proverbs 119:160; Matthew 5:17-18; Psalm 119:105

We believe that the Bible is a unique book in that it alone reveals the truth by which we can know God accurately and the way of salvation clearly. Its message is clear and powerful, it is sufficient for life and godliness, and it is the final authority for faith and practice.

Romans 10:9-17; Psalm 119:130; 2 Peter 1:19; Jeremiah 23:29; Hebrews 4:12-13; 2 Peter 1:3; Matthew 4:4; Acts 17:11

2. God

We believe that there is only one true and living God. He is an infinite, all-knowing, all-powerful, everywhere-present Spirit. He is one in essence and eternally exists as three co-equal and co-eternal persons: Father, Son, and Holy Spirit. He has created all things by His Word out of nothing and continues to sustain, provide for, and rule all He has made for His glory. He is perfectly holy and good and is worthy of all of our love, trust, and obedience.

Deuteronomy 6:4; Isaiah 45:5-7; 1 Corinthians 8:4; Jeremiah 10:10; 1 Kings 8:27; Isaiah 40:28; Jeremiah 32:17; Daniel 4:34-35; Psalm 139:7-10; John 4:24; Matthew 3:16-17, 28:19; 2 Corinthians 13:14; Genesis 1:1-3; John 1:1-3; Hebrews 11:3; Psalm 103:19; Isaiah 43:7; 1 Corinthians 10:31; Isaiah 6:1-3; Psalm 145:8; 1 John 4:8; 1 Peter 5:6-7; John 14:15

3. Man and Sin

We believe that God created man in His own image so that we might know, love, and enjoy Him. He did not evolve mankind from pre-existing life, but formed the first man from the dust of the ground on the sixth day of creation. He creates us immutably as male and female. God grants us equal value, and gives us complementary differences for His glory and our good. The image of God that we bear makes us distinct from the rest of creation and valuable from the moment of conception to the natural end of life.

Genesis 1:26-27; Acts 17:26-31; Isaiah 43:7; Genesis 2:7, 15-28; 1 Corinthians 11:8; Psalm 8:3-6, 139:13; Jeremiah 1:5; Genesis 9:6

The first man, Adam, was created in innocence; but he rebelled against the revealed will of God and introduced sin into our world. His sin has infected all of creation, and as a result we are sinners by nature and by choice. We are alienated from God, lost, blind, deceived, wicked, and spiritually dead.

Genesis 3:1-7; 1 Timothy 2:13-14; Genesis 3:17; Romans 8:20-23; 5:12; Psalm 51:5; Romans 3:23; 1 John 1:8; Jeremiah 17:9; Romans 3:10-18; Ephesians 2:1-3, 2:12; Colossians 1:21; Romans 1:18-32, 6:23; Isaiah 59:2

Our sin makes us guilty before God and deserving of punishment. The Bible teaches that the wages of sin is death and that spiritual, physical, and eternal death is the just consequence of our rebellion. We are children of wrath and incapable of changing our dire situation. Our only hope is the grace of God.

Genesis 2:17; Isaiah 64:6; Romans 3:19-20; Ephesians 2:3; Revelation 21:8; 1 Corinthians 15:21-22; Ephesians 2:4-10

4. Jesus Christ

We believe that Jesus Christ is the eternal Son of God. He freely added full humanity to His full deity, having been miraculously conceived by the Holy Spirit in a virgin named Mary. He is the promised Messiah, who obeyed the Father completely and is entirely without sin. He willingly became the perfect, final, and eternal sacrifice for sin by taking our sin and its penalty on Himself, shedding His blood, and dying on the cross as our substitute.

John 1:1-3; Colossians 1:15-20; Hebrews 1:1-3; Matthew 1:18-21; John 1:14-18; Galatians 4:4; Genesis 3:15, 22:15-18; 2 Samuel 7:12-16; Isaiah 9:1-7; John 15:10; Luke 22:66-71; Mark 14:36; Hebrews 4:14-15; John 10:18; Hebrews 1:3, 7:25; 1 Peter 2:24; 2 Corinthians 5:21

Jesus died, was buried, and physically rose from the grave, having conquered sin and death.

He ascended to heaven and is now exalted at the right hand of the Father, where He continues to serve believers as their High Priest, Intercessor, and Advocate. This good news is called the Gospel of Jesus Christ.

Matthew 27:50-28:10; Mark 15:22-16:13; Luke 23:44-24:12; John 19:28-20:10;
1 Corinthians 15:3-8, 56-57; Acts 1:9-11; Hebrews 1:1-3, 7:25, 8:1-2; 1 John 2:1

5. Salvation

We believe that salvation is the gift of God to a sinful world. All who hear the Word of God, believe the gospel, and call on the name of the Lord Jesus in repentance and faith are given new life now and forever. They are united with Him and made fully acceptable to the Father. They are forgiven of their sin, credited with the righteousness of Jesus Christ, reborn, and adopted into the family of God.

Romans 6:23; Mark 1:14-15; John 3:16; Romans 10:8-17; Ephesians 1:3-7;
Romans 5:1, 18-21; John 3:3; Ephesians 1:3-5

We make no contribution to our salvation and can be saved only by the grace of God through faith in Jesus Christ alone. Jesus provides all that is necessary for us to be forgiven of our sin, restored to a right relationship with the Father, and kept secure as we persevere in the faith.

Ephesians 2:1-10; John 14:6; Acts 4:12; John 10:27-29; 1 Peter 1:3-5;
Hebrews 3:12-14

We believe that salvation brings transformation. Those who receive new life in Christ are progressively changed into His image as they submit to His lordship and depend on His power.

2 Corinthians 3:18, 5:14-15, 17; Ephesians 4:21-24; Philippians 4:13; Titus 2:11-14

6. Holy Spirit

We believe that the Holy Spirit is God. He is not simply a divine force, but the third Person of the triune God. His primary ministry is to bring glory to Jesus Christ. He does this by convicting unbelievers of sin, righteousness, and judgment, and calling them to trust Jesus with their whole lives. He regenerates, seals, indwells, illumines, teaches, guides, assures, and empowers believers so that they are transformed into the image of Christ as they serve and grow in joyful obedience to the Word of God.

Genesis 1:2; Acts 5:3-4; 1 Corinthians 2:10-13; Psalm 139:7; Job 33:4; John 16:7-14;
John 6:63; Ephesians 1:13-14, 4:30; Romans 8:9-11; John 14:17; 1 Corinthians 2:14;
John 14:26; John 16:13; Romans 8:16; Ephesians 3:16; Romans 15:13;
2 Corinthians 3:18

We believe that the Holy Spirit gives spiritual gifts to every believer for the glory of Christ and the edification of the church. We teach that the sign gifts such as speaking in tongues and instantaneous healing gradually became unnecessary and ceased as the New Testament was completed and its authority was established.

1 Corinthians 12:4-11; John 16:14; 1 Corinthians 14:12; Hebrews 2:1-4;
1 Corinthians 13:8-11

7. The Church

We believe that the church is the body and bride of Christ. Jesus promised to build His church and began fulfilling His promise when the Holy Spirit was given on the Day of Pentecost. All who have been saved from their sin by the grace of God through faith in Jesus Christ are a part of His church.

Ephesians 2:22-23, 5:22-32; Colossians 1:18; 1 Corinthians 12:12-30;
Matthew 16:18; Acts 2:1-47; Ephesians 2:8-22; 1 Peter 2:9-10; Ephesians 3:20-21

The purpose of the church is to glorify God by making disciples of Jesus Christ. The church makes disciples by gathering in local assemblies to worship and enjoy God through the preaching and teaching of His Word, prayer, fellowship, the exercise of spiritual gifts, and the observance of the ordinances. The church also makes disciples by dispersing to live out the implications of the gospel in their everyday lives and proclaiming the Gospel of Jesus Christ to a sinful world which must hear the good news in order to believe and be saved.

Matthew 28:19-20; Acts 2:41-42; 1 Peter 4:10-11; Ephesians 4:11-13;
1 Corinthians 11:23-26; Romans 10:13-17

We believe that the local church is to be self-governed according to the will of God as revealed in the Scriptures. Jesus is the head of the church, and every member is responsible to humbly submit to His lordship. The church is to guard its moral and doctrinal purity by graciously seeking the repentance and restoration of sinning members through the principles of church discipline found in Matthew 18:15-18, 1 Corinthians 5:1-5, and 2 Corinthians 2:1-11.

Titus 1:5; 1 Timothy 5:17; Ephesians 1:22, 5:23; Colossians 1:18; Luke 9:23

We teach that the Lord Jesus commanded His church to observe two ordinances: baptism and the Lord's Supper. These ordinances do not contribute to the salvation of those who participate in them, but serve as visual reminders of what God has done for His church.

Matthew 28:19-20; 1 Corinthians 11:23-26; Ephesians 2:8-9

Baptism is an outward expression of faith that symbolizes the union of a believer with Jesus Christ in His death, burial, and resurrection. We believe that baptism is to be by immersion as it follows the biblical pattern closely and communicates the meaning of the ordinance clearly. All who make a credible confession of faith in Jesus Christ are eligible for baptism.

Romans 6:3-7; Acts 8:36-39; Acts 2:41

The Lord's Supper symbolizes and proclaims the work of Jesus on the cross. The bread represents His body that was broken for our sin, and the cup pictures the New Covenant that was established in His blood. The Lord's Supper is to be celebrated as believers gather to remember Christ, examine their lives in light of the gospel, and rejoice in the salvation they share.

1 Corinthians 11:23-26

8. Angels and Satan

We believe that angels are spirit beings created by God to serve and worship Him. They are messengers of God who promote His rule and minister to believers.

Hebrews 1:14; Psalm 148:2-5; Colossians 1:16; Psalm 103:20; Isaiah 6:1-3;
Hebrews 1:6; Luke 2:9-10; Psalm 91:11

Satan is an angel that led a rebellion against God and was cast out of heaven along with a multitude of angels that followed him. He is the enemy of God and leads the demons in a spiritual war against God and His people. He has been defeated through the death and resurrection of Jesus Christ, but will continue to fight until he is finally thrown into the Lake of Fire where he will remain for all eternity.

Ezekiel 28:11-19; Isaiah 14:12-17; Revelation 12:7-9; John 8:44; 2 Corinthians 4:3-4;
Ephesians 6:11-12; 1 Peter 5:8; Genesis 3:15; 1 John 3:8; John 12:31, 16:11;
Revelation 20:10

9. The Return of Jesus Christ and Eternity

We believe in the personal and bodily return of our Lord Jesus Christ. He will gloriously return at any moment to establish His kingdom by delivering the world from the power of Satan and handing it over to the Father. He will raise the bodies of the dead and judge all mankind. Those who remain in their sin will be punished with eternal and conscious torment in the Lake of Fire. All who have been saved by Jesus Christ will be perfected to dwell in the presence of God, where they will fully know, love, and enjoy Him forever.

John 14:1-3; Acts 1:9-11; Luke 12:40, 17:24; 1 Corinthians 15:42; Daniel 12:2;
John 5:28-29; Acts 24:14-15; Matthew 25:41; John 3:16-18; Revelation 20:11-15;
1 Corinthians 15:35-56; Psalm 16:11; Revelation 22:1-5

We teach that the events above will occur in this order. Jesus will return to remove His church from the world, and a seven-year time of tribulation will follow. Following this time of wrath, Jesus will descend from heaven with believers to establish a one-thousand-year earthly kingdom. After this millennial period, Jesus will put an end to the work of Satan and create a new heaven and earth, where believers will joyfully dwell with God forever.

1 Thessalonians 4:13-18; Daniel 9:24-27; 19:11-21, 20:1-6, 20:7-10, 21:1-4, 22:1-5

10. Marriage and the Family

We believe that marriage is a picture of Christ's relationship with His bride, the church. God designed it to be the union of one man and one woman in a covenant relationship for a lifetime. It is the God-ordained framework for intimate companionship, the pattern for procreation, and the proper context for sexual expression.

Ephesians 5:22-33; Genesis 2:15-25; Matthew 19:3-9; Genesis 2:18, 1:27-28,
2:24-25; Proverbs 5:15-20

We believe God has given husbands and wives complementary roles in marriage. A husband is to love his wife as Christ loved the church. He is to provide for, protect, and lead his family. A wife is to submit herself graciously to the servant leadership of her husband as unto the Lord. She is to respect him and serve as his helper in managing the household and nurturing the next generation.

Genesis 2:15, 18; Ephesians 5:22-33; Colossians 3:18-19; 1 Peter 3:1-2, 7

We believe that the family is the foundational institution of human society. Families are made up of individuals who are related to one another by biblical

marriage, blood, or adoption. Children, from the moment of conception, are a blessing and heritage from the Lord. God has given parents the responsibility of displaying Christ's love for His church through their marriage relationship. They are to teach their children spiritual and moral values, model a consistent lifestyle of loving discipline, and demonstrate wise decision making based on biblical truth. Children have a responsibility to honor and obey their parents.

Genesis 1:27-28, 2:24; Psalm 139:13, 127:3, 112:1-2; Proverbs 20:7, 31:28;
Colossians 3:21; Proverbs 1:8; Ephesians 6:1-3; Colossians 3:20

Summary

We believe that this Statement of Faith accurately reflects the teaching of the Bible. It summarizes the essence of our faith, shapes our conduct, and unifies us as a church. It is to the praise and glory of God that we hold fast to these truths.



Our Church Constitution

Article 1 - Name

The name of this organization shall be East Side Baptist Church, Crawfordsville, Indiana. It is incorporated as a non-profit corporation under the laws of the state of Indiana.

Article 2 – Beliefs

The membership of East Side Baptist Church has adopted a Statement of Faith which identifies our doctrinal beliefs and is an expression of what we believe to be the teaching of the Bible.

Article 3 - Purpose

We exist to glorify God by being and making disciples of Jesus Christ as we apply the transforming power of the Gospel to everyday life.

We carry out this mission by conducting a Baptist church in accordance with the Word of God and the Statement of Faith and Constitution of this local church.

Article 4 - Associations

East Side Baptist Church is autonomous and maintains the right to govern its own affairs, independent of any denominational control. However, recognizing the benefits of cooperation with other associations, this church may voluntarily affiliate with churches of like faith and practice. This Church voluntarily affiliates with The General Association of Regular Baptist Churches (G.A.R.B.C.) and Crossroads Fellowship.

The church may choose to voluntarily join or withdraw from associations of churches of like faith and practice by a two-thirds majority vote of the members present at a meeting provided the intention of such vote is announced on two consecutive Sunday morning services prior to the meeting.

Article 5 - Membership

This church shall be composed of members who profess faith in Jesus Christ as their Savior and Lord, have been baptized by immersion since their conversion, give evidence of being born again by their conduct, and affirm the faith and practice of the church as expressed in the Statement of Faith and Constitution of East Side Baptist Church.

Those in teaching ministries will teach according to and not contrary to the Statement of Faith at East Side Baptist Church.

Section 1 – Our Commitments

The responsibilities of church members are expressed in Our Commitment to One Another, Our Commitment to Love and Liberty, and Our Commitment to Biblical Peacemaking.

1.1 Our Commitment to One Another

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 this church in knowledge, holiness, and compassion; to promote its prosperity and spirituality; to attend its services regularly; to sustain its worship, ordinances, discipline, and doctrines; to give faithfully of our time and talent; to contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the help of those in need, and the spread of the Gospel.

We also engage to maintain family and private devotions; to train our children according to the Word of God; to seek the salvation of our relatives, friends, neighbors, and acquaintances; to walk carefully and cautiously in the world; to be just, faithful, and exemplary in our conduct; to be wise and loving in the exercise of our Christian liberty; to respond to conflict with grace and truth; and to be zealous in our efforts to advance the kingdom of our Savior.

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 to seek it without delay.

We moreover engage that, if we leave East Side Baptist Church, we will as soon as possible unite with a church of like faith and practice where we can carry out the spirit of this covenant and the principles of God's Word.

1.2 Our Commitment to Love and Liberty

As a body of believers governed by the Word of God, we are committed to the loving and wise use of Christian liberty. Christian liberty is the freedom to live in ways that God has not restricted by His commandments. We will

use the following questions to determine whether or not it is wise and loving to engage in activities not specifically forbidden in God's Word.

- Will this lead to freedom or slavery? (1 Cor. 6:12)
- Will this be a stepping stone or a stumbling block? (1 Cor. 8:13)
- Will this build up or tear down? (1 Cor. 10:23)
- Will this glorify Christ or will it only please me? (1 Cor. 10:31)
- Will this help to win the lost or turn them away? (1 Cor. 10:33)

Based on these principles, we teach that certain socially acceptable activities such as gambling and the use of alcohol and tobacco are unwise and potentially harmful for believers.

1.3 Our Commitment to Biblical Peacemaking

As people reconciled to God by the death and resurrection of Jesus Christ, we believe that we are called to respond to conflict in a way that is remarkably different from the way the world deals with conflict. We also believe that conflict provides opportunities to glorify God, serve other people, and grow to be like Christ. Therefore, in response to God's love and in reliance on his grace, we commit ourselves to responding to conflict according to the following principles.

Glorify God - Instead of focusing on our own desires or dwelling on what others may do, we will rejoice in the Lord and bring Him praise by depending on His forgiveness, wisdom, power, and love, as we seek to faithfully obey His commands and maintain a loving, merciful, and forgiving attitude.

Get the log out of your eye - Instead of blaming others for a conflict or resisting correction, we will trust in God's mercy and take responsibility for our own contribution to conflicts—confessing our sins to those we have wronged, asking God to help us change any attitudes and habits that lead to conflict, and seeking to repair any harm we have caused.

Gently restore - Instead of pretending that conflict doesn't exist or talking about others behind their backs, we will overlook minor offenses or we will talk personally and graciously with those whose offenses seem too serious to overlook, seeking to restore them rather than condemn them. When a conflict with a Christian brother or sister cannot be resolved in private, we will ask others in the body of Christ to help us settle the matter in a biblical manner.

Go and be reconciled - Instead of allowing relationships to wither, we will actively pursue genuine peace and reconciliation by forgiving others as

God, for Christ's sake (Col. 3:13), has forgiven us, and seeking just and mutually beneficial solutions to our differences.

By God's grace, we will apply these principles as a matter of stewardship, realizing that **conflict is an opportunity**, not an accident. We will remember that success in God's eyes is not a matter of specific results, but of faithful, dependent obedience. And we will pray that our service as peacemakers will bring praise to our Lord and lead others to know His infinite love. *Adapted from Peacemaker Ministries. www.peacemaker.net*

Section 2 – Our Membership Process

The reception, dismissal, discipline, and restoration of members are to be directed by the Pastor(s) and deacons.

2.1 Reception

Those desiring to unite with this church shall meet with the deacons to give testimony of the Gospel, their conversion, and their Christian experience. They shall also express their acceptance of and adherence to the Statement of Faith and Constitution of the church.

Upon the recommendation of the deacons, candidates shall be baptized as necessary and presented to the church for membership.

A majority vote of members present at a meeting of the church is required to approve an individual for membership.

Those coming from a church of like faith and practice shall, as a courtesy between churches, request a letter of transfer from their previous church.

2.2 Dismissal

Dismissal from membership will be granted when an individual makes a personal request in writing, by uniting with another church, by death, or by church discipline. Requests for dismissal will not be granted when church discipline is pending.

A member consistently failing to live up to the responsibilities described in Our Commitment to One Another for a period of six months will be considered for removal from membership. The pastors and deacons shall pursue the individual and call him back into fellowship. If there is no noticeable change, the member shall, by his unwillingness to participate in the life of the church, be removed from membership. This section shall not apply to church members who are physically unable to attend church.

2.3 Discipline

The goal of any and all church discipline is to bring about the restoration of a sinning believer as described in Matthew 18:15-17 and 1 Corinthians 5.

Members are expected to demonstrate love for one another by humbly and quickly pursuing the restoration of a sinning brother or sister through a private conversation.

Whenever a sinning member repents and bears fruit of repentance, church discipline is halted for the goal of restoration has been achieved.

If reconciliation is not achieved, one or two other members, possibly a deacon or pastor, are to go along and seek the restoration of the unrepentant member.

If still unresolved, the pastors and deacons must hear the matter and lovingly pursue the restoration of the individual. If the matter remains unresolved, they must tell the church in order to enlist prayers and participation in pursuing restoration. If the unrepentant member is unwilling to listen to the church and repent, the individual will be removed from membership in a timely manner.

The church may take disciplinary action following any regular service of the church or at a time announced from the pulpit.

When the unrepentant person is excluded from membership, the goal of interaction and relationship from that point is restoration. The entire church body should recognize the responsibility to "say the same thing" in a loving effort to restore the offending one and to maintain the church's testimony and harmony.

The pastor(s) and deacons are directed to move promptly to safeguard the purity and peace of the church when the work of the gospel is being obstructed through unrepentant sin.

2.4 Restoration

When an individual who has been excluded from membership repents, the pastor(s) and/or representatives from the deacons shall meet with the individual(s) to hear their testimony of repentance, to establish a plan for the church to be informed, and for the individual to be restored to membership.

The church has a responsibility to forgive, comfort, and affirm their love for those who repent (2 Corinthians 2:6-9).

2.5 Associate membership

Associate membership provides the opportunity for temporary residents to partner with the church and serve in its ministries without being removed from membership in the church of their permanent residence.

Those seeking associate membership shall be received in the same manner as permanent residents.

Associate members shall have all the privileges and responsibilities of full members, but are not entitled to vote or to hold office.

Associate membership shall cease automatically when the individual is no longer considered a temporary resident. Those becoming permanent residents will receive full membership status.

Article 6 – Leadership, Appointees & Teams

Section 1 - Governance

The members of the church are responsible to govern the church in accordance with the Word of God.

The primary offices of the church shall be pastors and deacons selected by the congregation.

The deacons serve as the legal trustees of the organization.

Section 2 - Pastors

2.1 Qualifications

Pastors will be men whose lives are in accord with the qualifications found in 1 Timothy 3:1-7 and Titus 1:6-9.

They must profess faith in Jesus Christ as Savior and Lord, have been baptized by immersion since conversion, give evidence of being born again, affirm the faith and practice of the church as expressed in the Statement of Faith and Constitution, and become a member of the church.

2.2 Responsibilities

Senior Pastor

The primary responsibility of the Senior Pastor is to serve the body of Christ through the Word of God and prayer and to equip the church for the work of ministry (Acts 6:1-4; 2 Timothy 4:1-5; Ephesians 4:11-15).

The Senior Pastor is to fulfill his biblical obligations as overseer/administrator, elder, and shepherd of the flock in an exemplary manner (1 Peter 5:1-4).

Associate Pastors

The responsibilities of associate pastor(s) will vary according to the needs of the church but their overall responsibility is to assist in equipping the church for the work of ministry.

Associate pastor(s) serve under the direction of the senior pastor.

Section 3 - Procedures

3.1 Calling of the Senior Pastor

The deacons will be charged with the responsibility of identifying candidates and recommending them to the church. The deacons may choose others from the church membership for the purpose of helping to evaluate the candidates.

A candidate for the pastorate shall be carefully examined by the deacons as to his salvation, doctrine, Christian conduct, call to the ministry, and philosophy of ministry. If he has served in other churches, his ministry there should be explored, and as many references as is practical should be pursued.

He shall be required to state his acceptance of and adherence to the Statement of Faith and Constitution of the church. Any differences which he holds concerning these documents or the church's associations shall be submitted to the deacons in writing.

The deacons shall present only one man at a time for consideration and vote of the church. Before presenting the candidate, there should be a mutual understanding and agreement between the deacons and the candidate with reference to the proposed salary and benefits. The church shall extend a call in writing with a description of salary and benefits.

The church shall call a pastor at a specially announced business meeting by a three-quarters majority of votes cast by members present.

3.2 Calling of an associate pastor and church staff

The pastor(s) and deacons shall determine the need for additional pastors and staff.

The church shall approve all positions recommended by the pastor(s) and deacons by a two-thirds majority vote.

The pastor(s) and deacons shall serve as the selection team for additional pastors and staff.

The church shall affirm the hiring of associate pastors by a three-quarters majority of votes cast.

3.3 Departure of pastors and church staff.

If a pastor or staff member's personal life or ministry performance becomes unacceptable, the deacons shall meet with the individual, evaluate the situation, and pursue resolution according to Our Commitment to Biblical Peacemaking.

If unable to resolve concerns regarding an associate pastor or staff member, the Senior Pastor and deacons shall make a determination as to continued employment.

If unable to resolve concerns regarding the Senior Pastor, the deacons shall, by a majority vote, make a recommendation in writing to the church membership stating the reasons they believe the Pastoral relationship should be dissolved. Such a process shall be based upon issues of obvious sin, failure to fulfill constitutional duties, or clear and obvious lack of ministry effectiveness as determined by the deacons. A special business meeting must be called by the deacons and publicly announced to the membership for at least one Sunday prior to the meeting. The pastor shall have the privilege of addressing the charges at the meeting. A three-quarters vote by ballot of the members present and eligible to vote at a church business meeting is necessary to terminate the ministry of the Senior Pastor.

In the event of termination of pastors or staff members, the deacons will determine ongoing compensation and ministry involvement until dismissal.

Section 4 - Deacons

4.1 Qualifications

Deacons are to be male church members of spiritual maturity who meet the qualifications found in Acts 6:1-8 and 1 Timothy 3:8-13. Since there is a difference of opinion with reference to a person who has been divorced, it is deemed unwise to nominate such a person for the office of deacon.

4.2 Selection, terms, and organization

Deacons shall be selected by a two-third majority vote of the congregation.

Deacons shall serve three-year terms and may adjust terms as necessary to maintain a balanced number of deacons being elected each year.

The deacons shall annually elect a chairman, vice-chairman, and secretary from among their number.

The deacons shall conduct meetings in accordance with generally accepted practices.

The deacons will determine how many men are needed to serve the ministry of East Side Baptist Church.

4.3 Responsibilities

4.3.1 Under-shepherding (Servant-Leaders)

The primary responsibility of deacons is to assist the pastor(s) in ministering to the needs of the church family. (Acts 6:1-8). They shall help to cultivate spiritual maturity and address physical needs.

In the absence of a Senior Pastor, the deacons shall work with the associate pastor(s) to serve the needs of the church family.

4.3.2 Financial Management

The deacons shall be responsible for the financial management of the church. The deacons shall develop and maintain sound financial policies and practices to uphold the integrity of the church.

The deacons shall present an annual budget to the congregation each year. The proposed budget shall be posted for at least (1) week and requires a two-thirds majority ballot vote for approval.

The deacons shall oversee the benevolent ministry of the church and ensure the proper accounting of the Helping Hand Fund.

The deacons shall ensure an annual external review of the finances is conducted. They shall also ensure an outside audit shall be conducted every 5 years or when there is a change of treasurers.

The deacons shall appoint two (2) of its members to work directly with the treasurer and financial team each year.

4.3.3 Facilities Management

The deacons are responsible for the oversight of the church property.

The deacons shall appoint one (1) of its members to oversee the building/grounds team each year.

4.3.4 Membership Care

The deacons are responsible for the oversight of the care ministry.

The deacons shall appoint one (1) of its members to oversee the care team each year.

4.3.5 Missions Ministry

The deacons are responsible for the oversight of the mission's ministry.

The deacons shall appoint one (1) of its members to oversee the mission's team each year.

Section 5 – Appointees and Ministry Teams

All ministry teams and appointees within the church shall be approved to serve under the oversight of the pastor(s) and deacons.

The deacons shall appoint the following positions annually.

5.1 Clerk

The Clerk shall record all official action taken by the church.

The clerk shall work closely with the deacons in processing membership letters and recording the reception, dismissal, and discipline of members.

5.2 Treasurer

The Treasurer is responsible for recording all financial transactions in permanent church records and shall issue regular reports to the deacons and the church body.

The Treasurer shall pay bills, missionary commitments, etcetera as directed by the deacons.

The Treasurer may assist in entering donations into the church accounting software.

All bookkeeping procedures and banking practices must be approved by the deacons and in accordance with standard practices.

5.3 Financial secretary

The Financial Secretary is responsible for counting offerings along with one other person. The Financial Secretary is also responsible to

oversee the recording, and depositing all church funds as directed by the deacons.

He/she is also responsible to issue annual giving receipts to those who have made contributions.

5.4 Assistant Financial Secretary

The Assistant Financial Secretary shall help fulfill the responsibilities of the Financial Secretary.

5.5 Head Usher

The Head Usher shall keep record of attendance at all services of the church.

5.6 Ministry teams

Ministry Teams serve as an extension of the deacons to help carry out the work of ministry.

Ministry Teams meet as needed to evaluate, plan, and make recommendations to the deacons for action.

Ministry Teams responsibilities will be determined by the pastors and deacons.

Ministry Teams shall be comprised of one (1) or more deacons and other members of East Side Baptist Church.

Ministry Teams can be created as needed by the pastors or deacons for the benefit of the on-going ministry of East Side Baptist Church.

Ministry teams shall be dissolved by the deacons when their purpose has been satisfied.

The pastors shall be ex officio members of all ministry teams.

5.6.1 Finance Team

The deacons shall form a finance team that includes at least two (2) deacons, the treasurer, and at least two additional church members.

The finance team shall propose an annual budget for the deacons to evaluate, adjust, and present to the church.

The finance team will meet regularly to review the finances of East Side Baptist Church and make any recommendation to the deacons for consideration.

5.6.2 Facilities Team

The deacons shall form a facilities team that includes at least one (1) deacon, and at least four (4) additional church members.

The facilities team will meet regularly to review the physical building and grounds of East Side Baptist Church and make any recommendation to the deacons for consideration.

This team shall oversee repairs and when necessary collect bids for repair and replacements to the facilities and equipment and present their recommendations to the deacons.

This team shall direct the employment of custodians and others hired to help maintain the property.

5.6.3 Care Team

The deacons shall form a membership care team that includes at least one (1) deacon, and at least two (2) additional church members.

The care team will meet regularly to review and help address the needs of the church membership and make recommendation to the deacons for consideration.

The care team will be responsible for assisting in the care of its members and community helping-hand.

5.6.4 Missions Ministry Team

The deacons shall form a mission's team that includes at least one (1) deacon, and at least two (2) additional church members.

The mission's team will meet regularly to review the needs of our current missionaries, review potential missionaries for support, and implement mission's projects that involve the church family. The team will make recommendation to the deacons for consideration.

5.6.5 Membership Team

The pastors and deacons shall comprise the membership team.

The membership team is to interview and recommend candidates desiring to join with East Side Baptist Church. (Refer to Article 5 – Membership; Section 3 – Reception

5.6.6 Nominating Team

A nominating team made up of the Senior Pastor, a minimum of two deacons, and two additional church members selected by the

deacons. The team is responsible to create a ballot for the church family.

No deacon whose term is to expire that year shall serve on the team.

Members of the congregation are encouraged to make suggestions to the team. All suggestions will be considered, but the team will draft the slate of nominees.

A ballot shall be posted at least one (1) week prior to the annual election.

Article 7 – General Church Practices & Meetings

Section 1 - Meetings

Meetings of the church shall be conducted in accordance with generally accepted practices and a Christ-like spirit.

Regular business, such as the receiving of new members and acting on general matters which require congregational action may be conducted at any regular service of the church.

The pastor, the chairman of the deacons or someone appointed by the deacons, shall be the moderator of the business sessions of the church.

A. Annual Election

The annual election of officers shall be held around the last Sunday of November.

B. Annual Business Meeting

The annual business meeting of the church shall be held during the first quarter of each year.

Section 2 - Voting

Only members eighteen (18) years of age and older are eligible to vote.

The normal methods of voting will be by voice or show of hands. Votes for deacons, calling of a pastor, and adoption of the annual budget, shall be by ballot.

Any vote taken by the church requires a majority of those members present and voting unless stated otherwise by the constitution.

No absentee ballots will be accepted in a church business meeting.

Section 3 – Expenditures

Unbudgeted expenses that exceed \$3,000 which are not considered emergencies shall be approved by a two-third majority vote of the congregation.

Emergency expenditures shall be approved by a simple majority of the deacons and communicated to the church.

Section 4 - Licensing

When the church recognizes that a man is called of God for ministry, the church may voice approval and endorse the individual and may license him to preach by a two-thirds majority vote.

Section 5 - Ordination

Ordination shall be reserved for men who are engaged in ministry and plan to serve in vocational Christian ministry.

The church shall call an ordination council to examine the candidate's conversion, call, personal life, doctrinal beliefs, and ministry practices.

The council shall advise the church and the church shall vote to ordain the man by a two-thirds majority vote.

Section 6 - Legal provisions

Deacons shall be the legal trustees of the organization. The selected deacon officers will be the official officers of the corporation.

The deacons shall hold the title of all church property and have the power to execute any deeds, mortgages, notes or other legal papers with the approval of the church by a two-thirds majority vote.

This church shall have the right to own, buy or sell tangible properties, both real and personal, in its own name and through properly elected officers when authorized by a two-thirds majority vote of the church.

In the event of the dissolution of this corporation, all of its debts shall be fully satisfied. None of its assets or holdings shall be divided among the members or other individuals. The remaining assets, shall be irrevocably designated by majority vote of church members present and voting prior to dissolution to such other nonprofit religious corporations as are in agreement with the letter and spirit of the Statement of Faith, and in conformity with the requirements of the United States Internal Revenue Service codes.

The pastors and/or deacons may only incur additional mortgages, sell property and/or notes with one (1) month's advance notice to the

congregation and three-quarters majority approval of the members present and voting at special business meetings of the church.

Section 7 – Constitution Review

This Constitution may be amended, altered or revised at any business meeting announced two (2) Sundays preceding the meeting, with a two-thirds favorable vote.

The Constitution shall be reviewed at least every three (3) years by the deacons.

Updated and adopted by the congregation on August, 28, 2022.