

CONSTITUTION AND BYLAWS

**Eastside Baptist Church
2450 Lower Roswell Road
Marietta, GA
30068**

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PREAMBLE

For the more certain preservation and security of the principles of our faith, and to the end that this body may be governed in an orderly manner consistent with the Word of God, and for the purpose of preserving the liberties inherent in each individual member of this church and the freedom of action of this body with respect to its relation to the other churches of the same faith and of this Southern Baptist Convention and its various agencies, we do declare and establish this Constitution and Bylaws. 1 Cor. 14:40

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ARTICLE I. NAME AND LOCATION

This fellowship shall be known as Eastside Baptist Church located at 2450 Lower Roswell Road, Marietta GA, and additional campuses owned by Eastside Baptist Church. It may also be referred to in this Constitution and Bylaws as “Eastside Baptist Church, Inc.,” “the church” or “EBC.”

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ARTICLE II. STATEMENTS OF OUR FAITH AND BELIEFS WE CHERISH

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

1. The Scriptures

The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.

Exodus 24:4; Deuteronomy 4:1-2; 17:19; Joshua 8:34; Psalms 19:7-10; 119:11,89,105,140; Isaiah 34:16; 40:8; Jeremiah 15:16; 36:1-32; Matthew 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16ff.; 17:11; Romans 15:4; 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21.

2. God

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

A. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

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

B. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the Virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand

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of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever present Lord.

Genesis 18:1ff.; Psalms 2:7ff.; 110:1ff.; Isaiah 7:14; 53; Matthew 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16,27; 17:5; 27; 28:1-6,19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18,29; 10:30,38; 11:25-27; 12:44-50; 14:7-11; 16:15-16,28; 17:1-5, 21-22; 20:1-20,28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5,20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3,34; 10:4; 1 Corinthians 1:30; 2:2; 8:6; 15:1-8,24-28; 2 Corinthians 5:19-21; 8:9; Galatians 4:4-5; Ephesians 1:20; 3:11; 4:7-10; Philippians 2:5-11; Colossians 1:13-22; 2:9; 1 Thessalonians 4:14-18; 1 Timothy 2:5-6; 3:16; Titus 2:13-14; Hebrews 1:1-3; 4:14-15; 7:14-28; 9:12-15,24-28; 12:2; 13:8; 1 Peter 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Revelation 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16.

C. God the Holy Spirit

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Savior, and effects regeneration. At the moment of regeneration He baptizes every believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

Genesis 1:2; Judges 14:6; Job 26:13; Psalms 51:11; 139:7ff.; Isaiah 61:1-3; Joel 2:28-32; Matthew 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10,12; Luke 1:35; 4:1,18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17,26; 15:26; 16:7-14; Acts 1:8; 2:1-4,38; 4:31; 5:3; 6:3; 7:55; 8:17,39; 10:44; 13:2; 15:28; 16:6; 19:1-6; Romans 8:9-11,14-16,26-27; 1 Corinthians 2:10-14; 3:16; 12:3-11,13; Galatians 4:6; Ephesians 1:13-14; 4:30; 5:18; 1 Thessalonians 5:19; 1 Timothy 3:16; 4:1; 2 Timothy 1:14; 3:16; Hebrews 9:8,14; 2 Peter 1:21; 1 John 4:13; 5:6-7; Revelation 1:10; 22:17.

3. Man

Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God, and fell from his original innocence whereby his posterity inherit a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors and are under condemnation.

Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

Genesis 1:26-30; 2:5,7,18-22; 3; 9:6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18,23; 5:6,12,19; 6:6; 7:14-25; 8:14-18,29; 1 Corinthians 1:21-31; 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11.

4. Salvation

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Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer.

In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

A. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace. Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Savior.

B. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer unto a relationship of peace and favor with God.

C. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

D. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

Genesis 3:15; Exodus 3:14-17; 6:2-8; Matthew 1:21; 4:17; 16:21-26; 27:22-28:6; Luke 1:68-69; 2:28-32; John 1:11-14,29; 3:3-21,36; 5:24; 10:9,28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Romans 1:16-18; 2:4; 3:23-25; 4:3ff; 5:8-10; 6:1-23; 8:1-18,29-39; 10:9-10,13; 13:11-14; 1 Corinthians 1:18,30; 6:19-20; 15:10; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; 5:22-25; 6:15; Ephesians 1:7; 2:8-22; 4:11-16; Philippians 2:12-13; Colossians 1:9-22; 3:1ff; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1-12:8,14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20; 21:1-22:5.

5. God's Purpose of Grace

Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves; yet they shall be kept by the power of God through faith unto salvation.

Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7,19-22; Isaiah 5:1-7; Jeremiah 31:31ff; Matthew 16:18-19; 21:28-45; - 5-24:22,31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45,65; 10:27-29; 15:16; 17:6,12,17-18; Acts 20:32; Romans 5:9-10; 8:28-39; 10:12-15; 11:5-7,26-36; 1 Corinthians 1:1-2; 15:24-28; *Ephesians*

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1:4-23; 2:1-10; 3:1-11; Colossians 1:12-14; 2 Thessalonians 2:13-14; 2 Timothy 1:12; 2:10,19; Hebrews 11:39-12:2; James 1:12; 1 Peter 1:2-5,13; 2:4-10; 1 John 1:7-9; 2:19; 3:2.

6. The Church

A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes.

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

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

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

7. Baptism and the Lord's Supper

Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Savior, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper.

The Lord's Supper is a symbolic act of obedience whereby members of the church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.

Matthew 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; 20:7; Romans 6:3-5; 1 Corinthians 10:16,21; 11:23-29; Colossians 2:12.

8. The Lord's Day

The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should include exercises of worship and spiritual devotion, both public and private. Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ.

Exodus 20:8-11; Matthew 12:1-12; 28:1ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3,33-36; John 4:21-24; 20:1,19-28; Acts 20:7; Romans 14:5-10; I Corinthians 16:1-2; Colossians 2:16; 3:16; Revelation 1:10.

9. The Kingdom

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm

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of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

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

10. Last Things

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

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

11. Evangelism and Missions

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

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

12. Education

Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

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

4:11-16; Philippians 4:8; Colossians 2:3,8-9; 1 Timothy 1:3-7; 2 Timothy 2:15; 3:14-17; Hebrews 5:12-6:3; James 1:5; 3:17.

13. Stewardship

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

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

14. Cooperation

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner.

Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom.

Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

Exodus 17:12; 18:17ff.; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1ff.; Acts 1:13-14; 2:1ff.; 4:31-37; 13:2-3; 15:1-35; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.

15. The Christian and the Social Order

All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Jesus Christ.

In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death.

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Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends

Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12; 27:17; Psalm 101:5; Micah 6:8; Zechariah 8:16; Matthew 5:13-16,43-48; 22:36-40; 25:35; Mark 1:29-34; 2:3ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Romans 12-14; 1Corinthians 5:9-10; 6:1-7; 7:20-24; 10:23-11:1; Galatians 3:26-28; Ephesians 6:5-9; Colossians 3:12-17; 1 Thessalonians 3:12; Philemon; James 1:27; 2:8.

16. Peace and War

It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war.

The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace.

Isaiah 2:4; Matthew 5:9,38-48; 6:33; 26:52; Luke 22:36,38; Romans 12:18-19; 13:1-7; 14:19; Hebrews 12:14; James 4:1-2.

17. Religious Liberty

God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom no ecclesiastical group or denomination should be favored by the state more than others.

Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind.

The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

Genesis 1:27; 2:7; Matthew 6:6-7,24; 16:26; 22:21; John 8:36; Acts 4:19-20; Romans 6:1-2; 13:1-7; Galatians 5:1,13; Philippians 3:20; 1 Timothy 2:1-2; James 4:12; 1 Peter 2:12-17; 3:11-17; 4:12-19.

18. The Family

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption.

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Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race.

The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15,17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; **1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4**; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.

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ARTICLE III. OUR CHURCH COVENANT

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

For the Advancement of This Church

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

As Christian Stewards

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

Alone and at Home

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

Before the World

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

Toward One Another

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

Abide and Support

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

When We Move

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

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ARTICLE IV. CHURCH GOVERNANCE/POLITY

The government of this church is vested in the body of believers who compose it. It is subject to the control of no other ecclesiastical body, but it recognizes and sustains the obligations of mutual consent and cooperation which are common among Southern Baptist churches. Insofar as it is practical, this church will cooperate with and support the Noonday Baptist Association, Georgia Baptist Convention, and the Southern Baptist Convention.

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ARTICLE V. FELLOWSHIP

Fellowship with Eastside Baptist Church takes place by visiting, attending, participating in one or more church ministries, or membership. Those in fellowship with Eastside Baptist Church are sometimes referred to as "the congregation."

SECTION 1. VISITORS

Visitors are those persons attending a worship service at Eastside Baptist Church, a church-sponsored event, or on church property with permission, for the first time.

SECTION 2. ATTENDERS

Attenders are those persons attending a worship service at Eastside Baptist Church, a church-sponsored event, or on church property with permission, after the first time.

SECTION 3. PARTICIPANTS IN ANY EASTSIDE BAPTIST CHURCH MINISTRY

Participants are those persons taking part or sharing in any Eastside Baptist Church ministry.

SECTION 4. MEMBERSHIP

A. General

This is an autonomous Baptist church under the Lordship of Jesus Christ. The membership of Eastside Baptist Church retains unto itself the exclusive right of self-government in all phases of its spiritual and temporal life. Eastside welcomes all to our congregation to worship, to learn, and to experience the Love of Christ. All individuals should be afforded compassion, love, kindness, respect, and dignity. (Mark 12:28-31; Luke 6:31.) Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of Eastside Baptist Church. God's love makes it possible for everyone to have a change of heart and the daily strength only found in Him to live free of immorality of all kinds and to walk in the light of Jesus Christ. (Acts 3:19-21; Rom 10:9-10; 1 Cor 6:9-11.) In order to provide a biblical role model to its membership and community, Eastside reserves the right to refuse membership to any person who is involved in any unrepentant sin bringing reproach to the image of Jesus Christ.

B. Candidacy

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

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

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

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

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

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

C. Duties of Members

Eastside members will abide by the covenants of this church as presented in the Church Constitution and Bylaws.

D. Membership Voting

Every qualified member of the church is entitled to vote at all elections and on all questions submitted to the church in conference, providing the member is present. Secret ballot may be requested by any qualified voting member on any question not specified in the Bylaws. To be a qualified voting member, a person has to be at least 14 years of age.

The following matters and those matters designated elsewhere in these Bylaws shall be brought before the Church membership for affirmation: New Members, the annual budget of the Church, the election of the Church Officers, the disposition of all or substantially all of the assets of the Church, the merger or dissolution of the Church, the acquisition or selling of real property and related indebtedness, amendments to the Constitution and Bylaws of the Church, and the calling of a Lead Pastor and all ministry level staff members.

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

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

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E. Termination of Membership

Membership shall be terminated in the following ways:

- (1) Death,
- (2) Dismissal to another Baptist church,
- (3) Dismissal to a church of another denomination,
- (4) Dismissal upon request by the individual church member (request must be made by member in writing); provided that, if it appears to the elders that the member has requested termination of membership to avoid church discipline, the request shall not be given effect **until the disciplinary** process has been concluded, or
- (5) Exclusion by a disciplinary action of this church.

SECTION 5. DISCIPLINE

1. Purpose. The threefold purpose of church discipline is to glorify God (I Cor. 5:6), to edify believers (1 Tim. 5:20), and to promote the spiritual welfare of the offending believer by calling him to return to a biblical standard of doctrine and conduct (Gal 6:1). It shall be the intent of Eastside Baptist Church to emphasize that every reasonable measure will be taken to assist any member who may be struggling with temptation or sin in their life. The Pastor, other members of the church staff, Elders and Deacons are available for counsel, prayer, accountability and guidance. Restoration, rather than punishment, shall be the attitude of those in fellowship with EBC.
2. Process. When a member of Eastside Baptist Church is involved in sin (Matt. 18:15- 17) or whose conduct is not in accordance with this Constitution and Bylaws such that:
 - (a) The reputation of Jesus Christ will suffer,
 - (b) Non-Christians will be turned away from Christ,
 - (c) Christians are being led astray,
 - (d) The spirit of a Christian has been wounded, or
 - (e) It hinders the ministry influence of the church in the community.

The church shall be compelled to go to the offending brother according to the following steps:

- (a) A caring member should examine his own life and then go to the sinning member by himself with the attitude of restoring and not judging.
- (b) If the sinning member refuses to repent and offer restitution then the same caring member should take two or three witnesses with him.
- (c) If the sinning member refuses to hear them and repent, then the matter should be taken before the Elders.
- (d) If the sinning member refuses to hear the Elders and repent, then the matter shall be taken before the church in conference for a vote to separate the member from the church. A secret ballot with 3/4 majority of qualified voting members present is required to separate a member from the church.

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3. Redemption and Restoration. The focus of discipline is redemption and restoration to the fellowship, not rejection. Any person whose membership has been separated, may upon request, be restored to membership. The Pastor and Elders will together determine a method of restoration.
4. Disputes and conflicts involving church members that require discipline under this section shall not be subject to the process contained in Article XIII (Resolution of Disputes) of this Constitution and Bylaws.

ARTICLE VI. CHURCH ORDINANCES

Section 1. Baptism

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

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

Section 2. The Lord's Supper

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

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

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ARTICLE VII. CHURCH OFFICERS

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

Section 1. Trustees

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

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

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

Section 2. Moderator

All church business meetings shall be led by a Moderator. The moderator shall be the Lead Pastor, if the Lead Pastor is not available, then a member of the Elder Board shall serve as moderator. The Moderator will be responsible for the following:

1. Issuing the Notice of business meetings.
2. Preparing agendas for church business meetings.
3. Calling the meetings to order at the appropriate time.
4. Presiding at such meetings and preserving order and decorum.
5. Presenting business in proper order.
6. Stating and putting all questions properly brought before the meetings.
7. Deciding on all questions of order in consultation with the parliamentarian.

Section 3. Treasurer

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

Section 4. Clerk

The church shall affirm annually a Church Clerk who shall be nominated by the Nominating Committee. The Church Clerk, or his designee, shall keep a suitable record of all the business proceedings of the church, except as otherwise herein provided. The Church Clerk, or his designee, is responsible for keeping a register of the name of members, with dates of admission, dismissals, or death together with the record of baptisms.

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The Church Clerk, or his designee, shall issue letters of the dismissal voted by the church, preserve on file all communications and written official reports, as indicated in these Bylaws. The Church Clerk may delegate some of the clerical responsibilities to the Church Administrator, or church staff.

Section 5. Parliamentarian

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

Section 6. Elders

A. Qualifications

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

1. Biblical Qualifications

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

2. Additional Bylaws Qualifications

An Elder shall be committed to the church in giving and in service, and also feel a specific calling and desire for the office from God.

B. Organization

There should be a total of seven members on the Board of Elders, which includes the Lead Pastor who shall serve as Chairman. However, in certain extenuating circumstances the Board of Elders may, at their discretion, operate with fewer or more than seven members for a prescribed period of time. The six lay members should be on a rotating basis of service. The rotating term of service will be three years. After one year off the Board of Elders, the inactive Elder would be eligible for reaffirmation to the active Board. However, should the need arise, an Elder whose term has expired may be presented to the Church for consecutive terms by unanimous consent of the remaining Elders and affirmation of the church. The term of service for an Elder will begin on January 1. The Elders shall select a Vice Chairman, Secretary, and Elder liaison to each of the six Constitutional Committees: Constitution and Bylaws Committee, Finance Committee, Nomination Committee, Human Resources Committee, Safety and Security Committee, and Pastor Search Committee. The Elder liaison to the Constitution and Bylaws Committee will ensure all Elder activities are informed and guided by the Constitution and Bylaws.

C. Selection

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

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1. The Elders are selected each year to replace the two lay Elders who rotate off the Board. In November, the church membership will be given an Elder recommendation form that will contain the Biblical qualifications of an Elder, Bylaws requirements, as well as major duties of Elders at Eastside. After prayerful consideration, each member may nominate up to three men who they have contacted and ascertained are qualified and willing to serve.
2. The Elders will review the recommendations and interview as many candidates as necessary to fill the vacancies. The interview process should center on each candidate's biblical qualifications, commitment to the church in giving and service, and a specific calling from God to be an Elder. Any candidate presented to the church must have been selected by unanimous consent of the Elders.
3. When the Elders have selected candidates to fill the vacancies, the names will be presented to the church for affirmation. Any candidate not affirmed by at least three-fourths of the membership present would require the Elders to present another candidate to the church's membership for affirmation.
4. If an unexpected vacancy occurs, the Elders will present another candidate from the most recent list of nominees. The church members will then affirm per the previous paragraph and that Elder will serve the length of the vacant term.
5. After the selection process, newly affirmed Elders will be consecrated to service as Elders by ordination during the next available worship service. Also, during this service, the returning Elders will be presented for prayer for the coming year. This service should be done in accordance with Acts 14:23.

D. Duties

Eastside Baptist Church is an Elder led church. The Lead Pastor will serve as the Chairman of the Board of Elders. His duties, with the assistance of the Vice Chairman, include leading the Board to perform their task, preparing an agenda for each regularly scheduled meeting, notifying members of the time and place of each meeting; presiding over plans and actions suggested to the Board.

The Elders are responsible for helping the Lead Pastor and staff in overseeing the administrative and teaching functions of the church, including shaping of policy. The Elders are to direct, to lead, and to be the decision-making body of the church. Major decisions would still be brought to the church's membership for affirmation.

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

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

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

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

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

1. Assist the Lead Pastor and ministerial staff in clarifying the church's mission and priorities.
2. Review and evaluate studies of major church expansion plans.
3. Review church plans and programs as appropriate.
4. Review ministerial staff requirements and approve additional staff positions.
5. Convey items of interest from members of the church to appropriate staff persons or ministry team for consideration.
6. Approve the annual church budget before it is presented to the church in order to ensure that the goals and philosophy of the church are being reflected in the budget, and review regularly the ongoing financial status of the church.
7. Along with the Lead Pastor, the Elders will establish a vision and a plan of action for the church, and report annually the result to the congregation.
8. There will be an Elder liaison appointed to each of the six Constitutional Committees: Constitution and Bylaws Committee, Finance Committee, Nomination Committee, Human Resources Committee, Safety and Security Committee, and Pastor Search Committee.

E. Disciplinary Action/Removal of Elders

1. Based on Matthew 18, the Lead Pastor will go privately to speak with the Elder to discuss the situation looking for a change of heart and attitude.
2. If the situation is not resolved within 30 days, the Lead Pastor will take two Elders along to meet again with the Elder. If there remains a strong difference of opinion, the Lead Pastor will ask the elder to resign.
3. If not resolved by Step 2, the remaining Elder Board will meet to discuss and vote on removal of said Elder. The remaining Elders should pray and seek the will of God together until consensus is achieved. The results of the Elder's deliberations shall be recorded in the committee meeting minutes.
4. This change to the Elder Board will be communicated to the church body.

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5. This change will invoke the replacement process described in Article VII.

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Section 7. Safety and Security Officer

A. Qualifications

The church shall affirm a Safety and Security Officer (S&S Officer) for the term of one year. The S&S Officer shall be nominated by the Nominating Committee and may serve successive terms. The S&S Officer must be a member of Eastside Baptist Church and be trained as a Team Leader or Team Member of the Eastside Baptist Church Safety and Security Team.

B. Organization

The S&S Officer will serve as the Chairman of the Safety and Security Committee. This committee will be a Constitutional Committee as defined in Article X. The Chairman will lead this committee in accordance with the Safety and Security Guidelines with the aid of the church safety and security consultant and/or subject matter experts as needed. The committee will consist of six members nominated by the Nominating Committee with the stipulation that they are current members of the Church, members of a Safety and Security Team, or Emergency Support Staff as defined in the Safety and Security Guidebook.

C. Duties

The S&S Officer will be responsible for organizing safety and security teams to carry out guideline requirements. The purpose is to keep the church as safe and secure as reasonably possible, and ensure that, at a minimum, all volunteers and staff who work with children and youth have a background check completed at the appropriate level. The S&S Officer will coordinate his activities with the Church Administrator, who reports to the Lead Pastor.

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ARTICLE VIII. CHURCH STAFF

Section 1. General Policies

A. There shall be no unilateral hiring decisions made by any level of church staff. Prospective hires for both Ministerial and Support Staff shall be reviewed by the Human Resources Committee and the Board of Elders.

B. All prospective hires shall be fully vetted in accordance with procedures of the Human Resources Committee, including comprehensive legal and occupational background checks.

C. One of the main purposes of Eastside Baptist Church is to teach and instill biblical values in employees, attendees, and members of the Church. Every employee of the Eastside Baptist Church is a representative of the Church, and is hired for that purpose. In order to be eligible for employment, the applicant shall not be actively engaged in unrepentant sin and shall not be perceived to undermine or contradict, through actions, behaviors, or speech, the tenets of the Bible or the doctrine of the Church.

D. Church ministers, members, staff, and individuals ordained by the Church shall not use their title, position, or ordination in a way that contradicts or undermines the teachings of the Church including but not limited to, officiating over or solemnizing (the exchange of vows and rings and public proclamation of marriage) weddings of ceremonies joining more than two people or two people of the same sex. Further, no facility, property, or equipment of Eastside Baptist Church may be used for these activities or any other activity that is contrary to Eastside's basic beliefs as determined by our governing documents under the interpretation of the Elders.

E. Guidelines, policies, and procedures are detailed in the Eastside Baptist Church Employee Handbook for all personnel. It is the responsibility of every employee to read, understand, and comply with the contents of the Eastside Personnel Handbook. Should there be any discrepancy between the Handbook and the Constitution and Bylaws, the Constitution and Bylaws shall overrule.

F. An organizational chart of the church staff shall be prepared by the Elders under the leadership of the Lead Pastor. It shall be updated as the organization changes and a current copy maintained in the church office with the Constitution & Bylaws.

Section 2. Lead Pastor

A. The Role of the Lead Pastor

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

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

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

The Lead Pastor will function as Chief Executive Officer for Eastside Baptist Church, including all remote campuses and staff members associated with those campuses. In addition, he will serve as the primary teaching pastor at Eastside Baptist Church main campus on Lower Roswell Road.

B. The Qualifications of the Lead Pastor

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

1 Timothy 3:1-7

1 Timothy 5:17-22

Titus 1:5-9

Jeremiah 3:15 "a shepherd after God's own heart"

C. The Procedure for Calling a Lead Pastor

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

A Pastor Search Committee shall be determined in this manner: names shall be submitted by members of the congregation, shall be screened by the deacon body, shall be selected by the elders, and shall be presented to the church. The committee shall be made up of twelve (12) members. The Pastor Search Committee shall be affirmed by the congregation at a regularly scheduled Church Conference or a Special Conference called for that purpose. At least two weeks' notice must be given to the church prior to the meeting. The committee shall meet within seven days to elect a chair. No employees of the church or school or spouse and immediate family member, or elder's spouse and immediate family member can serve on the Pastor Search Committee.

The Pastor Search Committee, after affirmation by the Elders, shall bring to the consideration of the church only one name at a time. Election shall be by secret ballot, an affirmation vote of three-fourths of those eligible voters who are present being necessary for a choice approval. The Pastor, thus elected, shall serve as long as he fulfills Scriptural qualifications and is led by God to continue in that capacity. If the Pastor fails to fulfill Scriptural qualifications, he is subject to the discipline based upon Matthew 18:15-17, outlined in Article V. Section 4. Paragraph F (Discipline).

D. The Procedure for an Interim Situation

The procedure for an interim situation shall be as follows:

1. The Vice Chairman of the Elders shall assume the role of Chairman of the Elders. A new Vice Chairman will be selected by the Elders. The Elders shall continue as leadership once the Lead Pastor position has been vacated and shall do so until the Lead Pastor position is filled.

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2. The Elders shall designate a member from the Senior Ministerial Staff to assume the administrative responsibilities of the Lead Pastor during the interim period. He shall assume the leadership of the church staff and coordinate his activities with the Elders, and attend Elder meetings when requested by the Elders.
3. The Elders shall be responsible to coordinate pulpit supply and to assist the church staff as needed.
4. Should the need arise to recommend an Interim Pastor, the Elders shall define the job description which fits the needs of the church. Once the Elders choose a proper candidate, they will present that candidate for affirmation to the church in conference. A simple majority is required for affirmation.

Section 3. Church Administrator (or Administrative Pastor)

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

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

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

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

Section 4. Ministerial Staff

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

Section 5. Support Staff

Support Staff requirements shall be submitted by the Lead Pastor/Elders and Ministerial Staff and approved by the Human Resources Committee. A support staff member is one who provides support to

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the Ministerial Staff. They shall be employed as required by the Pastor and appropriate Ministerial Staff with approval of the Human Resources Committee.

ARTICLE IX. CHURCH PROGRAM ORGANIZATIONS

Section 1. General

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

Section 2. Bible Teaching Organization

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

Section 3. Church Music Organization

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

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

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ARTICLE X. CHURCH COMMITTEES AND MINISTRIES

Section 1. General

- A. There shall be three categories of Church Ministries:
 - 1. Constitutional Committees: Administrative Committees that have a church-wide focus that impacts all EBC members, programs, and organizations;
 - 2. Constitutional Ministries: Church ministries that also have a church-wide focus that impacts all EBC members, programs, and organizations and is part of the church's outreach;
 - 3. Support Ministries: Ministries with an emphasis on a specific organization, group, staff member or activity of the church.
- B. Members of all Constitutional Committees, Constitutional Ministries and Support Ministries shall be members of Eastside Baptist Church and be faithful givers of tithe and time to Eastside Baptist Church. At-large community members, when deemed appropriate by the Elders, may be permitted to serve with Support Ministries.
- C. Members shall not concurrently be a member of more than two Constitutional Committees/Constitutional Ministries other than the Deacon Ministry. No member shall chair more than one Constitutional Committee/Constitutional Ministry. It is the responsibility of the Nominating Committee to ensure this. Members may serve on Support Ministries in accordance with their personal interests and as led by the Holy Spirit. However, so as to involve as many as possible in service, members should consider limiting themselves to four (4) ministries – Constitutional and Support – at any one time.
- D. Each Ministry has the responsibility to prepare a Ministry Guide that sets forth that ministry's Role, Responsibilities, Policies, and Procedures. This guide will be provided to each member of their respective ministry. Each ministry is responsible to monitor and evaluate its ministry activities and programs on an annual basis. Therefore, this Guide is to be reviewed annually and updated as needed. A current copy of the Ministry Guide will be kept on file at the church office. Each Guide will be reviewed by the Constitution & Bylaws Committee to assure that it meets the requirements of the "Ministry Guide Outline" and is consistent with the provisions of the Constitution & Bylaws.
- E. A member of the Church Ministerial or Support Staff may not serve on a Constitutional Ministry or Committee except as a non-voting Staff Liaison that is appointed by the Lead Pastor to act on his behalf.
- F. The spouses of members of the Church Ministerial or full-time Support Staff or the Elders shall not serve on any Constitutional Committees. Spouses may serve on Constitutional Ministries or Support Ministries. See Article VIII, Section 2, Part C- The Procedure for Calling a Lead Pastor.
- G. Each Constitutional Committee, Constitutional Ministry, and Support Ministry shall prepare an Annual Report of their activities for the prior year and vision, plans, programs, and activities

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for the coming year. This report will be submitted to the Elders and will be available for review by other Ministries.

- H. All Church Ministries shall coordinate their activities through the church calendar.
- I. All Church Ministries shall record the minutes of their meetings and keep them on file in the church office.

Section 2. Constitutional Committees and Constitutional Ministries

A. Constitutional Committees and Ministries have a church-wide focus and are considered essential to the life of the church. They give vision, direction and oversee the work of the Church in their respective areas of responsibility. Constitutional Committees and Ministries are required under the Church Constitution & Bylaws and must operate within the guidelines set forth under the Church Constitution & Bylaws and their Ministry Guide. Constitutional Committees and Ministries are ongoing ministries and must meet together at least quarterly.

B. Each Constitutional Committee will have an Elder Liaison who serves as a non-voting member of the committees. The Constitutional Ministries will have at least one Staff Liaison appointed by the Lead Pastor to act on his behalf.

C. Each Constitutional Committee/Constitutional Ministry shall operate and serve on the basis of the Church's fiscal year.

D. Each Constitutional Committee/Constitutional Ministry shall consist of not more than twelve members and not fewer than three members. The Staff Liaison and Chair for each ministry shall review the number of members necessary to carry out their mission and make recommendations for any changes in the number of members to the Nominating Committee as needed. This shall be done prior to and in accordance with the requirements below.

E. The members of each Constitutional Committee/Constitutional Ministry shall be elected by the church annually prior to the beginning of the new church year. The names of these members shall be recommended by the Nominating Committee with the exception of the Deacon Ministry, which will have a separate nominating and selection process.

F. Three Year Rotation Schedule: Members shall serve for a three (3) year term unless completing a vacancy. One-third of each Constitutional Committee/Constitutional Ministry shall automatically be rotated off from that ministry each year and will not be eligible for that ministry until one year later. Vacancies may be filled by election of the church at any regular church conference in accordance with the procedures established for this purpose. A Constitutional Committee/Constitutional Ministry may request an exception to this Three Year Rotation Schedule. This request and supporting explanation will then be considered by and must be approved by both the Nominating Committee and the Elders.

G. Each Constitutional Committee/Constitutional Ministry shall elect a Chair, a Vice Chair and Secretary plus other such officers as needed. A list of each ministry's officers will be reported to the Church Administrator.

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H. Establishment of a new Constitutional Committee/Constitutional Ministry. These are the procedures to be followed:

1. The Elders shall recommend the establishment of a new Constitutional Committee/Constitutional Ministry.
2. A Mission Statement and Scope of Responsibilities for this new Constitutional Committee/Constitutional Ministry will be prepared by the Staff Liaison to be assigned to this Constitutional Committee/Constitutional Ministry and approved by the Elders.
3. The Staff Liaison will recommend the number of members that the Constitutional Committee/Constitutional Ministry needs to properly carry out its mission to the Nominating Committee.
4. The Nominating Committee will consider the persons to be recommended to serve on this Constitutional Committee/Constitutional Ministry including assignment to the Three Year Rotation Schedule, in consultation with the Elder Liaison or Staff Liaison. See also 6 below.
5. The new Constitutional Committee/Constitutional Ministry will be presented to the Church for action and approval at a regularly scheduled Church Conference or at a Called Church Conference.
6. The Rotation Schedule for newly created Constitutional Committee/Constitutional Ministry will not become effective until the beginning of the second Church Year following the establishment of the Constitutional Committee/Constitutional Ministry.

I. List of Constitutional Ministries

1. Caring Ministry

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

2. Deacon Ministry

Ministry Mission Statement^[L]_[SEP]

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

- Christ-like, serving with integrity; assimilating, welcoming, nurturing, reconciling, and sensitive to the presence of God's Spirit in their lives and in the lives of others, and witnessing for Jesus Christ as Savior and Lord within and beyond the Body of Christ, the church.

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- Spirit-led, witnessing to Jesus Christ as Savior and Lord, and to the Body of Christ, the church;
- Dedicated caregivers who use their spiritual gifts in a shared ministry of concern that provides for the total well-being of God's people. [SEP]

Ministry Scope of Responsibilities

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

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

Ministry Organization and Procedures

- There shall be no conscious effort made to establish any ratio of the number of deacons to church membership.
- The Church shall nominate men of honest report who are full of the Holy Spirit and wisdom to be considered for Deacon (Acts 6:3). This process should begin in July to allow enough time to complete it by the new fiscal year. Each man who is nominated shall be contacted personally by the chairman of the Deacons or his representative, either by phone or in person, to determine the basic qualifications to serve as a Deacon, his willingness to serve, and calling to serve. During this contact any questions the nominee may have concerning qualifications and duties as a Deacon at Eastside should be answered. In addition, it shall be determined that each nominee has a knowledge of the church organization and shall have been a member of Eastside Baptist Church for at least one year. All nominees, whether they have previously served as a Deacon at Eastside or not should be contacted.
- Nominees who have completed the basic screening outlined above and who have not been ordained as a deacon or who have not served as a deacon at Eastside shall appear before a presbytery consisting of two elders, one of whom preferably is the Lead Pastor, the outgoing and in-coming chairman. At this time each prospective nominee will be given an opportunity to provide verbally an expression of his relationship with Jesus Christ and his commitment to serve as a deacon at Eastside.
- Nominees who have completed the above interview and those nominees who have previously served as a deacon at Eastside and express a willingness to return to active status will be presented to the church for affirmation. This process should be completed before the end of September so that any deacons who have not been ordained may be ordained at the beginning of October.

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- Each Deacon shall be elected for a three-year term. At the end of his term, he will not be eligible to serve on the Deacon Ministry for one year.

3. Evangelism and Missions Ministry

The purpose of the Evangelism and Missions Ministry of Eastside Baptist Church is to be responsible for the planning and implementation of strategies to reach the unsaved, unchurched and unreached people in the community and the world. It will seek to involve church membership directly in various mission endeavors as it leads church membership to fulfil the Great Commission both locally and internationally. This would include financial support as well as actual hands-on involvement. The guiding Scriptures for this ministry are: John 3:6, Rom. 5:8, Rom. 3:23, Rom. 3:10, Rom. 6:23, John 1:12, 1 Cor. 15:3-4, Rev. 3:23a, Rom.10:13, Luke 17:7-10, and Matt. 28:18-20.

4. Prayer Ministry

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

J. List of Constitutional Committees

1. Constitution & Bylaws Committee

The Constitution and Bylaws Committee is responsible for ensuring that the Church is governed by a Constitution & Bylaws (the “governing documents”) that conform to the Word of God, carry out the duly authorized wishes of the Church membership, and comply with applicable federal, state, and local law (1Co. 14:40). The Constitution & Bylaws Committee also engages in ongoing monitoring to assure conformance by the Church, its organizations, and its ministries with the governing documents. To that end, the Constitution & Bylaws Committee provides guidance and assistance to Church officers and staff, other Church Ministries, and Church Program Organizations on the governing documents and on the establishment of Ministry Guides. Questions concerning the interpretation of any part of the Constitution & Bylaws shall be addressed to this committee and their decision shall be final.

This committee shall also make recommendations for additions to, or revisions of, the Constitution & Bylaws when such are deemed necessary.

2. Finance Committee

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

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3. Nominating Committee

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

4. Human Resources Committee

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

5. Pastor Search Committee

See Article VIII, Section 2, Part C- The Procedure for Calling a Lead Pastor

6. Safety and Security Committee

This committee, under the guidance of the Safety and Security Officer, will serve the church in keeping the church as safe and secure as reasonably possible. Duties shall include, but not be limited to, ensuring that all volunteers and staff who work with children and youth have passed the appropriate level of background checks.

Section 3. Support Ministries

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

- The Nominating Committee does not staff Support Ministries nor are Support Ministries subject to the Three Year Rotation Schedule. Church Members interested in serving on a Support Ministry should indicate this to the appropriate Staff person. Each Support Ministry shall determine the number of members and term of service that it needs to carry out its mission.
- Support Ministries may be ongoing ministries or established for a specific short-term activity. Church action is not required to create or dissolve Support Ministries.
- Support Ministries must operate within the guidelines set forth in the Church Constitution & Bylaws and their Ministry Guide.
- A listing of Support Ministries shall be maintained in the church office with the current copy of the Constitution & Bylaws. This list shall be updated annually in connection with the Annual Ministry Guide Review (Section 1, Paragraph D)

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- Addendum: “Annual List of Support Ministries”

ARTICLE XI. CHURCH FINANCES

Section 1. Accounting Procedures

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

Basic guidelines shall be as follows:

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

Section 2. Fiscal Year

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

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ARTICLE XII. CHURCH MEETINGS

Section 1. Worship Services

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

Section 2. Special Services

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

Section 3. Regular Church Conferences

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

Section 4. Special Church Conferences

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

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

Section 5. Quorum

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

Section 6. Parliamentary Rules

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

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ARTICLE XIII. RESOLUTION OF DISPUTES

Recognizing that, when people interact, conflict is inevitable, Eastside Baptist Church (“EBC”) is committed to following the scriptural instructions for resolving disputes. In that regard, EBC has a system of alternative dispute resolution which involves informal resolution, mediation and, if necessary, binding arbitration to resolve all disputes which may arise. Any claim, controversy or dispute arising from or relating to the Articles of Incorporation or Constitution and Bylaws of EBC, or breach thereof, involving or relating to the fellowship of the church shall be submitted to and determined exclusively by conciliation and, if necessary, binding arbitration under the *Rules of Procedure for Christian Conciliation* of the Institute for Christian Conciliation (available at <http://peacemaker.net/project/rules-of-procedure/>). The methods described in this paragraph shall be the sole remedy for any such dispute, except to enforce an arbitration decision.

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ARTICLE XIV. CONFIDENTIALITY

Section 1. Protection of Confidential Information

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

Section 2. Exceptions to Confidentiality

Although confidentiality is to be respected as much as possible, there are times when revealing certain information to others is appropriate. In particular, when it is biblically necessary, confidential information may be disclosed to appropriate people in the following circumstances:

1. When there is uncertainty about how to counsel a person concerning a particular problem and the need to seek advice from one in fellowship with this church or, if the person attends another church, from the pastor or deacons (or the equivalent) in that church. (See Prov. 11:14; 13:10; 15:22; 19:20; Matt. 18:15-17);
2. When the person who disclosed the information or any other person is in imminent danger of serious harm unless others intervene. (See Prov. 24:11-12);
3. When a person refuses to repent of sin and instituting disciplinary proceedings (Matt. 18:15-20 and Article V. Section 4. Paragraph F. (Discipline) of this Constitution and Bylaws), or seeking the assistance of individuals or agencies outside this church, (See, e.g., Ro. 13:1-5) is necessary; or
4. When required by law to report suspected abuse of a child, spouse, elder or disabled person.

Section 3. Disclosure of Confidential Information

Scripture commands that confidential information is to be shared with others only when a problem cannot be resolved through the efforts of a small group of people within the church (Matt. 18:15- 17). Therefore, except as provided in Article XIII (Resolution of Disputes) of this Constitution and Bylaws, no one shall disclose confidential information to anyone outside this church without the approval of the Pastor and Elders or the consent of the person who originally disclosed the information. The Pastor and Elders may approve such disclosure only when they find that all internal efforts to resolve a problem have been exhausted (See I Cor. 6:1-8) and the problem cannot be satisfactorily resolved without the assistance of individuals or agencies outside this church (See, e.g., Ro. 13:1-5). This limitation shall apply to, but is not limited to, the giving of testimony in a court of law and the reporting of abuse.

Section 4. Effectiveness of These Provisions With or Without Notice

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

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ARTICLE XV. CORPORATE POWERS

Section 1. Duration

The Church shall have perpetual duration and succession in its corporate name.

Section 2. Powers

The Church has the same powers as an individual to do all things necessary or convenient to carry out her business and affairs, including without limitation those powers enumerated in and by Section 14-3-302 of the Georgia Nonprofit Corporation Code, Official Code of Georgia Annotated (O.C.G.A.), in effect on the date of ratification of this Constitution and Bylaws, or as expanded by amendment thereafter by the Georgia General Assembly, which powers are incorporated herein by reference.

Section 3. Emergency Powers

In addition to the powers to which reference is made in Article XV. Section 2. (Powers) of this Constitution and Bylaws, the Church trustees shall have the powers in anticipation of or during an emergency enumerated in and by Section 14-3-303 of the Georgia Nonprofit Corporation Code, O.C.G.A., in effect on the date of ratification of this Constitution and Bylaws, or as expanded by amendment thereafter by the Georgia General Assembly, which powers are incorporated herein by reference. An "emergency" exists for the purpose of this section if a quorum of the church's leadership team cannot readily be assembled because of some catastrophic event, in accordance with O.C.G.A. § 14-3-303(d).

Section 4. Indemnification

The Church shall indemnify her officers and directors/trustees for those amounts authorized by Title 14, Chapter 3, Article 8, Part 5 of the Official Code of Georgia Annotated (O.C.G.A. § 14-3- 830 ff); provided, however, indemnification shall only be made upon compliance with the requirements of, and only in those circumstances in which indemnification is authorized under, those provisions.

Section 5. Insurance

Liability insurance may be purchased by the Church on behalf of those persons for whom she is entitled to purchase and maintain such coverage under, and to the extent permitted by, O.C.G.A. § 14-3-857.

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ARTICLE XVI. DISSOLUTION OF THE CHURCH

Dissolution of Eastside Baptist Church shall be in accordance with the provisions of the Georgia Nonprofit Corporations Code, section 14-3-1402 et seq.

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ARTICLE XVII. INTERPRETATION AND DEFINITIONS

Section 1. Guiding Principles

Eastside Baptist Church, Inc.'s Articles of Incorporation and Constitution and Bylaws shall be construed in accordance with and governed by the Holy Bible and, where applicable, the laws of the State of Georgia as they pertain to nonprofit corporations, with the exception of Article XIII (Resolution of Disputes) of this Constitution and Bylaws which shall be governed by the Federal Arbitration Act (9 U.S.C. §§ 1-16) with the Bible always as supreme authority.

Section 2. Conflict Between Church Doctrine and the Georgia Non-profit Corporation Code

Where doctrine governing the affairs of the church is inconsistent with the provisions of the Georgia Nonprofit Corporations Code on the same subject, the church doctrine shall control, as expressed in Article II (Statements of Our Faith and Beliefs We Cherish) of this Constitution and Bylaws, to the full extent allowed by the Constitution of the United States or the State of Georgia, whichever is more expansive on the subject. Ref.: O.C.G.A. § 14-3-180

Section 3. Headings

All paragraph headings appearing herein are intended to facilitate references to the terms and provisions hereof and are not in any manner to be deemed to affect the construction or meaning of any term or provision.

Section 4. Use of Masculine and Singular Pronouns

Throughout this Constitution and Bylaws the use of masculine pronouns (e.g., "he") includes the feminine (e.g., "her"), and the neuter (e.g., "it") where applicable.

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ARTICLE XVIII. AMENDMENTS TO THE CONSTITUTION AND BYLAWS

Section 1. Change Requirements

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

Changes in this Constitution and Bylaws must be submitted to the Constitution and Bylaws Committee for consideration and approval. When deemed necessary such changes will be presented by the Constitution and Bylaws Committee at any Regular Church Conference, provided each amendment shall have been presented in writing 30 days prior to the Church Conference and copies of the proposed amendment be furnished to each member present.

A new constitution and Bylaws may be adopted or this Constitution and Bylaws may be amended or repealed following recommendation by the Pastor and Elders and by the affirmative vote of a majority of the members of the congregation represented at a called meeting for that purpose.

The Constitution and Bylaws Committee, with the approval of the Board of Elders, may make minor changes to the Constitution and Bylaws without a full presentation to the congregation as prescribed herein. These changes will consist of typographical and grammar corrections, additional record keeping functions, title changes, and other changes of a bookkeeping nature. Any such change will be recorded in the "log of revisions" of the Constitution and Bylaws and reported to the congregation at the next church conference. In no case will this authority allow a change to church doctrine, operation, or authority.

A "log of revisions" to the Constitution and Bylaws will be maintained with the master copy of the Constitution and Bylaws in the church office. There will be both an electronic and paper version of the "log of revisions". The log will consist of a revision number which will be the month and year of the adoption of the change, a list of the changes made to include the article number and section, and a brief explanation of why each change was made.

Section 2. Church Administration Policies

All church administration policies and procedures are subject to the Bylaws and will in no way circumvent or invalidate any Bylaw.

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

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Ratified by the congregation of Eastside Baptist Church this ____ day of _____, 20__.

Lead Pastor

Church Clerk

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ADDENDUM:

List of Support Ministries

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