

Sale Street Baptist Church

Constitution And Bylaws

Adopted September 11, 2022

Contents

Constitution..... 4

 Preamble..... 4

 Article I – Name..... 4

 Article II – Mission Statement..... 4

 Article III – Purposes..... 4

 Article IV – Statement of Faith..... 4

 Article V – Relationships..... 5

 Article VI – Membership Covenant..... 5

 Article VII – Statement on Marriage and Sexuality..... 6

 Article VIII – Amendments..... 7

Bylaws..... 8

 Preamble..... 8

 Article I – Membership..... 8

 Section 1 – General Information..... 8

 Section 2 – Reception of Members..... 8

 Section 3 – Designations of Membership..... 9

 Section 4 – Responsibilities of Membership..... 9

 Section 5 – Voting Rights of Membership..... 9

 Section 6 – Termination of Membership..... 10

 Article II – Meetings..... 10

 Section 1 – Worship Services..... 10

 Section 2 – Church Ordinances..... 10

 Section 3 – Regular Membership Meetings..... 11

 Section 4 – Special Membership Meetings..... 11

 Section 5 – Quorum..... 11

 Section 6 – Rules of Order..... 11

 Article III – Church Leadership and Organization..... 11

 Article IV – Elders..... 12

 Section 1 – Overview of Elders..... 12

 Section 2 – Duties..... 13

 Section 3 – Nomination and Affirmation..... 13

 Section 4 – Organization..... 13

Adopted on 09/11/2022

Sale Street Baptist Church – Constitution and Bylaws

- Section 5 – Elder Terms..... 14
- Section 6 – Accountability..... 14
- Article V – Deacons..... 14
 - Section 1 – Qualifications..... 14
 - Section 2 – Duties..... 14
 - Section 3 – Organization..... 15
 - Section 4 – Classes of Deacons..... 15
 - Section 5 – Calling and Selection..... 15
- Article VI – Teaching Pastor, Pastoral Staff/Staff Elders, and Support Staff..... 15
 - Section 1 – Teaching Pastor..... 15
 - Section 2 – Pastoral Staff/Staff Elders..... 16
 - Section 3 – Support Staff..... 17
- Article VII – Ministry Teams..... 17
- Article VIII – Church Program Ministries..... 18
- Article IX – Licensing and Ordaining Ministers and Deacons..... 18
 - Section 1 – Licensing..... 18
 - Section 2 – Ordination of Elders/Ministers..... 18
 - Section 3 – Ordination of Deacons..... 18
- Article X – Church Finances..... 18
 - Section 1 – Budget..... 18
 - Section 2 – Accounting Procedures..... 18
 - Section 3 – Debt..... 19
- Article XI – Church Manuals..... 19
- Article XII – Amendments..... 19

Sale Street Baptist Church Lake Charles, Louisiana

Constitution

Preamble

We declare and establish this constitution to preserve and secure the principles of our faith, and to govern in an orderly manner Sale Street Baptist Church (hereafter referred to as the “Church”). This constitution will preserve the liberties of each individual church member and define the freedom of action of this Church in its relations to other churches. It will guide this Church in conducting Jesus Christ’s ministry locally, nationally, and internationally as He leads.

Article I – Name

This Church will be known as the Sale Street Baptist Church of Lake Charles, Louisiana. The principle place of ministry is located at 1611 West Sale Road.

Article II – Mission Statement

Our mission is to glorify God by fulfilling the Great Commission through the transforming of people into fully obedient disciples of Christ.

Article III – Purposes

Sale Street Baptist Church exists to lead people to:

1. **Worship.** “Come let us worship and bow down; Let us kneel before the LORD our Maker.” (Psalm 95:6, NASB)
2. **Connect.** “For the body is not one member, but many.” (1 Corinthians 12:14, NASB)
3. **Serve.** “...through love, serve one another.” (Galatians 5:13, NASB)
4. **Reach.** “Go, therefore, and make disciples of all the nations...” (Matthew 28:19, NASB)
5. **Grow.** “And Jesus grew in wisdom and stature, and in favor with God and men.” (Luke 2:52, NIV)

Sale Street Baptist Church will be organized in order to fulfill these five main purposes that Jesus ordained for the church.

Article IV – Statement of Faith

The Holy Bible is the inspired Word of God and is the basis for any statement of faith. The Church subscribes to the doctrinal statement of “The Baptist Faith and Message” as adopted by the Southern Baptist Convention in 2000. We band ourselves together as a body of baptized believers in Jesus Christ personally committed to sharing the good news of salvation to lost people.

Article V – Relationships

The government of this church is vested in the body of believers who compose it. It is subject to the control of no other body, but it recognizes and sustains the obligations of mutual counsel and cooperation which are common among Baptist churches. This church will voluntarily cooperate with and support the Carey Baptist Association, the Louisiana Baptist Convention, and the Southern Baptist Convention in so far as this Church feels led.

Article VI – Membership Covenant

Herschel Hobbs writes in the first chapter of his commentary on the *The Baptist Faith and Message* (1963 version) that what makes us uniquely Baptist is "the competency of the soul in religion". He writes "man is a person endowed with understanding and the privilege of choice...In the entire Bible it entails God's revelation of himself and man's ability to receive, understand, and respond to the revelation...Religion is a personal matter between the soul and God...So in reality Baptists are the most broad-minded of all people in religion. They grant to every man the right that he shall be free to believe as he wants. But they insist upon the same right for themselves. The moment that a Baptist seeks to coerce another person - even another Baptist - in matters of religion, he violates the basic belief of Baptists." With that in mind we recognize that the Lord has often made covenants with his people (Gen. 9:1-17), and God's people have made covenants with one another (Neh. 9:38). Our membership covenant lists God's expectations of us as we commit ourselves as church members. Each of the expectations is drawn directly from the Bible, the Word of God.

1. I will protect the unity of my church

By acting in love toward other members. "Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience. Bear with each other and forgive whatever grievances you may have against one another. Forgive as the Lord forgave you. And over all these virtues put on love, which binds them all together in perfect unity" (Colossians 3:12-14, NIV).

By refusing to gossip. "Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen" (Ephesians 4:29, NIV).

By supporting the leaders. "Now we ask you, brothers, to respect those who work hard among you, who are over you in the Lord and who admonish you. Hold them in the highest regard in love because of their work. Live in peace with each other" (1 Thessalonians 5:12-13, NIV).

2. I will share the responsibilities of my church

By praying for its growth. "We always thank God for all of you, mentioning you in our prayers. We continually remember before our God and Father your work produced by faith, your labor prompted by love, and your endurance inspired by hope in our Lord Jesus Christ" (1 Thessalonians 1:2-3, NIV).

By sharing Christ with others. "But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth" (Acts 1:8, NIV).

By warmly welcoming our guests. “Accept one another, then, just as Christ accepted you, in order to bring praise to God” (Romans 15:7, NIV).

3. I will serve in the ministry of my church

By discovering my spiritual gifts and human talents. “Each one should use whatever gift he has received to serve others, faithfully administering God’s grace in its various forms” (1 Peter 4:10, NIV).

By being equipped by my leaders to serve. “It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God’s people for works of service, so that the body of Christ may be built up” (Ephesians 4:11-12, NIV).

By developing a servant’s heart. “Each of you should look not only to your own interests, but also to the interests of others. Your attitude should be the same as that of Christ Jesus” (Philippians 2:4-5, NIV).

4. I will support the ministry of my church

By attending faithfully. “Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another - and all the more as you see the Day approaching” (Hebrews 10:25, NIV).

By living a godly life. “Whatever happens, conduct yourselves in a manner worthy of the gospel of Christ. Then, whether I come and see you or only hear about you in my absence, I will know that you stand firm in one spirit, contending as one man for the faith of the gospel” (Philippians 1:27, NIV).

By giving regularly. “On the first day of every week, each one of you should set aside a sum of money in keeping with his income, saving it up, so that when I come no collections will have to be made” (1 Corinthians 16:2, NIV).

5. I will accept differences of belief on secondary religious issues that are held by the brothers and sisters of my church (Note: secondary religious issues will generally be understood as matters of conscience as Paul describes in 1 Corinthians 8).

By recognizing my brother's priesthood. "But you are a chosen people, a royal priesthood, a holy nation, God's special possession, that you may declare the praises of him who called you out of darkness into his wonderful light" (1 Peter 2:9 NIV).

By affirming each believer's direct access to God. "For through him we both [Jews and Gentiles] have access to the Father by one Spirit" (Eph. 2:10 NIV).

By recognizing we are ultimately responsible to God, not man. "So then, each of us will give an account of ourselves to God" (Romans 14:12 NIV).

Article VII – Statement on Marriage and Sexuality

We believe that the term 'marriage' has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture. We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. We believe that any form of sexual immorality, such as but not limited to adultery, fornication, homosexuality, bisexual conduct, bestiality, incest, pornography, or any

Adopted on 09/11/2022

Sale Street Baptist Church – Constitution and Bylaws

attempt to change one's sex, or disagreement with one's biological sex, is sinful and offensive to God.

We believe that in order to preserve the function and integrity of this church as the local Body of Christ, and to provide a biblical role model to the church members and the community, it is imperative that all employees, volunteers, and members of this church abide by and agree to this Statement on Marriage and Sexuality and conduct themselves accordingly.

Because we believe that the biblical teaching is that marriage is between one man and one woman, and because we believe that the marriage ceremony is a Christian worship service, marriages outside those parameters will not be performed by church ministers or on church property.

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. This church stands ready to provide loving ministry to anyone who struggles with sexual sin. We believe that hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture or the doctrines of this church.

Article VIII – Amendments

Any member or group may propose amendments or changes to the Constitution at any regular membership meeting of the Church according to the following:

1. The proposed amendment must be presented in writing.
2. The proposed amendment will be referred to the Elders for consideration.
3. A minimum of 30 days must have elapsed before the proposed amendment or change is presented to the church membership for discussion or vote. A report or recommendation must be presented no later than 90 days from the time of referral.
4. Copies will be made available to the Church membership at least two weeks prior to voting on any proposed amendment.
5. At least a one-week public notice will be given prior to member voting.

Amendments to the Constitution will be adopted with a three-quarters affirmative vote of the church members present and voting.

This Constitution, adopted by the Church on September 11, 2022 will supersede all prior resolutions, precedents, and actions of the Church not in harmony with its provisions.

Adopted on 09/11/2022

Sale Street Baptist Church

Lake Charles, Louisiana

Bylaws

Preamble

Sale Street Baptist Church endeavors to be a Church of the Lord Jesus Christ as described, established, and mandated by the New Testament. The purpose of these Bylaws is to help us accomplish the mission of the Church in a decent and orderly manner through the use of effective and efficient means of good stewardship of the body's time, gifts, and resources. Our ultimate desire is to bring glory to God through the Church.

The government of this Church, under the Lordship of Jesus Christ, is vested in the body of believers who compose it. The membership retains the right to exclusive self-government in all phases of the spiritual and temporal life of this Church. The affairs of the Church will be managed by the Biblical offices of elders and deacons, with final authority being vested in the congregation. The membership reserves the exclusive right to determine who will be members of this Church and the conditions of such membership.

These Bylaws are to provide guidance on organization, governance, and operation based upon biblical principles and practices. However, the ultimate authority for Sale Street Baptist Church's organization, governance, and operation is the Bible.

Article I – Membership

Section 1 – General Information

The New Testament presents a picture of definable groups of people who, once committed to the Lord, identified themselves with and committed themselves to a particular local body (Acts 2:42-46; 1 Corinthians 1:2; 2 Corinthians 8:1; Philippians 1:1; Acts 11:26).

The membership of this Church will consist of persons who have accepted Jesus Christ as Savior and Lord; who have obeyed Him in the scriptural ordinance of baptism by immersion; who desire to be committed to Sale Street as a local body of believers; and whose names appear on the membership roll of this Church.

Section 2 – Reception of Members

The Church will receive members in any of the following ways:

- By public profession of faith in Jesus Christ as their Lord and Savior, followed by baptism by immersion.
- By promise of a letter of recommendation from another Southern Baptist church.
- By statement of prior conversion and subsequent biblical baptism by immersion when no letter of recommendation is obtainable.

Adopted on 09/11/2022

Section 3 – Designations of Membership

In an effort to properly reflect the membership of the Church, two rolls will be maintained. These rolls will be updated annually.

1. Resident/Active Members: All members who reside within the Church's ministry area or are currently involved in the activities, functions, support, and worship of the Church.
2. Non-Resident/Inactive Members: Members who have become inactive as a result of moving away from the general vicinity of the Church or who have not supported the Church in any way for one year or longer will be placed on “non-resident/inactive” status. Members designated as “inactive” but who are still in the general vicinity of the Church will be contacted by the Deacons to encourage their restoration as “resident/active” members.

Section 4 – Responsibilities of Membership

As members of Sale Street Baptist Church we commit ourselves to God and fellow members to the following:

- Protecting the unity of the Church by acting in love toward other members, by refusing to gossip, and by supporting the Church leaders. (Colossians 3:12-14, Ephesians 4:29, 1 Thessalonians 5:12-13)
- Sharing the responsibility of the Church by praying for its growth, by sharing Christ with others, and by warmly welcoming those who attend. (1Thessalonians 1:2-3, Acts 1:8, Romans 15:7)
- Serving the ministry of the Church by discovering spiritual gifts and talents, by being equipped by my leaders to serve, and by developing a servant's heart. (1 Peter 4:10, Ephesians 4:11-12, Philippians 2: 4-5)
- Supporting the ministry of the Church by attending faithfully, by living a godly life, and by giving regularly. (Hebrews 10:25, Philippians 1:27, 1 Corinthians 16:2)
- Accepting differences of belief on secondary religious issues that are held by the brothers and sisters of my church by recognizing my brother's priesthood, by affirming each believer's direct access to God, and by recognizing we are ultimately responsible to God, not man. (1 Peter 2:9, Eph. 2:10, Romans 14:12)

Section 5 – Voting Rights of Membership

Each resident/active member is entitled to vote on every issue brought before the Church. Voting by proxy or absentee voting is prohibited. Each resident/active member will have the right to vote on the following matters:

- Adoption of the annual general operating budget of the Church, adjustments to the budget, and approval of non-budgeted expenditures over \$2,500.00
- Election of Elders, Deacons, and messengers to the associational, state, and SBC meetings as needed
- Reception of new members and removal of members from the membership roll
- Acquisition of real property
- Building programs and major renovations
- Disposition of all or substantially all of the assets of the Church
- Merger or dissolution of the Church

Adopted on 09/11/2022

Sale Street Baptist Church – Constitution and Bylaws

- Incurring long-term (over 1 year) indebtedness
- Calling or removing of the Teaching Pastor or other Pastoral Staff
- Amendments to the Articles of Incorporation, Constitution, and Bylaws of the Church
- Other matters in which the Elders feel led to seek the advice and counsel of the membership.

Section 6 – Termination of Membership

Members may be removed from the Church roll for the following reasons:

- Death
- Transfer of membership to another Baptist church
- Affiliation with a church of another faith or denomination
- By written request of the member
- Dismissal for conduct of member. All matters relative to the dismissal of a member will be considered by the Elders, which will make such recommendations to the Church. The Church by three-quarters vote of the members present at any regular membership meeting may terminate membership when a member has become an offense to this Church and its good name by reason of biblically immoral or unchristian conduct, or by persistent breach of the spirit of the church only after faithful efforts have been made to bring such member to repentance in accordance with scriptural teachings (Galatians 6:1, Matthew 18: 15-17).

Article II – Meetings

Section 1 – Worship Services

The Church will meet on Sunday (generally morning and evening) and on Wednesday for the worship of the Almighty God. Prayer, praise, preaching, instruction, and evangelism will be among the elements of corporate worship. These services will be conducted under the direction of the Elders.

Worship services may be suspended on occasion by the Elders (See Article VI). In emergency circumstances, the Elders may suspend any scheduled service.

Section 2 – Church Ordinances

2.1 Baptism

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.

A person who receives Jesus Christ as Savior by personal faith and who indicates a commitment to follow Christ as Lord will be received for baptism. Baptism will be administered by a pastor of the Church, or whomever the Church will authorize. Baptism will be administered as an element of worship during any service.

Adopted on 09/11/2022

2.2 Lord's Supper

The Lord's Supper is an ordinance of the Church to be administered with the elements of bread and the fruit of the vine and to be observed until the return of Jesus Christ. It is a symbolic act given to remember His sacrificial death on the cross. Any person who has accepted Jesus Christ as Savior and Lord will be invited to share in the Lord's Supper.

The Lord's Supper will be observed at least once each quarter. The Elders and Deacons will be responsible for the administration of the Lord's Supper. The Deacons will be responsible for the physical preparation of the Lord's Supper.

Section 3 – Regular Membership Meetings

The members of Sale Street Baptist Church will meet at least once each quarter as determined by the Elders, with two weeks' public notice. At these meetings, the membership will hear reports from the Elders, Deacons, staff, and ministry teams. New and unfinished business will also be considered at these meetings. The Elders will determine who prepares the agenda and moderate these meetings.

At any regular worship service, the Church may (without special notice) act upon the receiving of members. The Church may also elect messengers to attend meetings of the Carey Baptist Association, LBC, and SBC without special notice.

Section 4 – Special Membership Meetings

The Elders may call a special membership meeting to consider matters of special nature and significance that cannot or should not be delayed until the next regular membership meeting. A recommended two weeks' public notice with a minimum of one week's public notice must be given for special called membership meetings unless extreme urgency renders such notice impractical. The notice will include the subject, date, time, and place of meeting. It must be given in such a manner that all resident/active members have opportunity to know of the meeting. No business except that for which the meeting was called may be transacted.

Section 5 – Quorum

A quorum will consist of those resident/active members who attend any regular or special membership meeting.

Section 6 – Rules of Order

The ultimate authority for the organization, governance, and operation of the Church is the Bible. The most current edition of *Robert's Rules of Order* will be the guide for all membership meetings of the Church.

Article III – Church Leadership and Organization

This Church recognizes the leadership of Jesus Christ over His church (Matthew 28:18). He, in turn, has given to the Church leaders who are gifted by the Holy Spirit to lead and equip it. The Elders are the spiritual leaders of the Church, are subject to one another, and exercise the

authority of counsel. The Elders will provide guidance to the membership and oversee all personnel matters. The Elders are to lead the Church to accomplish its mission and purposes and give oversight to the ministries of the Church. Deacons are servant leaders who aid the Elders in ministering to the Church and provide for the care and maintenance of all properties owned by the Church. The Elders will oversee ministry, administrative, legal, and financial matters of the Church. The Elders are encouraged to use ministry teams to perform works of administration and/or ministry. All church leaders must be resident/active members who are consistently involved in the ministries of and stewardship to Sale Street Baptist Church.

Article IV – Elders

Elders are shepherd leaders of the church. Elders will be devoted to prayer and the ministry of the Word as described in Acts 6:1-6. Elders will exemplify their leadership and service to the church as described in 1 Peter 5:1-4:

So I exhort the elders among you, as a fellow elder and a witness of the sufferings of Christ, as well as a partaker in the glory that is going to be revealed: shepherd the flock of God that is among you, exercising oversight, not under compulsion, but willingly, as God would have you; not for shameful gain, but eagerly; not domineering over those in your charge, but being examples to the flock. And when the chief Shepherd appears, you will receive the unfading crown of glory. (ESV)

Section 1 – Overview of Elders

In accordance with the will of the congregation, elders will oversee ministry, administration, legal, and financial matters of the church. The elders will be comprised of men that meet the qualifications as stipulated in Scripture, namely 1 Timothy 3:1-7 and Titus 1:6-9.

Some of these qualifications require that a man be:

- above reproach
- the husband of one wife
- sober-minded
- self-controlled
- respectable
- hospitable
- holy
- disciplined
- able to teach sound doctrine
- able to refute false doctrine
- not a drunkard
- not violent but gentle
- not quarrelsome
- not greedy

Adopted on 09/11/2022

Sale Street Baptist Church – Constitution and Bylaws

- He must manage his own household well
- He shouldn't be a recent convert
- He must be well thought of by outsiders

Section 2 – Duties

As spiritual and administrative leaders, the duties of elders will include the following:

- Plan and oversee church services and all forms of preaching/teaching within the church.
- Oversee matters of church discipline.
- Oversee finances of the church, including the hiring and oversight of the church accountant and financial assistant.
- Present the annual budget to the congregation for review, discussion, and approval.
- Evaluate and teach prospective members.
- Oversee the service of deacons and ministry teams in the church.
- Evaluate candidates and provide nominations and recommendations for church offices.
- Oversee all paid personnel
- Keep members adequately informed on all key management issues of the Church and actions taken by the Elders.
- Act as agents of the Church in executing all legal documents relative to contracts, church property, and other business matters. The Elders will have no power to buy, sell, mortgage, lease or transfer any real property without a specific vote of the church authorizing such action.
- Ensure that adequate insurance coverage is maintained on all properties owned by the Church in conjunction with the Deacons.
- Recommend Church ministry goals and strategies.
- Oversee all employment and personnel practices and maintain compliance with all labor-related legislative issues at the national, state, and local level.

Section 3 – Nomination and Affirmation

Elder nominees will be presented to the Church by the Elders at any regular membership meeting. The Church, with assistance from the Elders, will consider the qualifications of the nominee(s) for at least 30 days. Any member who questions the sufficiency of an Elder candidate's qualifications will present his/her concerns to an Elder as early as possible before a vote. Once at least 30 days have passed, the Church will vote individually for each nominee at any regular membership meeting or worship service. Any nominee who receives the approval of at least three-quarters of the congregation present during the vote will become an elder and will subsequently be publicly recognized and ordained by the Church for his calling.

Section 4 – Organization

It is recommended that a total number of at least five elders serve simultaneously, including four lay elders and the teaching pastor. Any other Pastoral Staff/Staff Elders will be in addition to the

Adopted on 09/11/2022

Sale Street Baptist Church – Constitution and Bylaws

recommended minimum number of five elders. The Elders will ultimately determine the total number of elders needed.

The Elders will serve as trustees of the Church for incorporation purposes in accordance with State Law. The Elders will select officers as needed including President, Vice President, and Treasurer. The President and Vice President will be recognized as signatories for church disbursements.

Section 5 – Elder Terms

Biblically, the calling of an elder is understood to be a lifetime ministry. In accordance with Section 6, the Elders will be mutually accountable to one another and will determine the need for any elder to take a sabbatical due to burnout, stress, personal reasons, etc. An elder will not simultaneously hold the office of deacon while serving as an elder.

Section 6 – Accountability

Accountability is highly valued in the Church and especially among its leaders. Elders must be committed to holding one another accountable in all areas of life. Prayer and confession of sin should be an integral part of elder relationships.

Legitimate questions concerning the authenticity of an elder's character or service may be presented to the Elders at any time. The Elders (excluding the elder in question) will thoroughly review the issue and determine the best course of action for the church.

If an elder is found to be living in sin and refuses to repent, he will be removed from office on the vote of three-quarters of the congregation present at any membership meeting.

Article V – Deacons

Section 1 – Qualifications

The scriptural qualifications for Deacons are enumerated in Acts 6:1-6, emphasizing that such men be full of the Holy Spirit, full of faith, and full of wisdom. They should be men of good reputation (verses 3 & 5). These qualifications are further elaborated in I Timothy 3:8-13.

Section 2 – Duties

The Deacons will function as servant ministers of the Church in accordance with the meaning of the word and practice of the New Testament. Deacons are to serve with the Elders and Pastoral Staff in performing pastoral ministry tasks: proclaim the Gospel to believers and unbelievers, promote unity within the Church, and meet the spiritual and physical needs of church members and others. The specific methods of identifying and meeting the needs will be determined by the Elders. Each Deacon must be willing to support the Elders and the mission and purposes of the Church. A Deacon must live an exemplary Christian life that will reflect the beliefs of the Church so that those who follow his example will not be led into error.

Adopted on 09/11/2022

Sale Street Baptist Church – Constitution and Bylaws

The Deacons will ensure the proper maintenance, upkeep, repair, accessibility, safety, and use of church properties including grounds, parking lots, buildings, and equipment. The Deacons will implement wise stewardship measures to safeguard church property and equipment.

Section 3 – Organization

The officers of the Deacons will be Chairman and Vice-Chairman. The Deacons will determine the number of Deacons needed to effectively minister to the Church family. The goal is to provide one Deacon for every 15 resident/active families (households).

Section 4 – Classes of Deacons

Active Deacons – Deacons are elected by the Church to serve and will renew their commitment to the Church annually. An election will be held as needed to fill any vacancies.

Reserve Deacons – All other ordained Deacons of the Church including those who come into our membership from other Southern Baptist churches, will be recognized on the Church records and so respected for their high calling.

Deacon Emeritus – This honorary recognition may be given by the Church, upon the recommendation of the Deacon body, to a man who has faithfully served Sale Street Baptist Church as a Deacon, but can no longer actively fulfill the responsibilities associated with the Deacon ministry.

Section 5 – Calling and Selection

1. The congregation will consider the selection of Deacons more a matter of the Church “calling out the called” than an election.
2. Deacon nominees will be presented to the Church by the Elders at any regular membership meeting. The congregation is encouraged to make Deacon recommendations to the Elders for consideration at any time. The Church, with assistance from the Elders, will consider the qualifications of the nominee(s) for at least 30 days. Any member who questions the sufficiency of a Deacon candidate’s qualifications will present his/her concerns to an Elder as early as possible before a vote. Once at least 30 days have passed, the Church will vote individually for each nominee at any regular membership meeting or worship service. Any nominee who receives the approval of at least three-quarters of the congregation present during the vote will become a deacon and will subsequently be publicly recognized and ordained by the Church for his calling.
3. The Deacon officers will be responsible for providing training as required for newly ordained deacons.

Article VI – Teaching Pastor, Pastoral Staff/Staff Elders, and Support Staff

Section 1 – Teaching Pastor

Being an elder, the Teaching Pastor will work in conjunction with the Elders to lead the Church to function as a New Testament Church and ultimately achieve its mission and purpose. The

Adopted on 09/11/2022

Sale Street Baptist Church – Constitution and Bylaws

Teaching Pastor will answer directly to the Elders as it pertains to personnel matters. There will be no distinction in qualifications and authority between the Teaching Pastor and the Elders.

The Teaching Pastor has the primary responsibility of proclaiming God's Word through teaching and preaching. His goal is to equip the congregation for ministry, witnessing, and leading Christ-like lives. He will work with the Elders, Deacons, Support Staff, and Ministry leaders to care for the Church's members and other persons in the community.

When a vacancy in the teaching pastorate exists, the Elders will be responsible for finding supply for the pulpit. They will decide the best course of action to fill the vacancy with an interim or supply preacher.

The Elders will begin the search process for a Teaching Pastor as necessary and at their discretion. Elders will be responsible for screening all resumes, interviewing, and determining the spiritual beliefs, theology, qualifications, and experience of applicants.

Once the Elders select a candidate, the Deacons will be responsible for selecting a ministry team to meet and vet the candidate. The Deacons will make every effort to select a ministry team that is a good representation of the congregation. The ministry team will meet with the candidate and his family in an effort to determine his ability to serve at Sale Street Baptist Church.

The ministry team will vote to accept the candidate's recommendation from the Elders with a three-quarters affirmative vote. He will be presented to the Church by the Elders at a specially called membership meeting, announced at least one week in advance. The congregation will act upon the recommendation of the Elders to call/employ the candidate as Teaching Pastor. The vote will be by secret ballot with a three-quarters affirmative vote of the resident/active members present and voting necessary for approval.

The Teaching Pastor may relinquish the position by giving at least two weeks' notice to the Elders at the time of resignation.

Termination of the Teaching Pastor may take place at a special membership meeting called solely for this purpose for which at least one week's public notice has been given. The meeting may be called only upon the recommendation of the Elders. The moderator for this meeting will be selected by the Elders. The vote to terminate the Teaching Pastor will be by secret ballot, and the affirmative vote of three-quarters of the resident/active members present and voting will be necessary. Such termination will be effective immediately, unless otherwise stated.

Section 2 – Pastoral Staff/Staff Elders

Sale Street Baptist Church may employ Pastoral Staff/Staff Elders as needed to fulfill the mission and ministry of the Church. The Pastoral Staff/Staff Elders will answer directly to the Elders as it pertains to personnel matters. There will be no distinction in qualifications and authority between the Pastoral Staff/Staff Elders and the Elders. The Elders will prepare a job description for each Pastoral Staff/Staff Elder position.

Adopted on 09/11/2022

Sale Street Baptist Church – Constitution and Bylaws

The search for Pastoral Staff/Staff Elders will be conducted by the Elders or their designees. The Elders will recommend each Candidate (including salary and benefits) to the Church body for election by ballot at a specially called membership meeting, announced at least one week in advance. An affirmative vote of three-quarters of the members present and voting is necessary for approval.

A Pastoral Staff/Staff Elder may relinquish his position by giving at least two weeks' notice to the Elders at the time of resignation.

Termination of a Pastoral Staff/Staff Elder member will take place at a specially called membership meeting, announced at least one week in advance. The meeting may be called only upon the recommendation of the Elders. The moderator for this meeting will be selected by the Elders. The vote to terminate a Pastoral Staff/Staff Elder will be by secret ballot, and the affirmative vote of three-quarters of the members present and voting will be necessary. Such vacancy will be effective immediately, unless otherwise stated.

Section 3 – Support Staff

All permanent and temporary Church employee positions including their compensation and job descriptions shall be approved by the Elders. (For the purpose of clarification, a temporary employee's service shall be 6 months or less. Any extension beyond 6 months shall require a review and approval by the Elders). The Elders will have the authority to employ and to terminate the services of all employees except the Teaching Pastor and Pastoral Staff. Employment and termination of services of Support Staff will be at the discretion of the Elders.

Article VII – Ministry Teams

Ministry teams exist to perform a specific role of ministry. Ministry teams are the critical organizing units of Sale Street Baptist Church, formed to accomplish the Church's ministry goals within the guidelines of our purpose statement. Their primary role is to devise and carry out the numerous ministries of Sale Street Baptist Church, rather than to exercise administrative responsibilities or set policy. Ministry teams are the "hands and feet" of the body of Christ.

A ministry team is a group of people with complementary skills committed to a common purpose or goal for which they are willing to be mutually accountable. Ministry teams may exist for a very short term to perform a specific ministry or may be ongoing in nature. Ministry teams may vary in size depending upon their specific purpose and upon those available to serve. Each ministry team will function under a ministry description developed or approved by the Elders, which will outline its primary ministry purpose to assure that the ministry function is fulfilling Sale Street Baptist Church's mission and purpose statements. The Elders will give overall supervision to all ministry teams and oversee the selection of the team leaders. The Elders and/or ministry team leaders will recruit team members.

Article VIII – Church Program Ministries

The Church will maintain ministries (program organizations) as needed to fulfill the mission of the Church through its five purposes. All Church ministries will be under the supervision of the Elders. Ministry leaders will give updates and reports as needed.

Article IX – Licensing and Ordaining Ministers and Deacons

Section 1 – Licensing

Any member of the Church who gives evidence of being called of God to the work of the ministry may be licensed to the Gospel Ministry. The candidate will be examined and recommended to the Church by the Elders. A majority vote of the members present in a regular or special membership meeting is required.

Section 2 – Ordination of Elders/Ministers

Members or former members serving in church-related vocations that give evidence of a calling from God to the Gospel Ministry and possess scriptural qualifications for ordination may be ordained to the Gospel Ministry upon examination of the Elders and by three-quarters affirmative vote of the Church.

Section 3 – Ordination of Deacons

Selected Deacons, who have not been previously ordained, will be ordained in an ordination service of the Church after being examined and recommended by the Elders and Deacons.

Article X – Church Finances

Section 1 – Budget

The Elders will prepare an inclusive annual budget for recommendation to the Church. The Elders will submit the budget to the Church for approval prior to the end of the fiscal year.

Membership in this Church (see Article 1, Section 4) involves a commitment to financially support the Church and its ministries through the giving of tithes and offerings. Offering envelopes will be provided for members' use.

Budget administration is the responsibility of the Elders and Pastoral Staff in each ministry area.

Section 2 – Accounting Procedures

A system of accounting that will adequately provide for the handling of all funds will be the responsibility of the Elders. The fiscal year of the Church will begin on January 1 and end on December 31.

All funds received for any and all purposes will pass through the hands of the Church Financial Assistant and will be properly recorded on the books of the Church. Funds of the Church will be

Adopted on 09/11/2022

disbursed as approved by the budget. All disbursements of funds will require the signatures of two of the following authorized persons: the Accountant, Financial Assistant, President or Vice President of the Corporation.

A financial review is recommended to be conducted every two years. The type and scope of the review will be at the discretion of the Elders. A review that necessitates the expenditure of monies must be budgeted in the annual budget approved by the Church.

Section 3 – Debt

The Elders will propose any long-term (over 1 year) indebtedness to the Church for approval at a membership meeting.

Article XI – Church Manuals

The Elders in collaboration with the Church staff will be responsible for compiling and maintaining the approved church manuals for the functions of the Church not addressed in the Constitution and Bylaws. The contents of these manuals may be added to, modified, or deleted by the Elders. The Elders will report changes to the Church at the next membership meeting. A church manual cannot be changed if such change would place it in conflict with the Constitution or Bylaws. These manuals will be available in the Church office for any member of the Church to review.

Article XII – Amendments

Any member or group may propose amendments or changes to the Bylaws at any regular membership meeting of the Church according to the following:

1. The proposed amendment must be presented in writing.
2. The proposed amendment will be referred to the Elders for consideration.
3. A minimum of 30 days must have elapsed before the proposed amendment or change is presented to the church membership for discussion or vote. A report or recommendation must be presented no later than 90 days from the time of referral.
4. Copies will be made available to the Church membership at least two weeks prior to voting on any proposed amendment.
5. At least a one-week public notice will be given prior to member voting.

Amendments to the Bylaws will be adopted with a three-quarters affirmative vote of the church members present and voting.

These Bylaws, adopted by the Church on September 11, 2022 will supersede all prior resolutions, precedents, and actions of the Church not in harmony with its provisions.

Adopted on 09/11/2022

