

*East Lawrence  
Baptist Church*



*Constitution  
2013*

**Table of Contents**

1. ARTICLE I — NAME ..... 2

2. ARTICLE II — OBJECT ..... 2

3. ARTICLE III — CHURCH INDEPENDENCY ..... 2

4. ARTICLE IV — STATEMENT OF FAITH ..... 2

5. ARTICLE V — THE CHURCH COVENANT ..... 8

6. ARTICLE VI — MEMBERS ..... 9

7. ARTICLE VII — OFFICERS ..... 12

8. ARTICLE VIII — COMMITTEES ..... 20

9. ARTICLE IX — FINANCES ..... 22

10. ARTICLE X — MISSIONS ..... 22

11. ARTICLE XI — MEETINGS ..... 23

12. ARTICLE XII — BY-LAWS ..... 23

13. ARTICLE XIII — MISCELLANEOUS ..... 24

14. AMENDMENTS ..... 24

## **1. ARTICLE I — NAME**

This organization shall be known as the East Lawrence Baptist Church of Lawrenceville, PA.

## **2. ARTICLE II — OBJECT**

This church, believing the Bible is the inspired Word of God and acknowledging its evidence to all the teachings contained therein, declares its purposes:

### ***2.1 Maintain***

To maintain the following regular Sunday services: Sunday school, morning worship, and an afternoon or evening service; as well a weekly prayer service, and any other services deemed necessary by the pastors and deacons.

### ***2.2 Proclaim***

To proclaim earnestly the Gospel message of salvation through personal faith in Christ's finished work to those whom we meet in all walks of life and to urge them in a Christian manner to accept Christ as their own Savior.

### ***2.3 Cooperate***

To cooperate heartily by prayer, personal gift, and service in the effort to preach the Gospel as a witness to all the world.

### ***2.4 Promote***

To promote systematic, corporate, and individual Bible study, prayer, and proper Biblical training for Christian service.

## **3. ARTICLE III — CHURCH INDEPENDENCY**

### ***3.1 Right to Cooperate***

This church shall be an independent, self-governing church with the right to cooperate with other groups and churches on a voluntary basis.

### ***3.2 Non-Cooperation***

This church shall not cooperate with any group, individual, or movement that is not in full agreement with our beliefs and doctrinal stand.

## **4. ARTICLE IV — STATEMENT OF FAITH**

### ***4.1 The Scriptures***

We believe in the authority and sufficiency of the Holy Bible, consisting of the sixty-six books in the canon of the Old and New Testament scriptures as originally written;

that it was verbally and plenary inspired and is the product of Spirit-controlled men, and, therefore, is infallible and inerrant in all matters of which it speaks. We believe the Bible to be the true center of Christian unity and the supreme standard by which all human conduct, creeds, and opinions shall be tried (2 Timothy 3:16, 17; 2 Peter 1:19-21).

We believe the original autographs of the Old and New Testament Scriptures to be the preserved Word of God. Though there are many translations available today, we believe that the King James Version of the Bible is a good representation of those Scriptures translated into English. We are not a “King James Only Church,” but for consistency in memorization and a text used in our services, we use the King James Version of the Bible, though other reliable, literal translations are referred to and sometimes used.

#### ***4.2 The True God***

We believe there is one, and only one, living and true God and infinite Spirit, the Maker and supreme Ruler of heaven and earth; inexpressibly glorious in holiness, and worthy of all possible honor, confidence and love; that in the unity of the Godhead there are three Persons: the Father, the Son, and the Holy Spirit.

These three are equal in every divine perfection and execute distinct but harmonious offices in the great work of redemption (Exodus 20:2-3; 1 Corinthians 8:6; Revelation 4:11; 1 John 5:7).

#### ***4.3 The Lord Jesus Christ***

We believe that Jesus Christ is and ever shall be God the Son, manifested in time and in the flesh for the purpose of redemption; that He did in Himself by one voluntary and substitutional sacrifice on Calvary put away sin; that He arose from the dead on the third day and is now seated at the right hand of the Father as an Advocate and Mediator for man. We believe further that He was begotten by the Father, conceived by the Holy Spirit, born of the Virgin Mary in the sense that no man before or since was born or could be born; and that in Him all the attributes of God are fully manifested (Luke 1:30-35; John 1:1-5, 14; Galatians 4:4, 5; Hebrews 9:24-26; 1 John 2:1, 2; 1 Timothy 2:5, 6).

#### ***4.4 The Holy Spirit***

We believe that the Holy Spirit is a divine person, equal with God the Father and God the Son and of the same essence; that He was active in creation; that in His relation to the unbelieving world He restrains the evil one until God's purpose is fulfilled; that He convicts of sin, of righteousness, and of judgment; that He bears witness to the truth of the Gospel in preaching and testimony of men; that He is the Agent in the

new birth; that He seals, indwells, endues, guides, teaches, witnesses, sanctifies and helps the believer. We believe that the fruit of the Spirit is the evidence of His indwelling, rather than speaking in tongues and other spectacular demonstrations (John 14:16, 17; Matthew 28:19; Hebrews 9:14; John 14:26; Luke 1:35; Mark 1:8; Genesis 1:1-3; John 16:8- 11; Acts 5:30-32; John 3:5-6; Ephesians 1:13, 14; John 1:33; Acts 11:16; Luke 24:49; Romans 8:14, 16, 26, 27).

#### ***4.5 The Devil, or Satan***

We believe in the reality and personality of Satan, the Devil, and that he was created by God as an angel, but through pride and rebellion became the enemy of his Creator; that he became and is the unholy god of this age and the ruler of all the powers of darkness and that he is destined to eternal judgment in the lake of fire (Isaiah 14:12–17; Ezekiel 28:11–19; Matthew 4:1-11; 2 Corinthians 4:4; Revelation 20:10).

#### ***4.6 Creation***

We believe the Biblical account of the creation of the physical universe, angels, and man; that this account is neither allegory nor myth, but a literal, historical account of the direct immediate creative acts of God in six twenty-four hour days, without any evolutionary process; that man was created by a direct work of God and not from any previously existing forms of life; and that all men have descended from the historical Adam and Eve, the first parents of the entire human race (Genesis 1, 2; Colossians 1:16, 17; John 1:3).

#### ***4.7 The Fall of Man***

We believe that man was created in innocence (in the image and likeness of God) under the law of his Maker but, by voluntary transgression, fell from his sinless and happy state. Every person is born a sinner, is totally depraved, and is a partaker of Adam's fallen nature and conduct and, therefore, is under the just condemnation of God without defense or excuse (Genesis 3:1-6; John 3:14–19; Romans 3:10-19, 23, 5:12, 19, 1:18, 32; Ephesians 2:1, 2).

#### ***4.8 The Virgin Birth***

We believe that Jesus was begotten of the Holy Spirit in a miraculous manner, born of Mary, a virgin, as no other man was ever born or can be born of woman, and He is both the Son of God and God the Son (Genesis 3:15; Isaiah 7:14; Matthew 1:18-25; Luke 1:35; John 1:4; Galatians 4:4).

#### ***4.9 Salvation***

We believe that the salvation of sinners is divinely initiated and wholly of grace through the mediatorial work of Jesus Christ, the Son of God, Who by the appointment of the Father, voluntarily took upon Himself our nature, yet without sin,

and honored the divine law by His personal obedience, thus qualifying Himself to be our Savior; that by the shedding of His blood in His death, He fully satisfied the just demands of a holy and righteous God regarding sin; that His sacrifice does not give us an example by His death as a martyr but was the voluntary substitution of Himself in the sinner's place, the Just dying for the unjust, Christ the Lord bearing our sins in His own body on the tree; that having risen from the dead He is now enthroned in Heaven where He unites in His wonderful person the most tender sympathies with divine perfection; that He alone is in every way qualified to be a suitable, a compassionate, and the all-sufficient Savior God demanded. We believe that repentance is a change of mind and purpose toward God, prompted by the Holy Spirit and is an integral part of saving faith. Salvation, (the new birth), is a one time, instantaneous act of God, whereby the believing sinner becomes a child of God (Jonah 2:9; Ephesians 2:8; Acts 15:11; Romans 3:24,25; John 3:3-16; Matthew 18:11; Philippians 2:7, 8; Hebrews 2:14-17; Isaiah 53:4-7; I John 4:10; 1 Corinthians 15:3; 2 Corinthians 5:21; I Peter 2:24).

#### ***4.10 The Resurrection and Priesthood of Christ***

We believe in the literal bodily resurrection of Christ and in His literal ascension into Heaven, where He now sits at the right hand of the Father as our High Priest interceding for us (Matthew 28:6, 7; Luke 24:39; John 20:27; I Corinthians 15:4; Mark 16:6; Luke 24:2-6,51; Acts 1:9-11; Revelation 3:21; Hebrews 8:6, 12:2, 7:25; I Timothy 2:5; 1 John 2:1; Hebrews 2:17, 5:9,10, 4:15, 16).

#### ***4.11 Grace and the New Birth***

We believe that in order to be saved, sinners must be born again; that the new birth is a new creation in Christ Jesus; that it is instantaneous and not a process; that in the new birth the one dead in trespasses and sins is made a partaker of the divine nature and receives eternal life, the free gift of God; that the new creation is brought about by our Sovereign God in a manner above our comprehension, solely by the power of the Holy Spirit in connection with divine truth, so as to secure our voluntary obedience to the gospel; that its proper evidence appears in the holy fruits of repentance, faith and newness of life (John 3:3; 2 Corinthians 5:17; 1 John 5:1; Acts 16:20-33; 2 Peter 1:4; Romans 6:23; Ephesians 2:1, 5; Colossians 2:13; John 3:8; Romans 6:1-4).

#### ***4.12 Justification***

We believe that justification is that judicial act of God whereby He declares the believer righteous upon the basis of the imputed righteousness of Christ; that it is bestowed, not in consideration of any works of righteousness which we have done but solely through faith in the Redeemer's shed blood (Romans 3:24; 4:25; 5:1; 9; Galatians 2:16; Philippians 3:9; Titus 3:5, Ephesians 2:8, 9).

#### ***4.13 Sanctification***

We believe that sanctification is the divine setting apart of the believer unto God which is accomplished in a threefold manner: first, an eternal act of God based upon redemption in Christ establishing the believer in a position of holiness takes place at the moment the sinner trusts Christ as his Savior; second, a continuing process in the saint as the Holy Spirit applies the Word of God to the life; third, the final accomplishment of this process will take place at the Lord's return (Hebrews 10:10-14; 3:1; John 17:17; 2 Corinthians 3:18; 1 Corinthians 1:30; 1 Thessalonians 4:3, 4; 5:23, 24; 1 John 3:2; Jude 24, 25; Revelation 22:11).

#### ***4.14 The Security of the Saints***

We believe that all who are truly born again are kept by God the Father for Jesus Christ. The child of God can never lose his salvation (Philippians 1:6; John 10:28, 29; Romans 8:35-39; Jude 1; Ephesians 1:13; 4:30).

#### ***4.15 The Church***

We believe that a local church is an organized congregation of immersed believers associated by covenant of faith and fellowship of the gospel; observing the ordinances of Christ; governed by His laws; and exercising the gifts, rights and privileges invested in them by His Word; that its officers are pastors and deacons, whose qualifications, claims, and duties are clearly defined in the Scriptures. We believe that the true mission of the church is the faithful witnessing of Christ to all men as we have opportunity. We hold that the local church has the absolute right of self-government, free from the interference of any hierarchy of individuals or other organizations; and that the one and only Superintendent of the church is Christ through the Holy Spirit; that it is Scriptural for true churches to cooperate with each other in contending for the faith and for the furtherance of the gospel; that each local church is the sole judge of the measure and method of its cooperation; that in all matters of membership, of policy, of government, of discipline, and of benevolence, the will of the local church is final (1 Corinthians 11:2; Acts 20:17-28; 1 Timothy 3:1-13; Acts 2:41, 42). We believe in the unity of all New Testament believers in the church which is the body of Christ (1 Corinthians 12:12, 13; Ephesians 1:22, 23; 3:1-6; 4:11; 5:23; Colossians 1:18; Acts 15:13-18).

#### ***4.16 Baptism and the Lord's Table***

We believe that Christian baptism is the single immersion of a believer in water to show forth in a solemn and beautiful emblem our identification with the crucified, buried, and risen Savior, through Whom we died to sin and rose to a new life; that baptism is to be performed under the authority of the local church; and that it is a prerequisite to the privileges of church membership. We believe that the Lord's

Supper is the commemoration of His death until He comes and should be preceded always by solemn self-examination (Acts 8:36, 38, 39; John 3:23; Romans 6:3-5; Matthew 3:16; Colossians 2:12; 1 Corinthians 11:23-28; Matthew 28:18-20; Acts 2:41, 42).

#### ***4.17 Separation***

We believe in obedience to the Biblical commands to separate ourselves unto God from worldliness, ecclesiastical apostasy, charismatics, ecumenicalism, the new age movement, neo-evangelicalism, the National and World Council of Churches, and anyone or any organization which would associate with these. We further believe that we should separate ourselves from all secret societies and orders (2 Corinthians 6:14-7:1; 1 Thessalonians 1:9, 10; 1 Timothy 6:3-5; Romans 16:17; 2 John 9-11; 1 Corinthians 13:8-13).

#### ***4.18 Civil Government***

We believe that civil government is of divine appointment for the interests and good of human society; that magistrates are to be prayed for, conscientiously honored and obeyed, except in those things opposed to the Word of God and the will of our Lord Jesus Christ, Who is the only Lord of the conscience and the coming King of kings (Romans 13:1-7; 2 Samuel 23:3; Exodus 18:21; Acts 23:5; Matthew 22:21; Acts 5:29; 4:19, 20; Daniel 3:17, 18).

#### ***4.19 Israel***

We believe in the sovereign selection of Israel as God's eternal covenant people, that she is now dispersed from the land God eternally gave to her because of her disobedience and rejection of Christ, and that she will be gathered again in the Holy Land, and, after the completion of the church, will be saved as a nation at the second advent of Christ. We do not believe that Israel is the spiritual church of the Old Testament but that it is distinctly different than the church of the Lord Jesus Christ. We further believe all Jews, as well as Gentiles, must be saved or face eternal damnation (Genesis 13:14-17; Romans 11:1-32; Ezekiel 37; Romans 1:16; 10:12, 13; Revelation 21:8).

#### ***4.20 The Rapture and Subsequent Events***

We believe in the pretribulational rapture of the Church, an event which can occur at any moment and that, at that moment, the dead in Christ shall be raised in glorified bodies, the living in Christ shall be given glorified bodies without tasting death, and they shall be caught up together to meet the Lord in the air before the seven years of tribulation. We believe that the Tribulation, which follows the rapture of the church, will be culminated by the revelation of Christ in power and great glory to sit upon the throne of David and to establish His millennial kingdom (Daniel 9:25-27; Matthew



24:29-31; Luke 1:30-33; Isaiah 9:6, 7; 11:1-9; Acts 2:29, 30; Revelation 20:1-4, 6; Zechariah 14:4).

#### ***4.21 The Righteous and the Wicked***

We believe that there is a radical and essential difference between the righteous and the wicked; that only those who are justified by faith in our Lord Jesus Christ and sanctified by the Spirit of God are truly righteous in His sight while all such as continue in unrepentance and unbelief are in His sight wicked and under the curse; and this distinction will continue among men both in and after death, in the everlasting bliss of the saved and the everlasting conscious suffering of the lost in the lake of fire (Malachi 3:18; Genesis 18:23; Romans 6:17, 18; I John 5:19; Romans 7:6; 6:23; Proverbs 14:32; Luke 16:25; Matthew 25:34-41; John 8:21; Revelation 20:14, 15).

#### ***4.22 Evangelism***

We believe that the primary purpose of this local church is to preach the Gospel of salvation to all people (regardless of race, color, or creed), both locally and to the uttermost parts of the earth. This task can only be accomplished through the faithful obedience of each individual member who tries, in a Christ-like manner, to win others to Christ and through the sacrificial support of missions, and our own willingness to go to other areas of the world (Matthew 28:18-20; Mark 16:15; Acts 1:8).

#### ***4.23 Marriage***

We believe that marriage as declared in the Scripture is only between a man and a woman (Genesis 2:22 – 24; Matthew 19:4-6; Ephesians 5:31) and that homosexual unions are not marriages, that they do not honor God, and that God condemns the sin of homosexuality as is evidenced in His total destruction of Sodom and Gomorrah (Genesis 19:1 – 24; Lev. 18:22; 20:13; Rom. 1:26-32; 1 Cor. 6:9-11 ). Only marriages of men and women who have not been divorced will be performed in the church or by any pastor of the church.

### **5 ARTICLE V — THE CHURCH COVENANT**

Having been led as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our personal Savior, and on the profession of our faith, having been baptized in the Name of the Father, the Son, and 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 prosperity and spirituality; 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 strive to maintain family and personal private devotions; to Biblically educate our children; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world and not become like the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment; to avoid everything which dishonors Christ and is contrary to His Word. We further engage to watch over one another in brotherly love by faithfully ministering to each other in prayer and in time of need; we also agree and commit ourselves to continue to maintain fellowship in a local, New Testament Church.

## **6. ARTICLE VI — MEMBERS**

### ***6.1 Qualifications***

Membership of the East Lawrence Baptist Church is composed of those who:

6.1.1 Profess salvation through Christ.

6.1.2 Have been baptized by immersion upon confession of their faith.

6.1.3 Signify their willingness to unite with an oral request to the pastor which shall include the following declarations:

6.1.3.1 I have trusted Christ as my Savior.

6.1.3.2 I have been baptized by immersion upon confession of faith in Christ.

6.1.3.3 I agree to the statement of faith and the constitution of this church.

6.1.3.4 I will not hold office or teach a Sunday school class or direct the choir if my life does not conform to the standard of officers as set forth in Article VII, Section 7.14.

### ***6.2 Acceptance to Membership***

After requesting membership of the pastor, the candidate:

6.2.1 Shall attend church membership/baptismal classes.

6.2.2 The candidate shall meet with the pastor(s) and the deacons for approval.

6.2.3 The board then shall recommend the candidate(s) to the church for membership.

6.2.4 Candidates shall be received by a majority vote of those present and voting at any business meeting or service of the church.

6.2.5 Members uniting by letter from another Bible-believing church of precious, like faith shall also meet the above requirements.

6.2.6 The right hand of fellowship is to be given by the pastor(s) and deacons at a regular service following the applicants' acceptance by the church.

### ***6.3 Dismissal from Membership***

A member may be dismissed:

6.3.1 To the fellowship of another Bible-believing church of precious, like faith by recommendation of the pastor and deacons, and official action of the church. No open letters shall be granted.

6.3.2 For disciplinary reasons.

6.3.3 By death.

### ***6.4 Membership Status***

6.4.1 Members who attend at least four (4) services each month shall be considered to be active and have full voting rights and other privileges of church membership. Services that count toward maintaining active status are: morning Sunday school, Sunday morning worship service, Sunday evening worship service, mid-week prayer meeting, and special services that may be scheduled from time to time (missionaries, evangelists, musical groups, etc.).

6.4.2 A member's status will change to inactive on the first day of the month immediately following a month where unexcused attendance was less than four (4) services. For example, if a member attends only two (2) services in July, then they will automatically move to the inactive roll on August 1<sup>st</sup>.

6.4.3 Absences that are made known to a pastor and/or a deacon may be considered as excused absences depending on the circumstances. The pastors and deacons will make the final determination, but, in general, absences due to illness, vacation, business travel, family visits out of the area, etc., will not count against the member from an active status perspective.

6.4.4 An inactive member will be returned to active status in one of two ways:

1. By personal request to the pastors and deacons who may immediately reinstate the member to active status at their next regular meeting.
2. After three (3) consecutive months of meeting the normal active member requirements as listed in section 6.4.1, the pastors and deacons will review and decide if active status is granted.

6.4.5 A member who has been on the inactive roll for three (3) months or longer will receive a letter and/or visit reminding them of their status and encouraging them to rejoin active worship and fellowship at East Lawrence Baptist Church.

6.4.6 A member who has been on the inactive roll for six (6) months or longer will receive a letter reminding them of their status, encouraging them to rejoin active worship and fellowship at East Lawrence Baptist Church, and notifying them that their membership is eligible for termination upon recommendation of the deacons and subsequent vote at the next regularly scheduled business meeting.

### ***6.5 Discipline***

All matters of discipline shall be handled along the guidelines of Matthew 18.

Members removed from fellowship shall be restored in the same manner as new members after satisfactory evidence is given of Scriptural repentance and confession.

### ***6.6 Age Requirements***

6.6.1 A candidate for the office of deacon, trustee, treasurer, or assistant treasurer shall be at least 21 years of age.

6.6.2 A candidate for any office other than deacon, trustee, treasurer, or assistant treasurer shall be at least 18 years of age and be regular in attendance at church services.

6.6.3 A candidate for a church committee shall be at least 16 years of age and be regular in attendance at church services.

### ***6.7 Quorum***

A quorum shall consist of one third of the active voting members of the church. The minimum number of members for a quorum shall be seven.

### ***6.8 Voting Privileges***

6.8.1 Only active members, 16 years of age and older, shall be allowed to vote.

6.8.2 Active members who are out of the area, for any business meeting, shall be allowed to vote by "absentee ballot" for officers and committee persons as shall be voted on at that annual meeting.

### ***6.9 Membership of the pastor***

The pastor and his wife (if he is married), upon acceptance of the call to the ministry of the East Lawrence Baptist Church, shall be deemed members of the church.

## **7. ARTICLE VII — OFFICERS**

### ***7.1 Church Officers***

- 7.1.1 A candidate for church office must be an active member for at least one year prior to election to office.
- 7.1.2 Deacons, trustees, a church secretary, a treasurer, an assistant treasurer, a Sunday school superintendent, an assistant Sunday school superintendent, a Sunday school secretary, an assistant Sunday school secretary, and/or others as otherwise needed, shall be elected by secret ballot at the annual meeting. The pianist, assistant pianist, organist, assistant organist, choir director, and assistant choir director will be approved by both the pastors and deacons.
- 7.1.3 The official board shall consist of the pastors, deacons, and trustees.
- 7.1.4 At the first official board meeting after the annual meeting, the official board shall choose a clerk. The clerk shall keep records of the meetings during the year. The senior pastor shall act as chairman of the official board. Official minutes shall be kept of all meetings.

### ***7.2 Pastors***

#### **7.2.1 Roles and responsibilities**

##### **7.2.1.1 Senior or Executive Pastor**

- 7.2.1.1.1 The senior or executive pastor shall conduct the public services, and the general development of all church work shall be under his direct supervision.
- 7.2.1.1.2 He shall be ex-officio member of all boards and committees and shall have access to all books and records of the church except the confidential records of individual giving.
- 7.2.1.1.3 He shall act as moderator at all business meetings of the church but may delegate this responsibility to another. If the senior pastor is unable to fulfill this responsibility, a member of the official board shall fulfill this responsibility.
- 7.2.1.1.4 The pulpit is his trust for the preaching of the Gospel, and no one is to occupy it without his consent. If he is unable to give consent, another member of the pastoral staff shall fulfill this responsibility.
- 7.2.1.1.5 He shall lead the pastoral team according to Biblical precepts on godly leadership, carefully evaluating each member of the team and

tasking them according to their gifts, abilities, calling and needs of the church. He should regularly counsel and advise them on pastoral growth and development, giving them opportunity to exercise their office and gifts.

#### 7.2.1.2 Assistant Pastors and Interns

7.2.1.2.1 The pastoral staff shall be under the direction of the senior pastor. They shall fulfill responsibilities as requested by the senior pastor and should coordinate all their activities with the senior pastor.

7.2.1.2.2 Any member of the pastoral staff may be called upon from time to time to fill the pulpit and/or carry on other responsibilities of the senior pastor in his absence.

#### 7.2.2 Calling and dismissal

7.2.2.1 All pastors and their wives (if married), upon acceptance of call to the ministry of the East Lawrence Baptist Church, shall be deemed members of the church.

7.2.2.2 All members of the pastoral staff must meet the qualifications for a pastor as outlined in 1 Timothy 3:1–7 and Titus 1:6–9.

7.2.2.3 The senior pastor must receive a three-fourths vote by active members present and voting at a business meeting of the church to be called or dismissed. The only exception to this is that he shall be dismissed immediately without a vote in the case of a substantial moral failure or serious sin. The pastor's ministry is then finished, and the deacons shall determine when any and all wages and benefits shall cease.

7.2.2.4 All other pastors and interns must receive a three-fourths vote by active members present and voting at a business meeting of the church to be called. The senior pastor must be in agreement with the selection of pastoral staff members. Because the pastors work as a team to help fulfill the ministry of the church, the senior pastor may ask the deacons that any other pastor be requested to step down at any time (with thirty day notice). The deacons may then take the matter to the church and ask that they do the same. In the absence of the senior pastor or at the discretion of the church, assistant pastors and interns may be dismissed by a three-fourths vote by active members present and voting at a business meeting of the church.

The only exception to this is that any of the pastors or interns shall be dismissed immediately without a vote in the case of a substantial moral failure or serious sin. The pastor's or intern's ministry is then finished, and the deacons shall determine when any and all wages and benefits shall cease.

7.2.2.5 Any grievance against any member of the pastoral staff shall be resolved following the principles of Matthew 18. If the matter is not resolved, it shall be brought before the deacons and other members of the pastoral staff in an attempt to resolve the issue. If it then is not resolved, it shall be brought before the church to resolve.

7.2.2.6 One month's notice on the part of any pastor or the church shall be given in writing when either party desires to sever their relationship for anything except moral failure.

7.2.2.7 Moral failures and sins

7.2.2.7.1 If a member of the church has any charge against any member of the pastoral staff, they shall follow the principles of Matthew 18 and 1 Timothy 5:17-22. Only charges that are considered sin issues and not preferences of ministry or philosophical/organizational disagreements shall be considered.

7.2.2.7.2 If a serious sin charge is made against any of the pastoral staff, that staff member shall step aside until the charge can be substantiated or refuted. The deacons are charged with carefully and thoroughly investigating all charges as soon as possible. The deacons shall make a recommendation to the church for any necessary action. All illegal actions will be reported to proper authorities.

7.2.2.7.3 Any of the pastoral staff who has a substantiated moral failure or serious sin shall immediately be terminated. In such a case, the deacons shall determine whether any remuneration shall continue for a period of time or cease immediately. Galatians 6 should be the primary governing principle as well as care for his family.

7.2.3 Doctrinal agreement

Any candidate for a pastoral position shall, before the final call of the church is given, be asked to state in writing his doctrinal views in relationship to the Statement of Faith in this constitution. He must be in full agreement with the Statement of Faith, with no reservations.

#### 7.2.4 Financial matters

7.2.4.1 The financial relationship and vacation period shall be settled by mutual agreement of the Pastor and church.

7.2.4.2 The remuneration package for the senior pastor shall be reviewed at least annually by the deacons and the treasurer.

7.2.4.3 The remuneration package for other members of the pastoral staff shall be reviewed at least annually by the senior pastor, deacons, and treasurer and any recommendations for changes shall be presented to the trustees no later than one month before the quarter 3 business meeting.

7.2.4.4 Vacations and time off for other members of the pastoral staff must be approved by the senior pastor to ensure all aspects of the ministry are covered.

#### 7.2.5 Other positions

The pianist, assistant pianist, organist, and assistant organist will be approved both by the senior pastor and the deacons.

### **7.3 Deacons**

7.3.1 Qualified men may be added by majority vote by active members present and voting at a business meeting of the church.

7.3.2 The church shall give careful consideration only to candidates who meet the qualifications of deacons as declared in 1 Timothy 3.

7.3.3 When possible, one deacon shall be elected each year at the annual meeting; and his term of office shall be for three years. The term of office of at least one deacon should expire each calendar year.

7.3.4 The duties of the deacons are in cooperation with the pastors:

7.3.4.1 To aid the pastors in visitation and in watching over the spiritual welfare of the church.

7.3.4.2 To prepare and help serve whenever we gather around the Lord's Table. The deacons and the senior pastor shall also determine the times when the Lord's Table is to be observed.

7.3.4.3 To examine and recommend candidates for church membership.

7.3.4.4 To assist at baptismal services.



7.3.4.5 To be responsible for the care of the pulpit when the pastors are absent.

7.3.4.6 To serve as a pulpit committee when the need arises. As a pulpit committee, they shall consider and present to the church for its consideration only one candidate at a time.

7.3.4.7 To collect, maintain, and disburse the benevolent fund, as needed.

7.3.4.8 To review and approve candidates for offices and committees prior to names being placed on a ballot for election.

7.3.4.9 To appoint the head usher.

#### **7.4 Trustees**

7.4.1 There shall be a minimum of 3 but no more than 5 trustees.

7.4.1.1 The trustees along with the treasurer and assistant treasurer shall constitute the trustee board.

7.4.1.2 The term of at least one trustee shall expire each calendar year.

7.4.1.3 The treasurer, or the assistant treasurer if the treasurer is not present, may only vote on a matter where there is a tie vote made by the trustees.

7.4.1.4 Preference would be given that trustees do not hold another office.

7.4.2 Trustee responsibilities include:

7.4.2.1 The care and upkeep of all church assets and properties.

7.4.2.2 The expenditure of up to 1% of the annual budget. All expenditures over 1% of the annual budget shall be submitted to the church for approval.

7.4.2.3 Non-budgeted or over-budgeted items shall be approved by the trustees.

7.4.2.4 The preparation of an annual budget for the following calendar year which shall be submitted to the deacons and pastors at least two weeks prior to the third quarter business meeting, and, after approval of the pastors and deacons, shall be presented to the church membership for its consideration at the third quarterly meeting. Part of the budget preparation shall involve a comprehensive review of all employee compensation and benefits packages.

7.4.2.5 Reporting each year at the annual meeting projects completed on all properties.

7.4.2.6 From among themselves, the trustees shall elect a chairman after each annual corporate business meeting.

7.4.2.7 There shall be a clerk who shall keep record of all trustee meetings. The clerk may be the senior or executive pastor or the trustees may elect one from among themselves.

7.4.2.8 Holding at least quarterly meetings. These meetings may be joint meetings with the deacons or just of and by the trustees.

### ***7.5 Church Secretary***

7.5.1 The church secretary shall be responsible for all the records and official correspondence of the church.

7.5.2 The term of office for the church secretary shall be for a two-year period, alternating with the assistant church secretary's term of office.

7.5.3 The church secretary's responsibilities are:

7.5.3.1 Keeping an accurate record of all church business. Minutes of business meetings shall be approved at the end of each quarterly business meeting.

7.5.3.2 Preserving all documents in a safe place.

7.5.3.3 Keeping a record of church members with the date and manner of each admission and dismissal.

7.5.3.4 Sending any letters of transfer or dismissal based upon official action of the church.

7.5.3.5 Presenting minutes of the previous meeting at each meeting. Minutes of the annual meeting may be read with the omission of election results.

7.5.3.6 Keeping a copy of all church secretary's correspondence on file.

### ***7.6 Assistant Church Secretary***

7.6.1 The assistant church secretary shall have all the rights, responsibilities, and duties of the church secretary in his/her absence.

7.6.2 The term of office for the assistant church secretary shall be for a two-year period, alternating with the church secretary's term of office.

### ***7.7 Church Treasurer***

7.7.1 At least two officers shall count all offerings.

- 7.7.2 The term of office for the church treasurer shall be for a two-year period, alternating with the assistant church treasurer's term of office.
- 7.7.3 The treasurer shall be responsible for the money belonging to the church. The responsibilities of the treasurer shall include:
- 7.7.3.1 Receiving and keeping an accurate record of all church money. This shall be itemized as to receipts and disbursements with proper records for all financial transactions.
  - 7.7.3.2 Paying all fixed expenses such as remunerations, salaries, electric, heat, taxes, etc., and any other bills as they have been approved by appropriate action.
  - 7.7.3.3 Paying all bills and disbursements by either check or other secure electronic means.
  - 7.7.3.4 Presenting reports of the financial condition of the church at all quarterly and annual meetings.
  - 7.7.3.5 Preparing worksheets for budget preparation.
  - 7.7.3.6 The treasurer in conjunction with the assistant treasurer and the trustees shall be responsible for the management of the church's investment funds and their applicable accounts as necessary.

### ***7.8 Assistant Church Treasurer***

- 7.8.1 The assistant treasurer shall have the authority and responsibilities of the treasurer in his absence.
- 7.8.2 The term of office for the assistant church treasurer shall be for a two-year period, alternating with the church treasurer's term of office.
- 7.8.3 The assistant treasurer may be given some of the responsibilities of the treasurer on a regular basis at the request of the treasurer and the approval of the trustees.
- 7.8.4 The assistant treasurer in conjunction with the treasurer and the trustees shall be responsible for the management of the church's investment funds and their applicable accounts as necessary.

### ***7.9 Sunday School Superintendent and Assistants***

- 7.9.1 They, with the pastors, shall be responsible for the operation of the Sunday school. They shall have the power to appoint temporary teachers.

7.9.2 They shall perform an annual review of Sunday school materials selected with consultation of the pastors, deacons, Sunday school superintendent, Assistant Sunday school superintendent, and the teachers.

7.9.3 The Sunday school superintendent in cooperation with the pastors shall appoint the camp committee. It shall be the purpose of the camp committee:

7.9.3.1 To promote the ministry of the church-approved camp.

7.9.3.2 To prepare all necessary mailings for the promotion of the camp ministry.

7.9.3.3 To work in conjunction with Sunday school teachers for their recommendations for points for the camp scholarship program.

#### ***7.10 Sunday School Teachers and Support Staff***

7.10.1 Sunday school teachers and support staff shall be appointed or dismissed by the Sunday school superintendent, the assistant Sunday school superintendent, the deacons, and the pastors as a board when the need arises. All Sunday school teachers and substitutes must be active members of the church in good standing.

7.10.2 Teachers shall make recommendations to the church on the promotion of the camp scholarship program.

#### ***7.11 The Sunday School Secretary***

7.11.1 The Sunday school secretary shall keep accurate records of all Sunday school attendance and offerings. The offerings are added to and counted with the general offerings.

7.11.2 The Sunday school secretary shall be responsible to order Sunday school materials after consulting with the teachers as to their class needs.

#### ***7.12 The Assistant Sunday School Secretary***

The assistant Sunday school secretary shall fulfill the responsibilities of the Sunday school secretary when the Sunday school secretary is absent and cannot fulfill the responsibilities.

#### ***7.13 Vacancies***

The pastors and deacons shall have the authority to fill vacancies in offices if necessary. Such appointments shall be only until the term expires.

### ***7.14 General Requirements for church office***

7.14.1 No one shall be elected to an official position in the church, or any of its organizations, or teach in the Sunday school, who shall not answer in the affirmative the following:

7.14.1.1 Are you in complete agreement with the Statement of Faith and Object of this church as set forth in Article II and IV.

7.14.1.2 Are you living a surrendered, prayerful Christian life by obeying the moral precepts of God's Word for believers including:

7.14.1.2.1 Separation from the world and abstaining from all appearances of evil (1 John 2:15-17; James 4:4; Titus 2:11-15; 1 Thessalonians 5:22; 2 Corinthians 6:14-7:1)

7.14.1.2.2 A moral conduct above reproach and freedom from carnal indulgences, which are harmful, potentially a stumbling block, and out of harmony with a dedicated life as set forth in Romans 8:12,13; 12:1,2; 13:14; 14:21; Galatians 5:16-25; Ephesians 4:22-24; Colossians 3:1-10; 1 Peter 1:14-16; 1 John 3:5-9, etc.

7.14.2 This section shall be printed on the nomination ballot and shall be signed in the affirmative before any shall be elected to office.

## **8. ARTICLE VIII — COMMITTEES**

All committee members must be members of the church in good standing and are to be elected at the annual meeting of the church for a period of one year, unless otherwise provided for in this constitution. Chairpersons shall be selected for all committees and they should be prepared to make a report when requested at any church business meeting. All committees are to meet regularly. All candidates for committees must be at least 16 years of age and active members for three months. Unless otherwise specified, committee persons will be appointed by the committee chairman in cooperation with the pastor.

### ***8.1 Elected Committees***

#### **8.1.1 The Audit Committee**

8.1.1.1 Shall be a committee of three members at least 21 years of age to examine all financial records at the close of each fiscal year. They shall bring a report at the annual business meeting of the church.

8.1.1.2 Four members shall be elected at the annual meeting. The three with the most votes will serve on the audit committee. The fourth member shall be

an alternate who shall serve on the audit committee if one of the audit committee members is unable to serve at the time of the annual audit.

## ***8.2 Non-Elected Committees***

### **8.2.1 Library Committee**

It shall be the purpose of the library committee:

- 8.2.1.1 To prepare books and other media in the library for circulation or use.
- 8.2.1.2 To promote wise use of the church library.
- 8.2.1.3 To make recommendations to the deacons and/or the pastors for approval of books to be added to the library.

### **8.2.2 Sunshine Committee**

It shall be the purpose of the sunshine committee:

- 8.2.2.1 To purchase flowers for church members and others at the discretion of the sunshine committee and/or the pastor.
- 8.2.2.2 To help minister to or encourage those who are ill, shut-in, or who have lost a loved one, or others who have need of encouragement.

### **8.2.3 Hospitality Committee**

It shall be the purpose of the hospitality committee:

- 8.2.3.1 To plan for and promote special banquets and functions in agreement with the church calendar and as approved by the pastors and deacons.
- 8.2.3.2 To plan for and organize other regular times of fellowship for the church family with approval of the pastors and deacons.
- 8.2.3.3 To make arrangements for necessary housing for guest speakers or groups.
- 8.2.3.4 To arrange for meals in times of special need.
- 8.2.3.5 To arrange for the meeting of other needs as the need may arise.

## ***8.3 Nominating Committee***

There shall be a nominating committee composed of three active members of the church. This committee shall be appointed by the pastors and deacons two (2) months prior to the annual business meeting. The committee shall be composed of at least one deacon (preferably), if available, whose term of office is not expiring.

The nominating committee shall prepare a list of candidates to fill the elective offices of the church at least two weeks before the annual meeting. The names of officers whose terms of office expire should be indicated. Whenever possible the nominating committee shall suggest extra names for each office to allow for multiple choice. The list of names shall be submitted to the pastors and deacons for review and approval before being placed on the election ballot.

Each candidate for office and elected committees must be an active church member in good standing and be able to answer in writing in the affirmative to Article VII, Section 9.

#### ***8.4 Other Committees***

Other committees may be appointed by the pastors with the approval of the deacons.

### **9. ARTICLE IX — FINANCES**

The policy of this church and all of its organization will be to completely avoid all means of raising money apart from free-will offerings.

The fiscal year of this church shall run from January 1 through December 31.

### **10. ARTICLE X — MISSIONS**

#### ***10.1 Eligibility***

This church shall not support any missionary who is not serving under a fundamental, reputable, independent faith mission.

#### ***10.2 Determining Support***

- 10.2.1 The missionary shall either meet with or give satisfactory information concerning his or her call and field of service to the church membership.
- 10.2.2 The official board shall vote on the missionary in question, and a unanimous vote by the official board is necessary before a recommendation for support be brought to the church.
- 10.2.3 The official board shall then recommend this missionary to the church body at a regular or special business meeting. The board may also recommend the amount of support. A two-thirds vote by active members present and voting at a business meeting of the church shall be necessary to take on support of the recommended missionary.
- 10.2.4 All missionaries shall be expected to keep the church informed regularly of their ministry. Any missionary not in communication with the church shall be contacted by one of the pastors.

10.2.5 The official board shall have the authority to temporarily discontinue the support of any missionary at any time they may find the missionary is not teaching sound doctrine or conducting a Scriptural ministry. A two-thirds vote by active members present and voting at a business meeting is necessary to stop supporting a missionary.

## **11. ARTICLE XI — MEETINGS**

### ***11.1 Annual Business Meeting***

The annual business meeting of this church shall be held on the third Wednesday of January when the election of officers and other necessary business shall be taken care of.

Announcements giving the purpose of the meeting shall be given at least two Sundays preceding the meeting.

### ***11.2 Quarterly Business Meetings***

Quarterly business meetings shall be held on the third Wednesday of the months of April, July, and October.

The budget for the following fiscal year shall be considered in the third quarter business meeting.

### ***11.3 Special Business Meetings***

Special business meetings may be called by a pastor or the deacons, and must be announced from the pulpit in at least one Sunday service preceding the meeting.

## **12. ARTICLE XII — BY-LAWS**

### ***12.1 Amendments***

This constitution and its by-laws may be amended by a two-thirds vote of the active voting members present and voting at a business meeting. A copy of the proposed changes shall be posted, or be distributed to the voting membership, at least two weeks prior to voting on the amendment.

### ***12.2 Parliamentary Procedures***

The most current edition of *Roberts Rules of Order* shall be the standard governing all parliamentary procedures not covered elsewhere in this constitution. The sections of *Roberts Rules of Order* pertaining to an organization of our size shall be the standard.



## **13. ARTICLE XIII — MISCELLANEOUS**

### ***13.1 Dissolution***

Upon dissolution of this church, the trustees shall, after paying or making provision for the payment of all liabilities of the church, dispose of all the assets of the church to such organization or organizations organized and operated exclusively for religion or organizations under Section 501 (c) (3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Code), as the trustees shall determine. Assets may be distributed only to organizations which agree with the church's Statement of Faith.

## **14. AMENDMENTS**

A list of amendments made to this constitution shall be listed here in chronological order. The original text and the new text shall be listed in this section, and the main body will be updated to reflect the changes.

### **1. July 17, 2013**

Original text omitted the following from Article VIII – Committees: Unless otherwise specified, committee person will be appointed by the chairman of the respective committee with the approval of the pastor.

### **2. January 26, 2014**

#### **A. 7.2.2.3**

1. Original - The senior pastor must receive a three-fourths vote by active members of the church to be called or dismissed. The only exception to this is that he shall be dismissed immediately without a vote in the case of a substantial moral failure or serious sin. The pastor's ministry is then finished, and the deacons shall determine when any and all wages and benefits shall cease.

2. Amended - The senior pastor must receive a three-fourths vote by active members present and voting at a business meeting of the church to be called or dismissed. The only exception to this is that he shall be dismissed immediately without a vote in the case of a substantial moral failure or serious sin. The pastor's ministry is then finished, and the deacons shall determine when any and all wages and benefits shall cease.

#### **B. 7.2.2.4**

1. Original - All other pastors and interns must receive a three-fourths vote by active members of the church to be called. The senior pastor must be in agreement with the selection of pastoral staff members. Because the pastors work as a team to

help fulfill the ministry of the church, the senior pastor may ask the deacons that any other pastor be requested to step down at any time (with thirty day notice). The deacons may then take the matter to the church and ask that they do the same. In the absence of the senior pastor or at the discretion of the church, assistant pastors and interns may be dismissed by a three-fourths vote by active members of the church.

2. Amended - All other pastors and interns must receive a three-fourths vote by active members present and voting at a business meeting of the church to be called. The senior pastor must be in agreement with the selection of pastoral staff members. Because the pastors work as a team to help fulfill the ministry of the church, the senior pastor may ask the deacons that any other pastor be requested to step down at any time (with thirty day notice). The deacons may then take the matter to the church and ask that they do the same. In the absence of the senior pastor or at the discretion of the church, assistant pastors and interns may be dismissed by a three-fourths vote by active members present and voting at a business meeting of the church.

#### C. 7.3.1

1. Original - Qualified men may be added by vote of the church.

2. Amended - Qualified men may be added by majority vote by active members present and voting at a business meeting of the church.

#### D. 10.2.3

1. Original - The official board shall then recommend this missionary to the church body at a regular or special business meeting. The board may also recommend the amount of support. A two-thirds vote of the voting membership shall be necessary to take on support of the recommended missionary.

2. Amended - The official board shall then recommend this missionary to the church body at a regular or special business meeting. The board may also recommend the amount of support. A two-thirds vote by active members present and voting at a business meeting of the church shall be necessary to take on support of the recommended missionary.

#### E. 10.2.5

1. Original - The official board shall have the authority to temporarily discontinue the support of any missionary at any time they may find the missionary is not teaching sound doctrine or conducting a Scriptural ministry. A two-thirds vote of the voting membership is necessary to stop supporting a missionary.

2. Amended - The official board shall have the authority to temporarily discontinue the support of any missionary at any time they may find the missionary is not

teaching sound doctrine or conducting a Scriptural ministry. A two-thirds vote by active members present and voting at a business meeting is necessary to stop supporting a missionary.

3. July 16, 2014

A. 7.2.4.3

1. Original – The remuneration package for other members of the pastoral staff shall be reviewed at least annually by the senior pastor, deacons, and treasurer.

2. Amended - The remuneration package for other members of the pastoral staff shall be reviewed at least annually by the senior pastor, deacons, and treasurer and any recommendations for changes shall be presented to the trustees no later than one month before the quarter 3 business meeting.

B. 7.4.1.1

1. Original – The trustees along with the treasurer shall constitute the trustee board.

2. Amended - The trustees along with the treasurer and assistant treasurer shall constitute the trustee board

C. 7.4.1.3

1. Original – The treasurer may only vote on a matter where there is a tie vote made by the trustees.

2. Amended - The treasurer, or the assistant treasurer if the treasurer is not present, may only vote on a matter where there is a tie vote made by the trustees.

D. 7.4.2.4

1. Original – The review and approval of an annual budget as drafted by the finance committee for the following calendar year which, after approval of the pastors and deacons, shall be presented to the church membership for its consideration at the third quarterly meeting.

2. Amended - The preparation of an annual budget for the following calendar year which shall be submitted to the deacons and pastors at least two weeks prior to the third quarter business meeting, and, after approval of the pastors and deacons, shall be presented to the church membership for its consideration at the third quarterly meeting. Part of the budget preparation shall involve a comprehensive review of all employee compensation and benefits packages.

E. 8.1.2

1. Original – **The Finance Committee**

8.1.2.1 Shall be comprised of the trustees, treasurer, and the assistant treasurer.

8.1.2.2 Shall be charged with the preparation of an annual budget proposal to be reviewed by the deacons and pastors before being presented to the church.

8.1.2.3 The budget shall be submitted to the deacons and pastors at least two weeks prior to the third quarter business meeting.

8.1.2.4 Part of the budget preparation shall involve a comprehensive review of all employee compensation and benefits packages.

2. Amended – Section 8.1.2 removed.

3. October 19, 2016

A. 7.7.3

1. Added – Section 7.7.3.6 The treasurer in conjunction with the assistant treasurer and the trustees shall be responsible for the management of the church's investment funds and their applicable accounts as necessary.

B. 7.8

1. Added – Section 7.8.4 The assistant treasurer in conjunction with the treasurer and the trustees shall be responsible for the management of the church's investment funds and their applicable accounts as necessary.

C. 6.4

1. Original – **6.4 Inactive Members**

All members who have been inactive for a period of three (3) months, and who have not contacted the pastor(s) and/or the deacons giving satisfactory reason for such absence shall have a letter sent to them encouraging them to again become actively involved at the East Lawrence Baptist Church. After six (6) months of inactivity, they will send a second letter after which, if there is no contact, the deacons may then recommend to the church that such members be dropped from the membership. One is considered to be inactive who attends less than one service per month (Exceptions are servicemen, students, shut-ins, and those involved in full-time Christian work out of the area.)

2. Amended – **6.4 Membership Status**

6.4.1 Members who attend at least four (4) services each month shall be considered to be active and have full voting rights and other privileges of church membership.

Services that count toward maintaining active status are: morning Sunday school, Sunday morning worship service, Sunday evening worship service, mid-week prayer meeting, and special services that may be scheduled from time to time (missionaries, evangelists, musical groups, etc.).

- 6.4.2 A member's status will change to inactive on the first day of the month immediately following a month where unexcused attendance was less than four (4) services. For example, if a member attends only two (2) services in July, then they will automatically move to the inactive roll on August 1<sup>st</sup>.
- 6.4.3 Absences that are made known to a pastor and/or a deacon may be considered as excused absences depending on the circumstances. The pastors and deacons will make the final determination, but, in general, absences due to illness, vacation, business travel, family visits out of the area, etc., will not count against the member from an active status perspective.
- 6.4.4 An inactive member will be returned to active status in one of two ways:
  3. By personal request to the pastors and deacons who may immediately reinstate the member to active status at their next regular meeting.
  4. After three (3) consecutive months of meeting the normal active member requirements as listed in section 6.4.1, the pastors and deacons will review and decide if active status is granted.
- 6.4.5 A member who has been on the inactive roll for three (3) months or longer will receive a letter and/or visit reminding them of their status and encouraging them to rejoin active worship and fellowship at East Lawrence Baptist Church.
- 6.4.6 A member who has been on the inactive roll for six (6) months or longer will receive a letter reminding them of their status, encouraging them to rejoin active worship and fellowship at East Lawrence Baptist Church, and notifying them that their membership is eligible for termination upon recommendation of the deacons and subsequent vote at the next regularly scheduled business meeting.