

**BROADMAN BAPTIST CHURCH
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**BROADMAN BAPTIST CHURCH HANDBOOK:
CONSTITUTION
ARTICLES OF FAITH
COVENANTS
BY LAWS**

**OTHER DOCUMENTS:
CHILDREN/YOUTH HANDBOOK
MINISTRY DESCRIPTION GUIDE
CHURCH POLICIES BOOK (TBD)**

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CONSTITUTION OF BROADMAN BAPTIST CHURCH

We, the body of **Broadman Baptist Church**, declare and establish this constitution and procedural handbook to preserve and make secure this body's principles of faith, founded upon Jesus Christ our Lord and the Word of God, to ensure we are governed in an orderly and biblical manner. Let it be known that we are affiliated with the Summit Baptist Association (SBA), Southern Baptist Convention of Ohio (SBCO) and the Southern Baptist Convention (SBC). We desire to preserve the autonomy of the local church and each member according to the doctrine of the priesthood of the believer under the authority of Jesus Christ. This document further establishes the relationship of this body of believers to other bodies of like faith and practice, to all levels of government, to our community and to all people groups of the world.

CALLING

We are called, by Holy Scripture and the Holy Spirit, to challenge all people to be fully devoted followers of Christ. Our calling includes both introduction to and encouragement to remain in a life of full devotion to Jesus Christ. (Colossians 3:17) We are charged with encouraging, equipping, serving and sustaining Christians. We do this by directly instilling our Christian philosophies, values, missions and goals in church members. Liturgical religious activities (e.g. preaching, worship services, Bible instruction, communion, baptism), as well as non-liturgical religious activities (e.g. mentorship, service opportunities, events, community involvement) all serve as methods that **Broadman Baptist Church** utilizes to instill our religious values and beliefs, both expressly and by example. Guided by Holy Scripture and the Holy Spirit, non-liturgical ministries are grounded in the Constitution and Bylaws of Broadman Baptist Church, Broadman Baptist Church Ministry Description Guide, Deacon Handbook, Children's Ministry Handbook of Broadman Baptist Church and 2000 Baptist Faith & Message of (SBC) and are therefore subject to all of its ministerial, membership, discipline, and excision policies as our primary purpose is religious, charitable and educational in scope.

ARTICLE I

IDENTITY

This body of believers shall be known as **Broadman Baptist Church** of 350 E. Bath Road, Cuyahoga Falls, Ohio 44223.

ARTICLE II

INCORPORATION

This body of believers is incorporated as a non-profit corporation in accordance with the laws of the State of Ohio that govern religious bodies. The handling of property shall also be in accordance with such laws. This will remain in effect so long as the laws do

not contradict the laws of God and continue to benefit the advancement of the body of Christ.

TAX STATUS

Broadman Baptist Church is a 501(c) (3) religious institution for tax purposes. We believe that the State and Church exist cooperatively, but separately. The State is not allowed to tax the church or tell the church how they must practice their faith or what they must believe. It is our belief this violates basic God given rights of liberty from the Scriptures, the Declaration of Independence and the First Amendment of the US Constitution. Furthermore, **Broadman Baptist Church** is an autonomous body of believers working cooperatively with the Southern Baptist Convention, SCBO, and SBA. **Broadman Baptist Church** holds tax exemption status cooperatively with the SCBO, but due to autonomy in our religious practices all governance in practice, policy and beliefs is maintained at the congregational level.

ARTICLE III

POLITY AND RELATIONSHIP

The government of this church is vested in the body of Christian believers who comprise its membership. Persons received as members shall, as prescribed by this document and other practices and procedures deemed appropriate by our governing bodies with the consent of the current congregation, constitute the membership. All staff, internal groups and officers created and/or empowered by this church shall report to and be accountable to the church and its governing bodies as prescribed by this document and other handbooks used to conduct church business unless otherwise specified by church action.

This body is subject to the control of no other ecclesiastical body, but it recognizes the obligations of mutual counsel and cooperation, which are common among other churches. The congregation is a member of Summit Baptist Association, and is affiliated with the state and national Southern Baptist Conventions.

Therefore, insomuch as is practical, this church will cooperate and support the organizations mentioned above providing they adhere to the Bible and the 2000 Baptist Faith and Message.

COMMUNITY

We believe that our religious activity and religious worship derives meaning in large measure from participation in a larger religious community. For this reason, individual members of our body play a large role in furthering our mission and viewpoint as a church. We exist to foster a Christ-like environment of persons subscribing to our religious beliefs and faith. **Broadman Baptist Church** is dedicated to serving and providing for its community, not simply engaging in organized worship. (Galatians 6:10)

ARTICLE IV

PROPERTY

All property of **Broadman Baptist Church** is to be held for the use and benefit of the membership, to maintain and propagate the doctrines and faith spelled out in the church's articles of faith and covenant.

In case of dispute, the Executive Board of the Summit Baptist Association of Ohio shall decide who are the true adherents to the articles of faith and covenant. If there is no ministry to make adequate use of said property, then the title to the property shall revert to or become vested in the Summit Baptist Association of Ohio as Trustee, to hold and use said property or proceeds thereof to advance the Kingdom of God.

FACILITIES USE POLICY

OWNERSHIP / CONTROL

Broadman Baptist Church pastor(s) or trustees possess the exclusive power to enforce conformity of belief. In regards to facilities usage, **Broadman Baptist Church** seeks to avoid member confusion, formal or material cooperation with evil, and scandal by associating with any conduct that contradicts its religious beliefs. (1 Peter 2:12) Church property issues or disputes are directly related to religious doctrine and practice, as all facilities are utilized in a manner to advance or express **Broadman Baptist Church's** Christian mission, message, and viewpoint. (Colossians 3:17) In the event that church facility use departs in any way from **Broadman Baptist Church's** doctrine, mission, Written Statements of Faith, teaching or policies, **Broadman Baptist Church's** designated religious authority shall exclusively resolve any disputes. The **Broadman Baptist Church pastor(s) or trustees** alone may make inquiry into the religious law and use of **Broadman Baptist Church** facilities and is therefore essential to the resolution of the controversy.

RELIGIOUS ACTIVITIES

All **Broadman Baptist Church** property and facilities (including furniture, fixtures, and equipment) are holy and set apart to worship God, regardless of the location of the facility. (Colossians 3:17) **Broadman Baptist Church** property and facilities are consecrated to our religious ministry and mission because they are a provision from God. Use of **Broadman Baptist Church** property and facilities shall be for the propagation of the Christian faith, for fellowship, witnessing, religious teaching, and charity. Therefore, all use and occupancy of **Broadman Baptist Church** property shall be limited to persons whose aims and purposes, in the opinion of the church pastor(s) and trustees, are not in conflict with our particular religion, the propagation of religion, or related religious purposes.

Any and all activities on church property must not conflict in any way with the religious purpose of **Broadman Baptist Church** and must further its Christian mission, whether

the activity has an overt liturgical religious purpose (preaching, worship services, wedding services, bible instruction, communion, baptism) or a non-liturgical religious purpose (social service, mentorship, community service, benevolence, charity, schools). **Broadman Baptist Church** conducts all activities in order to advance or express its Christian mission, message and viewpoint. Church property and facility use shall be exclusively conditioned on whether the use promotes **Broadman Baptist Church's** mission, message and viewpoint, as all facility usage is an opportunity to glorify God. **Broadman Baptist Church** property and facilities are not generally open to the public and may not be used by persons or groups holding, advancing, or advocating beliefs that conflict with **Broadman Baptist Church's** faith or moral teachings – including but not limited to **Broadman Baptist Church's** Written Statements of Faith, which are incorporated herein by reference, as if fully set forth herein.

Any facilities that are made available to approved non-members for usage are meant to further **Broadman Baptist Church's** calling to minister to others, in the vein of charity and witnessing to our faith. For this reason, **Broadman Baptist Church** property cannot be used for purposes that contradict the church's beliefs, which would constitute a grave violation of the church's faith and religious practice, as well as degrade **Broadman Baptist Church's** religious integrity. (2 Corinthians 6:3; and 14; 1 Thessalonians 5:22)

FACILITIES USAGE FEE RATE

Broadman Baptist Church is a not-for-profit corporation. Because the facility is exclusively utilized for religious and ministry purposes, it may be reserved for a fee which is listed on the Facilities Use Agreement. The fee is intended to be used for associated operating costs, general maintenance and cleaning of church facilities.

GUIDELINES AND REQUIREMENTS

Each individual, group, or organization utilizing **Broadman Baptist Church** property and facilities is required to abide by all church guidelines, requirements and use restrictions at all times. Each individual, group, or organization is required to sign **Broadman Baptist Church's** Facilities Usage Agreement. Church facilities are to be used with care and left in good, clean condition.

Broadman Baptist Church prohibits the use of alcohol, tobacco products, marijuana and any other substances employed for recreational purposes, whether legal or illegal. This prohibition is not intended to restrict the use of legally prescribed medications by the person for whom the medication was prescribed.

Licensee(s) or Invitee(s) reserving **Broadman Baptist Church** facilities or property must confine said usage to pre-approved areas of the church property, as provided for in their Facilities Usage Agreement. **Broadman Baptist Church** reserves the right to coordinate and schedule concurrent alternative activities and events in other areas of the church.

Any events involving children and youth require adequate adult supervision, provided by the reserving Licensee(s) or Invitee(s).

Broadman Baptist Church reserves the right without recourse to accept or deny any applicants who seek to utilize or reserve **Broadman Baptist Church** facilities. Permission that is granted to Licensee(s) or Invitee(s) to utilize **Broadman Baptist Church** facilities or property shall not be transferred or passed to any alternative individual, group, or organization without the permission of **Broadman Baptist Church**.

INSURANCE AND INDEMNITY

All who reserve **Broadman Baptist Church** property or facilities for use agree to release, protect, defend, indemnify and hold harmless **Broadman Baptist Church** and its trustees, officers, employees, members and other representatives from and against any and all claims, liabilities, losses, damages, actions, costs and expenses (including, without limitation, reasonable attorney's fees and other legal costs) directly or indirectly arising out of their use of any **Broadman Baptist Church** facilities. Any and all damage occurring to **Broadman Baptist Church** facilities as a result of their use or reservation, shall be repaired and replaced by the Licensee(s) or Invitee(s), at a cost determined by **Broadman Baptist Church pastor(s) or trustees** or their designee.

Non-member facility users, at the discretion of **Broadman Baptist Church pastor(s) or trustees**, may be required to provide their own general liability insurance coverage with a combined single limit amount as listed in the Facilities Use Agreement naming **Broadman Baptist Church** as an additional insured.

APPLICATION

All of our members, employees, and volunteers must affirm and adhere to this Facility Use Policy and church policies referenced therein to qualify for involvement with the ministry. This is necessary to accomplish our religious mission, goals and purpose. Any non-members who wish to utilize **Broadman Baptist Church's** property and facilities must acknowledge receipt and review of this Facility Use Policy. Further, non-members must agree to conduct themselves and their event, as well as utilize church property and facilities, in a manner that is not in conflict with **Broadman Baptist Church's** purpose, ministry, Written Statements of Faith and policies, as set forth herein.

ARTICLE V

SAVING CLAUSE

The provisions of the Constitution shall be severable, and if any of the terms are held unenforceable or invalid because of scope of activity, duration, or any other reason, such provision shall be adjusted to cure such invalidity to the minimum extent necessary. The unenforceable or invalidity of one provision will not affect any other and the remaining terms of the Constitution will remain in full force and effect.

The congregation of **Broadman Baptist Church**, through electing its leaders: senior pastor, ministerial staff, deacon body and church council retains the right to modify or not-modify this document and other handbooks used to conduct church business, or otherwise continue in the practice of the faith of the body of Jesus Christ irrespective of decisions, practices or procedures of outside bodies including the aforementioned governing associations in Ohio and The Southern Baptist Convention.

THE ARTICLES OF FAITH

The Articles of Faith are reviewed and modified if necessary by the congregation during the annual church business meeting, or church summit, or at the discretion of the Church Pastor and church council.

ARTICLE I: STATEMENT OF VISION

To be a “Spiritual Hub” for our community by striving to be a Christ-centered church with ministries meeting people where they are, emphasizing salvation, encouraging spiritual growth, and equipping people for ministry.

ARTICLE II: STATEMENT OF PURPOSE

Broadman Baptist Church exists to glorify God as a prevailing church that relies upon the power of God that has saved and called us according to His purpose and grace, to make a difference in people, families, community and world.

ARTICLE III: CORE VALUES: WORSHIP

- (1) **Worship** – Having a lifestyle of worshipping God in Spirit and Truth in all that we do.
- (2) **Outreach** – Intentionally reaching out to our community with the Gospel of Jesus Christ.
- (3) **Relationships** – Building genuine relationships with Christ and those in the body of Christ.

- (4) **Spiritual Growth** – Growing into Christ-likeness.
- (5) **Homes** – Establishing homes that honor God through marriage and family.
- (6) **Involvement** – Dedicated service to the ministries of the church by using time, talents and treasures.
- (7) **Proclamation & Prayer** – Proclaiming the Word of God as absolute truth and praying without ceasing.

ARTICLE IV: MINISTRY GOALS

In order to carry out God's mission, purpose, and vision to further His kingdom and His purposes, we desire the following:

1. "We desire to glorify God in our corporate and individual worship experiences."
2. "We desire to see people become spiritually mature in Christ."
3. "We desire to create opportunities to build loving and caring relationships."
4. "We desire to minister to the needs of the people of God."
5. "We desire to impact and reach out to our community."

ARTICLE V: STATEMENT OF FAITH

We affirm the 2000 Baptist Faith and Message as our statement of faith, and incorporate it by reference as if fully incorporated herein. In 2015, subjects of Marriage, Human Sexuality, and Abortion came to the front of social consciousness due to actions from government entities and the culture in which we live, and are contrary to our faith and freedom to exercise our religious beliefs. As such, **Broadman Baptist Church** has expanded on the Statement of Faith for each of these topics as outlined below.

MARRIAGE AND HUMAN SEXUALITY

We believe that all matters of faith and conduct must be evaluated on the basis of Holy Scripture, which is our infallible guide. (2 Timothy 3:16–17) Since the Holy Bible does speak to the nature of human beings and their sexuality, it is imperative that we correctly understand and articulate what the Bible teaches on these matters.

We are committed to the home and family as set forth in Holy Scripture. We believe God has ordained and created marriage to exist between one man and one woman, with absolute marital fidelity. The Bible sets forth specific home and family values, which include the distinct roles of husbands and wives, fathers and mothers, and children. It is our firm conviction that we uphold the dignity of each individual as we embrace the unchanging and longstanding principles of scriptural truth. Based on Holy Scripture and the constant moral teaching of the universal Church, we believe:

Marriage — Broadman Baptist Church defines marriage as the permanent, exclusive, comprehensive, and conjugal "one flesh" union of one man and one woman, intrinsically ordered to procreation and biological family, and in furtherance of the moral, spiritual, and public good of binding father, mother, and child.

Broadman Baptist Church recognizes the marriage ceremony as a form of worship. The Pastor(s) of **Broadman Baptist Church** as ordained clergymen have the authority, at their sole discretion, to unite a man and a woman in Holy Matrimony in the sight of God and to affirm such unions in the eyes of the law by signing marriage certificates issued by the civil government. They shall do so only for such unions which meet the above definition of marriage.

Sexual Immorality — Broadman Baptist Church believes that sexual acts outside marriage are prohibited as sinful. Consequently, **Broadman Baptist Church** members must resist and refrain from any and all sexual acts outside marriage.

Sexual Identity — Broadman Baptist Church believes that God created mankind in His image: male (man) and female (woman), sexually different but with equal personal dignity. Consequently, **Broadman Baptist Church** members must affirm their biological sex and refrain from any and all attempts to physically change, alter, or disagree with their predominant biological sex — including but not limited to elective sex-reassignment, transvestite, transgender, or non-binary “genderqueer” acts or conduct.

Sexual Orientation — Broadman Baptist Church believes that God created and ordered human sexuality to the permanent, exclusive, comprehensive, and conjugal “one flesh” union of man and woman, intrinsically ordered to procreation and biological family, and in furtherance of the moral, spiritual, and public good of binding father, mother, and child. Consequently, **Broadman Baptist Church** members must affirm the sexual complementarity of man and woman and resist any and all same-sex sexual attractions and refrain from any and all same-sex sexual acts or conduct, which are intrinsically disordered. Likewise, **Broadman Baptist Church** Pastor(s) must decline to officiate any ceremony that attempts to unite same sex couples.

Sexual Redemption — Broadman Baptist Church believes that all have sinned and fall short of the glory of God and should seek redemption through confession, repentance, baptism, and faith in Jesus Christ. Consequently, **Broadman Baptist Church** members must welcome and treat with respect, compassion, and sensitivity all who experience same-sex attractions or confess sexually immoral acts but are committed to resisting sexual temptation, refraining from sexual immorality, and conforming their behavior to **Broadman Baptist Church’s** Statement of Faith.

Celibacy — Broadman Baptist Church believes that Holy Scripture grants two life-enhancing options for human sexual behavior: (1) the conjugal “one flesh” marital union of one man and one woman, and (2) celibacy. Either is a gift from God, given as He wills for His glory and the good of those who receive and rejoice in His gift to them. Celibacy and faithful singleness is to be celebrated and affirmed within **Broadman Baptist Church**.

Application

All of our members, employees, and volunteers must affirm and adhere to this Doctrinal and Religious Absolute statement on marriage and human sexuality to

qualify for involvement with the ministry. This is necessary to accomplish our religious mission, goals and purpose. Behavior or counter-witnessing that does otherwise will impede and burden our integrity and religious mission. We believe that God's grace can wipe the slate of guilt and sin, though the consequences are still incurred.

Authority

The Bible is the inspired and infallible Word of God, acting as the source of authority over morality, our beliefs, Christian lifestyle and conduct. **The church pastor(s), trustees or their designee** is charged with the ministerial responsibility of Biblical interpretation and promulgating religious policy. **The church pastor(s), trustees or their designee** will determine life application as well as final matters relating to church theology, philosophy, Christian practice, faith, divine truth, morality, and theological and doctrinal resolutions.

Holy Scripture:

Marriage and Human Sexuality

Genesis 1:26-28, Genesis 2:18-24, Genesis 19:5-10, Exodus 20:14, Leviticus 18:7-23, Leviticus 20:10-21, Deuteronomy 5:18, Judges 19:22-24, Matthew 5:27-28, Matthew 15:19, Matthew 19:4-9, Mark 10:5-9, Romans 1:24-27, 1 Corinthians 6:9-20, 1 Corinthians 5:11, Galatians 5:19, Ephesians 4:17-19, Ephesians 5:25-27, Ephesians 5:31, Colossians 3:5, 1 Thessalonians 4:3, Hebrews 13:4, 1 Timothy 1:8-10, Jude 1:7, Revelation 19:7-9, Revelation 21:2.

Pastoral Care

Matthew 11:28-30, Romans 3:23, Ephesians 2:1-10, 1 Corinthians 10:13, Hebrews 2:17-18, Hebrews 4:14-16.

ABORTION

We believe that all matters of faith and conduct must be evaluated on the basis of Holy Scripture, which is our inspired, infallible, and inerrant guide. (2 Timothy 3:16–17) Because Holy Scripture speaks to creation and human life, it is imperative that we correctly understand, articulate, and abide by what Holy Scripture teaches on this matter.

We believe that God has created mankind in His image and that human life begins at fertilization. God, in his infinite sovereignty, uniquely formed human beings and gave them a special dignity, personal freedom, and individual accountability among all the works of creation. Human beings have been made for relationship with God and to be good and faithful stewards of creation. God created each person's inmost being, knitting each person together in his mother's womb. (Psalm 139:13) As God's individualized and personal creation, each person is fearfully and wonderfully made.

(Psalm 139:14) God has ordained all the days of each person's life before he came to be. (Psalm 139:16)

Based on Holy Scripture and the constant moral teaching of the universal Church, we believe:

From the moment of fertilization until natural death, every human life is sacred because every human life has been created by God, in His image and likeness.

Thus, every human life must be recognized, respected, and protected as having the rights of a person and the inviolable right to life. The right to life and physical integrity of every unborn human life is inviolable —it is not a concession made by society or the state, but is instead inherent to the unborn human life by virtue of its creation in the image of God. Therefore, because human life begins at the moment of fertilization, it is against our religious and moral conviction to formally or materially cooperate in the termination of unborn human life.

As such, we are strongly committed to the preservation and defense of unborn human life, which compels our religious, moral, and ethical duty to defend unborn human life from destruction, whether by surgical abortion or use of drugs, devices, or services that have the intent, design, effect, or risk of terminating unborn human life.

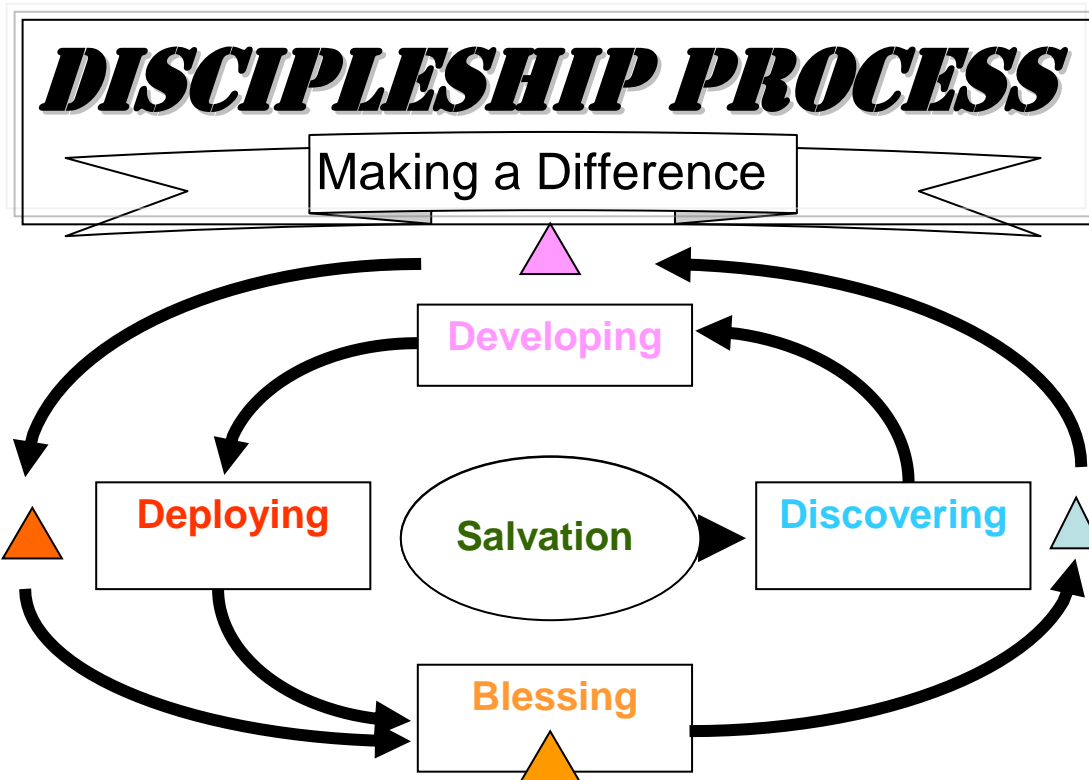
Holy Scripture

In standing against abortion, this church incorporates by reference the following Holy Scriptures.

Genesis 1:26-27, Genesis 25:21-22, Exodus 20:13, Psalm 22:9-10, Psalm 139:13-16, Isaiah 44:1-2, Isaiah 49:5, Job 10:8-12, Jeremiah 1:4-5, Luke 1:39-45.

ARTICLE VI: CHURCH DISCIPLESHIP PROCESS

Broadman Baptist Church believes every believer has to be intentional in their walk with the Lord. The Discipleship process of **Broadman Baptist Church** is to help believers discover who they are in Christ, develop them into Christ-likeness, and promote ministry involvement out of a personal calling by God that results in God's blessing.



Our discipleship process exists to develop each believer into the fullness of God's calling for their life.

SALVATION: One enters the Discipleship process through salvation in Jesus Christ alone.

DISCOVERING: One identifies with Christ, fellowships with other believers and becomes faithful to the church.

DEVELOPING: One grows in the Lord by learning and applying disciplines of the faith. This is done through worship, Life Impact Groups, and discipleship training.

DEPLOYING: Fulfilling your calling by learning to serve God through the local church and ministries.

BLESSING: Being blessed by God and being a blessing to God and others.

ARTICLE VII: CHURCH MINISTRY PHILOSOPHY

Broadman Baptist Church believes that Jesus has commissioned His Church to carry on His mission on the face of the earth. Therefore, every member is called to serve the Lord through their daily lives and the church. Every believer is a minister and every minister has a ministry. We encourage all members to get involved in the ministries of the church by using their spiritual gifts, the passion of their hearts, natural God-given abilities, personalities and unique life experiences.

The philosophy of ministry is based on Christ's example of being the Son of Man who served all of humanity even unto death on a cross. Jesus Christ served us by dying for our sins to forgive us and gives us a relationship with God throughout all eternity. Serving God and one another is expected of all believers.

In some cases, such as teaching or ministering to children and/or youth one must fill out a background survey, be interviewed, and approved by either the minister of that area of ministry or the Church Pastor.

COVENANTS

CHURCH COVENANT

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

We pledge, therefore, by the aid of the Holy Spirit to love each other as Christ loves us, to strive for the advancement of the church, in knowledge, holiness and comfort, to promote its prosperity and spirituality to sustain its worship, ordinances, disciplines and those primary doctrines held to by the New Testament Christians such as the all sufficiency of God's Word, the all sufficiency of Christ, the priesthood of the believer, the independence of the church, missions and evangelism, to contribute cheerfully and regularly to the support of the ministry and the spread of the gospel through all nations.

We also pledge to maintain family and private devotions, to educate our children in the Christian faith, to seek the salvation of our kindred and acquaintances, to be honest in our business and personal lives, faithful in our engagements, to avoid all idle talk and excessive anger, to abstain from habits and practices which harm us personally in body, mind or spirit, to be enthusiastic in efforts to advance the kingdom of our Savior.

We further pledge to watch over one another in Christian love, to pray for one another, to aid one another in sickness and distress, to cultivate Christian sympathy in feeling and Christian courtesy in speech, to be slow to take offense but always ready for reconciliation and mindful of the rules of our Savior to secure it without delay.

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

PASTOR-CHURCH COVENANT

The original was agreed upon and adopted by the church on January 18, 2017 and is updated annually by the Senior Pastor in conjunction with the Church Council.

An agreement between Pastor Steven Oswalt and Broadman Baptist Church, at 350 East Bath Road, Cuyahoga Falls, Ohio 44223, is entered into for the purpose of providing clear understandings concerning relationships and responsibilities necessary to bring glory to God through the growth of both the church and the pastor throughout the tenure of ministry. This document is to serve as an agreement between the pastor and church congregation reminding them of their commitment and responsibilities to one another. This document is not a creed and its content does not supersede the authority of the Scriptures over our lives.

The church and pastor are pleased to enter into this agreement, effective January 18, 2017. This agreement shall continue in effect as long as both pastor and church believe it is God's will for them to do so.

Pastor: By God's grace, as a pastor at Broadman Baptist Church, I will commit myself to these things for God's glory and the good of His church:

- 1) To be a man of the Word and prayer, zealously growing in the grace and knowledge of our Lord and Savior Jesus Christ, cultivating an attitude of humility and utter dependence upon the Lord.**
- 2) To live a life that honors God in private and public, faithful to my calling as a minister of the gospel, always giving witness in word and deed to the life-changing power of Jesus Christ.**
- 3) To be a model of spiritual leadership in my home, loving my wife as Christ loves the Church, guiding my children to know and follow Jesus, and relating to all my family members in ways that honor God.**

- 4) To make every effort to live above reproach in all areas of my life, including my finances and relationships, avoiding any form of sexual immorality, and taking whatever steps necessary to avoid any situation that might dishonor the Name I bear as a Christian.
- 5) To work in harmony with staff and church leadership to promote unity in the body of Christ, striving to be a continual source of encouragement with an attitude of honesty, openness, support, and cooperation.
- 6) To maintain strict confidentiality when handling the private matters of people, including counseling and discipline, sharing information only when it is deemed necessary for the physical or spiritual welfare of another.
- 7) To seek constant filling of the Holy Spirit, as I can only effectively lead others as I am being led by God, and to exemplify the Spirit's fruits of love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control.

Congregation: Led by the Spirit of God, the congregation of Broadman Baptist Church agrees to:

- 1) Be loving and gracious to the pastor and his family.
- 2) Pray for spiritual power in his life and work.
- 3) Relate to him and speak of him respectfully as God's anointed leader for this task.
- 4) Support his leadership with active participation in the ministries of the church.
- 5) Support services and activities of the church with my faithful attendance.
- 6) Talk with him about personal concerns instead of talking about him.
- 7) Provide the resources for doing the work to which he is committed, including competent and loyal staff members as needed.
- 8) Provide a salary and benefits commensurate with the duties of his office.
- 9) Free him to do the work for which he is called as other church leaders and members fulfill their responsibilities.

Provide a fair, impartial, and constructive ministry review annually.

BROADMAN BAPTIST BYLAWS

NOTE 1: This handbook does not supercede the Holy Scriptures but attempts to clarify the functioning of the church in accordance with the Scriptures.

NOTE 2: This handbook is intended to empower, equip and encourage the people and ministries of Broadman Baptist Church to succeed for the glory of God. Simplicity not rigidity is to rule.

NOTE 3: For the purposes of clarification “pastor” or “church pastor” shall be understood to mean the Senior Pastor.

NOTE 4: For the purposes of clarification, the phrases “Christian conduct” or “Christian Character” shall refer to conduct or other evidence of character that is commensurate with biblical standard: “un-Christian conduct” or “un-Christian character” shall mean conduct or other evidence that is not commensurate with biblical standards.

I. CHURCH MEMBERSHIP

Section 1: General

This is a sovereign and congregational church affiliated with the Southern Baptist Convention under the Lordship of Jesus Christ. The membership reserves the exclusive right to determine who shall be members of this church and the conditions of such membership. The membership retains unto itself the exclusive right of self-government in all phases of the spiritual and temporal life of the church.

At anytime church leaders become aware that a member candidate or member declares a position inconsistent with the Holy Scriptures, constitution, articles of faith, covenant, Church Handbook, 2000 Baptist Faith and Message and/or discipleship process, they will be immediately removed from membership by the church Pastor and /or Deacon Body unless repentant of their position, making progress to correct the error, seeking help if necessary, willing to reclaim the position of this church, and willing to work with church leadership over such matters.

Section 2: Pre-requisites

All persons seeking membership in this body of believers must be a born-again believer of Jesus Christ. Each person has to attend a newcomer’s course in which they are presented the Constitution, Articles of Faith, Covenants, Church Handbook, 2000 Baptist Faith and Message, Budget and the discipleship process of this church. Anyone who becomes a member is agreeing to the church operating under the guidance of these documents in conjunction with the Holy Scriptures.

A person seeking membership is a member candidate until all of the following have been fulfilled: completed the new-comers course, public profession of faith in Jesus Christ, believers baptism, and having been officially presented to the church body during a business meeting this presentation can be in name only if the member candidate has previously been presented to the church at a corporate worship service. Any person subscribing to the Holy Scriptures, our Constitution, Articles of Faith, Covenant, Church Handbook, 2000 Baptist Faith and Message, budget, discipleship process of the church, and has professed Christ and been baptized by immersion is eligible to become a member.

Section 3: Qualifications/Requirements

This church will receive people into the family of God as follows:

1. Upon profession of faith in Jesus Christ as Lord and Savior, giving testimony of change of heart and following in obedience by being baptized by immersion.

2. By promise of a letter of standing from a church of like faith and order showing them to be in fellowship and good standing. They shall be under the watch-care of the church until their letter is received. Following a proper letter they shall then be brought into full membership.
3. By statement of prior conversion experience and baptism by immersion in a church whose beliefs and practices are in accordance with this local church.
4. This church will accept people under "watch-care" instead of membership if a person so desires to be a part of the church but not a member. (See section 7 of Church membership).

While the church does not always ask for audible dissent when accepting an individual as a member, should there be any dissent toward any candidate, such dissent shall be referred to the Church Pastor and Deacon Body in writing for their investigation and resolution within two weeks of the member candidate being presented to the church for regular membership or prior to the next business meeting which ever is sooner.

If a member candidate or member displays unchristian conduct or lifestyle that is inconsistent with the principles of the Southern Baptist faith or the generally accepted attributes of a life lived in pursuit of Christ-likeness, their position as member maybe temporarily suspended by the Church Pastor or Deacon Body. If necessary, Church discipline proceedings or an investigation can be conducted. Throughout, the Church Pastor and Deacon Body will try to bring resolution to the issue.

Section 4: New-Comers Class

The New Comers class will be taught periodically throughout the year as needed. In order to become a full member one must complete this course and sign the membership agreement upon completion. All sessions of this class must be attended or administered by the Pastor or his designee on an individual basis.

Section 5: Transfer, Removal, Release

The following applies to the continuance of membership.

1. If Church Leaders become aware at anytime a member candidate or member declares a position inconsistent with the Holy Scriptures, constitution, articles of faith, covenant, Church Handbook, 2000 Baptist Faith and Message and/or discipleship process, they will be immediately removed from membership by the Church Pastor and/or Deacon Body unless repentant of their position, making progress to correct the error, seeking help if necessary, willingly reclaim the position of this church and willing to work with Church Leadership for guidance over such matters.
2. Transfer to another church of like faith and order or an SBC church after receipt of a request for such transfer from the church member or other church. If the member transferring is inactive, under discipline or there are issues that the congregation are aware of that the receiving church should be aware of, or if the members of the congregation have Scriptural issues with the transfer, then the

letter of transfer to another church shall so state these facts or if there are circumstances known to the congregation or church Leadership that would be inconsistent with Christian principles to withhold from the gaining church then the transfer letter will so state those concerns.

3. Broadman Baptist Church will not grant a transfer letter to persons who are not transferring to a church of like faith and order or another SBC church. A member or inactive member may be released from membership instead of transferred. A letter explaining this action will be sent to the church requesting the transfer
4. Upon one's own written request to the church, one's membership may be removed.
5. When a member is known to have moved out of the local area, when a member has made clear to Church Leadership they have no intentions of returning to the fellowship; they will be removed automatically from Church membership. All that is required is that Church Leadership will notify the Church Clerk. Membership will be removed after a period of one year unless requested and otherwise approved at a regular business meeting.
6. As outlined in the procedures for church discipline a member may be removed should they become an offense to the church in accordance with Scriptures and /or the content of the constitution, church handbook or the 2000 Baptist Faith and Message.
7. A member automatically forfeits membership rights if they sue or take the church to court for any circumstance. This will be put in the minutes of the Church.
8. Upon knowledge of death of a church member the church clerk will automatically make a notation on the church roll, adjust the number of church members, and place the action in the minutes of the church.

Section 6. Inactive

A member is considered inactive if they are absent from church services for a period of three months without sufficient reason. Sufficient reason is to be determined by the Church Pastor or Deacon Body. The Church Pastor or Deacon Body may then place the member's name on the inactive role through the church clerk or secretary.

The church will attempt to bring a person of inactive status back into the flock. The church will continuously lift up in prayer an inactive member that has the intent of having Broadman as their spiritual home in hopes to minister them back to active worship and fellowship with the Body.

Inactive members change their status to active members as they strive to fulfill their commitment under the Broadman Baptist Church Covenant. The inactive member is reconsidered for active status at the recommendation of the church Pastor or Deacon

body. Activation of membership status will be finalized during the next Church Business Conference. Inactive members cannot vote in any business meeting nor can an inactive member hold any office specified to be filled by members such as Deacon or Church Council positions. Nor can an inactive member or non-member voice their opinion during a Church Business Conference unless the Moderator and Church Pastor both approve and give them permission to speak.

Special note for students and military personnel: If a member is a student or member of the military or encounters similar circumstances as approved by the Deacon Body, and that status takes them away from the opportunity to have regular attendance with our congregation they will be exempt from being considered an inactive member. The student or military member will not be counted as an active member for the purposes of the quorum while they are away at school or in military service.

Section 7: Watch-care

Someone can request to be placed under the watch-care of our church. This means the person requesting watch-care remains a member of another church but is under our watch-care while at our church. This person does not have the rights of membership for voting purposes but will be allowed to participate and serve in church ministries.

Section 8: PROVISIONS FOR AUTOMATIC TERMINATION

The membership of any member shall automatically terminate without notice if a member states or admits that they are involved in any unchristian conduct without repenting of the conduct. If repentance is in question then the Church Pastor will consult with the Deacon Body for a joint decision. Upon receipt of evidence of repentance by the Church Pastor and the Deacon Body the membership termination may be waived by joint resolution. If accusations of unrepented unchristian conduct are brought against the Pastor or a Deacon, they cannot vote in their own hearing.

If it is determined that a member has a membership or is regularly attending another church they forfeit their rights of membership at Broadman Baptist Church by default. There is no vote required.

No provision contained in this section shall be subject to or governed by the procedures regarding discipline of members in section 9 below.

SECTION 9. CHURCH DISCIPLINE

It is to be understood that Broadman Baptist Church intends to take every reasonable measure to assist any member in difficulty. The Church Pastor and Deacons are committed to being reasonably available for counsel and biblical guidance. Reconciliation shall always be the goal in any matter of discipline toward any member. However, should there ever be a need for church discipline Scripture will be used as a guideline.

Matthew 18:15-17 is understood to be the primary teaching regarding personal differences. However, should any serious condition exist which would cause a member to stumble, become a liability to self or to the general welfare of this church, the matter is immediately taken to the Church Pastor and the Deacon Body to take action for the good of the Kingdom of God, this church and all persons involved.

If the above efforts fail to bring reconciliation, the Church Pastor and Deacon Body may (using the Scriptural procedure) choose to admonish, reprimand or exclude from membership, any member who becomes an offense to the church and its good name for the following reasons:

1. Unchristian conduct or disregard of the Church Covenant, By-laws, handbooks, and Scriptural principles of conduct for a Godly life.
2. Unchristian conduct that is called an abomination or sin in the Scriptures.
3. Unchristian conduct that is contrary to the doctrinal positions as stated in the 2000 Baptist Faith and Message.
4. Practicing, teaching or proclaiming doctrines subversive to those held and proclaimed by this Church, whether such practice, teaching or proclamation is done on Church property or in some other place.

Any charge by a member, or members, against the character or Christian standing of any member must be presented to the Church Pastor and Deacon Body together. The charge must be in writing and the person must be prepared to defend the charge in person before the Church Pastor and Deacon Body if necessary. The person submitting such charges must be prepared to support the charges with reliable witnesses if they exist. The pastor and deacon body shall take no action until the accused shall be notified first in person if possible and/or by registered letter and given a period of 15 days to prepare a response. Failure to appear or to respond with such defense will automatically be considered as supporting evidence of the charges advanced. All such charges shall be kept in strict confidence by all parties involved until such time a recommendation shall be made. A breach in such confidentiality is unacceptable and shall itself be subject to Church discipline.

Should exclusion result, upon evidence of the excluded person's repentance and reconciliation, the church may restore to membership any person previously excluded, so long as the excluded person requests membership. The recommendation of the Church Pastor and Deacon Body required before and approved by a vote of the church. An individual who has been restored to membership shall have all the rights of full membership.

II. CHURCH ORDINANCES

SECTION 1: Baptism

This church practices Believers Baptism by immersion. The Church Pastor will schedule baptismal services as needed. The Church Pastor or someone he appoints shall oversee all baptisms. The Deacons will help prepare the church service for this ordinance.

SECTION 2: Lord's Supper

The Lord's Supper will be conducted regularly throughout the year, normally during Sunday Morning Worship services. On occasion the Church Pastor and/or member of the Deacon Body may give the Lord's Supper to shut-ins or those who are sick. The Deacons are responsible for the preparation of the Lord's Supper while the Pastor normally administers the ordinance, a Deacon or ministerial member of the staff can do so at times with the church pastor's approval.

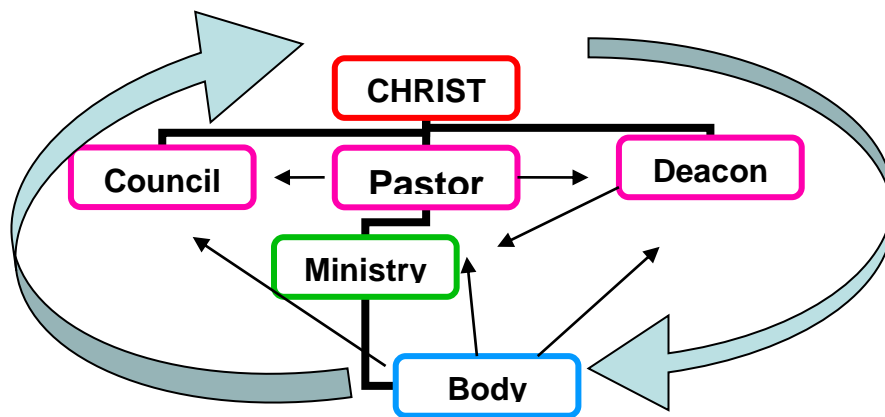
III. SPECIAL OCCASIONS

1. Baby Dedications – we believe that Children are a gift from the Lord. Baby dedications will be performed at the desire of the parents with the approval of the Church Pastor. The dedication is a sign of the parents desire to raise their child in the ways of the Lord and the congregation's desire to help them carry out this Godly responsibility.
2. Minister Ordination – minister ordination shall be conducted under the supervision of the Church Pastor after the minister has been found fit to serve as a minister of the Gospel by the Church Pastor, and an appointed ordination council.
3. Minister Licensing – minister licensing shall be conducted under the supervision of the Church Pastor after the minister has been found called to serve as a minister of the Gospel.
4. Deacon Ordination – Deacon Ordination shall be conducted under the supervision of the Church Pastor after a deacon nominee has been found fit to serve by the Church Pastor, Deacon Body and the congregation.
5. Laying on of Hands – the laying on of hands is a practice to set people apart in the ministry or over the sick. This practice can be done for numerous reasons. Normally, but not exclusively this practice is conducted by the Church Pastor or Deacon Body.
6. **Marriage/Weddings-** we believe that marriage is sacred unto the Lord. Marriage is by God's design between one man and one woman as husband and wife intended for a lifetime. (Mark 10:6-9). Weddings will be performed under the supervision of the Church Pastor. No pastor of this church will conduct a wedding ceremony that is not consistent with the Scriptures, BFM 2000, articles of faith, church policies and the teachings of this church."
 - **WEDDING CEREMONIES OF WORSHIP:** “Any marriage ceremony that is affiliated with Broadman Baptist Church – leadership, membership and guests - acknowledges that this congregation considers wedding ceremonies a form of worship. This is true whether on the church property presently located at 350 E. Bath Road in Cuyahoga Falls or on another geographic location officiated in affiliation with Broadman Baptist Church. The marriage ceremony will only be

between one man and one woman before God under the authority of God granted to this church by His Holy Scriptures.”

IV. CHURCH ORGANIZATION

1. CHURCH STRUCTURE – Christ, Pastor, Ministerial Staff, Church Council, Deacon Body, Ministries, & Body of Christ.



2. CHURCH PASTOR – The Church Pastor is responsible for leading the church to function as a New Testament Church in a contemporary setting according to the Scriptures. The Church pastor will oversee the Deacon Body to conduct the pastoral ministries of the church. The Church Pastor will oversee the church council to lead the ministry direction of the church. Lastly, the Church Pastor shall serve the church in agreement with God until God’s will determines otherwise. See Search committee for the calling of a Church Pastor.

3. MINISTERIAL STAFF – the ministerial staff shall be called as the Church Pastor or church determines the need of such staff. The recommendation of the Church Pastor and an assigned search team are required for the acceptance of ministerial staff. A ministry description will be drafted and agreed upon by the Church Pastor and candidate for ministerial staff. Ministerial staff can function as volunteer or paid staff. The Church Pastor, in consultation with the Nominating and Personnel Committee, has the authority to terminate a ministerial staff position. If circumstances require immediate action then the Church Pastor may exercise sole authority for termination. See Search Committee for the calling of Ministerial Staff.

5. NON-MINISTERIAL STAFF – Non- ministerial staff members are sub-contracted employees of the church. They shall be hired as the church determines the need for their services. The Nominating/Personnel Team or Church Pastor shall have the authority to employ and terminate non-ministerial staff members as needed. Staff openings shall be posted for positions which are appropriately filled from within the church.

6. CHURCH COUNCIL

The Church Council shall consist of the leaders nominated, elected, and then appointed by the church to guide the overall ministry direction of the church. The nominating team will present the candidates for consideration to the church body at the annual business conference or as needed. The Church Pastor and Church Council can temporarily appoint someone to the Council until they can officially be presented to the church at the next business conference. The Church Council Structure can be altered to best meet the church ministry needs by either the Church Pastor and/or Church Council. The Church Council exists to assist the Church Pastor in directing the ministry efforts of the church. The Church Pastor shall serve as the leader of the Church council.

The Church Council serves by leading the church in planning, coordinating, and calendaring of church activities and events and evaluating the ministries and programs of the church.

The Church Council shall submit recommendations and evaluations to the appropriate ministry team and/or make a recommendation to the church when in the scope of their function.

Additionally, the Church Council will appoint the Personnel/Nominating team the task of providing an annual evaluation in writing of the Church Pastor, ministerial staff, and non-ministerial staff.

6. DEACONS

The Deacon Ministry is intended to be a blessing to the Church and the Deacons. Those who serve will have a great reward in Heaven. This is a position of humble servanthood to the Church Body

The deacon ministry is a ministry of ordained laypeople called out by God to this unique position of service in the local church. Scriptural qualifications are set forth in 1 Timothy 3:8-13 and Acts 6. Ordination by this church or by another Southern Baptist Church is required.

Deacons are responsible for ministerial support of the pastor, assisting in preparation for the ordinances, visitation of members, serving congregational needs and concerns, church discipline, conflict resolution and oversight of church unity.

If there are issues of Scriptural qualification the Deacon Body under the guidance of the Church Pastor will come to a decision on the matter. Both the Church Pastor and the majority of the Deacon Body must be in agreement to recommend someone to the church for Deacon Ordination or Activation.

In addition to the Scriptural qualification by this local church requires of the deacon that:

1. Have been an active member for at least one year.
2. Be at least 18 years of age.
3. Not be serving in another ordained position.
4. Is Faithfully attending Church Services and Activities.
5. Will be consistent in attendance at deacon meetings.
6. Be a good steward of time and money.
7. Be an active witness for Christ in and through the local church and community.
8. Abide by the Covenant, By-laws and Handbooks of Broadman Baptist Church.

The Deacon Ministry will consist of enough Deacons to accomplish the Deacon ministry. This will be determined by the Church Pastor and/or Deacon Body. The addition of Deacons shall be considered as the church grows, such that a Deacon should not serve more than ten households, unless there is not enough qualified laypeople to be nominated or to serve as a Deacon.

The Deacon ministry will elect annually a chairman, vice-chairman, baptistery, Lord's Supper, teller, usher, benevolence and greeter coordinators.

The Deacon ministry will function on a rotating basis as follows:

1. Any deacon reserves the right to take a personal leave of absence from the Deacon Ministry for personal reasons.
2. The Church Pastor and/or Deacon Board can place a Deacon on a leave of absence.

The Church Pastor and Deacon Body can control the rotation of Deacon's on or off as needed to meet the ministry needs of the church. Additionally, new members and others in the congregation will be considered for Deacon on an annual basis. A Deacon does not have to be elected every year unless qualified and needed. The rotation system allows a Deacon to serve the needs of the church with great flexibility.

The process for Deacon elections will be as follows.

1. The Church Pastor and Deacon Body will determine if a Deacon election is necessary.
2. If an election is necessary, the Deacon Body and Church Pastor determine how many Deacons are needed.
3. If an election is necessary, each church member is given the opportunity to nominate a person to be a Deacon candidate.
4. The Deacon Body and Church Pastor will review all nominations for qualification. Qualification approval requires the Church pastor and the majority of the deacon body.
5. All the qualifying Deacon candidates are contacted to determine if they are willing to serve.
6. Those who are willing to serve and qualify will be presented to the church for their blessing by a yes or no vote of discernment. Each person receiving a majority vote from the congregation will serve as Deacon.
7. If approved by the church, the Deacon candidate will be ordained in the near future, or moved to active status if previously ordained.

TERMINATION:

1. A deacons service shall be terminated should he be absent from three consecutive deacon meetings without making proper notification to the Deacon chair or church pastor.
2. A pattern of behavior or sin that is not becoming of the office of Deacon. (In such a case the Deacon may have his ordination revoked.)
3. All that applies in the church discipline section.

Termination of a Deacon requires the Church Pastor and the majority of the Deacon Body

WOMEN:

It has been this church's tradition that women have not served as Deacons in the Deacon ministry. But the wives of Deacon's do/can serve as part of the Deacon's ministry.

7. CHURCH MINISTRIES

The ministries of the church are accomplished through the ministries of the people of the church. Annual or more frequent Ministry Fairs will be conducted in order to plug people into ministry. Serving in ministry is a Biblical mandate, all are welcomed to serve. Each ministry section will function according to the Scriptures and the intent of the Constitution, handbook and church policies.

Non-members can serve in the ministries of the church; however, they cannot assume ministry leadership roles. We encourage every believer to serve the local church through ministry.

Certain church ministries require applications, background checks and interviews for the safety of the individual, our fellowship, and ministry.

8. COMMITTEES, COUNCILS, COORDINATORS, DIRECTORS, TEAMS (THIS CHURCH WILL FUNCTION AS TEAMS NOT COMMITTEES UNLESS OTHERWISE STATED OR NOT POSSIBLE.)

The Church may create any ministry team it deems necessary to advance the ministry of Broadman Baptist Church. The Church Council shall help assist all members to find a place to serve. The Team Leader appointed by the church will inform the council of all who are serving on their ministry team. The Church Council is responsible for the approval of new ministries as needed. Upon the approval of a new ministry position the nominating team will be responsible for creating a job description.

It is the goal of this church to have a ministry description and job description for all ministries. See the BBC Ministry Description Guide for more details.

With congregational approval, the church moderator or Church Pastor or Church Council may appoint ad hoc teams. Ad hoc teams shall cease upon completion of their assignment.

Function, scope, and job descriptions of the current ministries and ministry teams can be found in the BBC Ministry Description Guide.

12. SEARCH TEAM

SECTION 1: CHURCH PASTOR

If the occasion arises that the church is in need of a Pastor, a special team will be commissioned to represent the body to search for God's man for the church.

1. The Search team will seek feedback from and keep the congregation informed on the progress.
2. The Search team will consist of an odd number of people. The team will pick a chair person.
3. The Search team will be active in their pursuit of a new Pastor until the church calls a Pastor and the Pastor accepts the call or the church stands down the church team.

Once a pastor is called by the church the search team's duties will shift to that of advisory team for the new Pastor in conjunction with, but subordinate to, the Church Council, they will provide the Pastor with ministry feedback for the first year of ministry on a quarterly basis. The feedback is to uplift and encourage the Pastor in the ministry, while giving them guidance in any areas of ministry that may need more attention or focus. The intent of the search team acting in such a manner is to set the pastor and church up for a successful ministry.

SECTION 2: Ministerial Staff

When deemed necessary by the Church Pastor or Church Council, a special Search Team can be appointed to seek a minister to serve on staff. The process will be as follows:

1. The Church Council and Church Pastor determine the ministry position need and then nominate a team to search for a new staff member. (This team can be a specially appointed team or can be the Nominating/Personnel Team).
2. The church will be notified at the next business conference, if not sooner.
3. This special search team and the Church Pastor shall jointly recommend to the church the final candidate for the position.
4. The special search team and Church Pastor will ask the church to bless their decision.
5. Ministerial staff, work for the Church Pastor and the Nominating/Personnel Team will provide annual evaluations.

13. Resignation or termination of paid Church Staff (Ministerial and Non-Ministerial)

If a ministerial staff member desires to leave or is terminated:

1. Resignations of ministerial staff will require at least two weeks written notification.
2. The church may vote to vacate a ministerial staff position due to poor job performance upon recommendation of the Church Pastor and/or Personnel Nominating Team. Compensation conditions will be considered and presented to the congregation.
3. Section 8 under Church meetings will be referenced regarding a quorum for conducting various personnel functions under this section.
4. Non-ministerial staff, are asked to provide two-weeks notice when at all possible and to provide a smooth transition of their duties to the incoming staff member.

V. CHURCH MEETINGS

Section 1. Worship Services

Broadman Baptist Church shall conduct regular, weekly, corporate worship services. Occasion for exception shall have Church Council, or Pastor Approval.

Section 2. Special Services

Special services, revival services, evangelistic meetings, Bible conferences and other special church meetings essential to the advancement of the church's objectives shall be scheduled upon recommendation of the pastor, and/or church council, and/or deacon body.

Section 3. Business Conferences

Broadman Baptist Church shall conduct regular Church Business Conferences (CBC), led by the Church Moderator. Church Business Conferences shall be conducted three-month intervals.) CBC will normally be conducted on a quarterly basis. However, shorter or longer durations can be approved by the Church Pastor and Church Moderator. An agenda shall be posted and made available for members prior to the Church Business Conference.

Section 4. Church Hall Meetings

Broadman Baptist Church will have Church hall meetings in conjunction with regular CBC as needed. A Church hall meeting is for information and discussion about ministry direction. It is normally conducted by the Pastor and has an open discussion forum. These meetings are for the ministry aspects of the church. This is a non-voting meeting, it is for information and of ministry.

Section 5: Annual Church Meeting

The annual meeting of the church shall be held during the first CBC of the year. During this meeting annual reports shall be presented.

A written Church Annual Report should be published for the congregation as needed within a reasonable amount of time, preferably prepared before the Annual Church Meeting. Other business may be transacted as specified in the agenda or brought before the moderator if it conforms to the spirit and intent of a regularly scheduled CBC.

Section 6: Special Business Meetings

The Church Pastor or Church Moderator may call a Special CBC whenever necessary, however, if at all possible a two week notice of the meeting will be issued.

SECTION 7: Annual Church Summit

The annual Church Summit is held at the discretion of the Church Pastor or Church Council. The purpose is to focus the ministry toward the future.

SECTION 8: Quorum

A Special called CBC shall consist of 15% of the active membership in attendance.

A quorum for the call or dismissal of a pastor shall consist of (50%) +1 member of the active membership in attendance and a two-thirds majority vote is necessary to carry any motion for dismissal. The Church Clerk shall report the active membership totals to the Church Moderator one week prior to all CBC.

Active membership shall be considered only those in regular attendance at Broadman Baptist Church (as defined in the Broadman Baptist Church Constitution under Church Membership section) Members who do not meet the minimum age requirement for voting are granted all other privileges of membership. Members of new Church plants sponsored by Broadman Baptist Church will not be considered active members for this purpose and may not vote in regular or called business meetings.

VI. CHURCH VOTING

All matters of business shall be decided by a two-thirds majority of **active** members present and voting unless otherwise specified by these Bylaws. Under the spirit of law, those who are of legal age can only cast votes for items that will bring the church under an obligation of a contract. Other church issues may be decided by all members aged 12 or older.

At Broadman Baptist Church voting is not a right. It is a freedom to discern God's will. Casting a vote is saying you discern God's will on that matter. So church voting is really a matter of spiritual discernment, not opinion, or likes and dislikes.

VII. CHURCH PARLIAMENTARY PROCEDURE

Christian love and courtesy shall always be the foundation of any business conducted by this church. The Church Pastor and/or Church Moderator have the right and responsibility to adjourn a meeting in the event that Christian Love is in question.

The latest revision of Robert's Rules of Order shall guide parliamentary procedure as used in this church if procedures are in question.

VIII. CHURCH FINANCE

Section 1. BUDGET

The church budget shall be a guide for expenditures of the anticipated receipts of the church through giving. The Finance Team, in consultation with the church Pastor and Ministry Leaders, shall prepare and submit to the church for approval an inclusive budget, indicating by items the amount needed and sought for local and other expenses.

It is understood that membership in this local church involves financial obligation to support the church and its causes with regular tithing and offerings. Confidential records will be kept by the finance team for all tithes and gifts. A periodic statement will be provided to each member. Offering envelopes will be provided for members and anyone requesting such envelopes.

The Broadman Baptist Church Finance Team shall submit a budget for vote annually in the month of December or as soon as possible thereafter. Said budget is to be made available to members at least one week prior to a discussion meeting, normally held during the CBC, during the month prior to the church vote. Upon adoption by the church, the budget shall constitute the guide for expenditure of the anticipated tithes and offerings.

Recommendation for additions and deletion of items in the current year budget can be submitted at any CBC when made a part of the agenda, or a special budget amendment meeting can be called by the Church Pastor or Finance Team.

Section 2: TITHE AND OFFERINGS

According to the Scriptures all believers are expected to give in support of God's work. Tithing is 10% of your gross income. God expects every believer to give a tithe. He also wants each person to give what they can above the tithe and this is called an offering. Broadman Baptist Church believes every member should tithe and give offerings to the ministry of the church.

Section 3. INCOME

Income for Broadman Baptist Church is derived from regular tithes and offerings given by members, attendees, partnership and/or associated churches, and Southern Baptist Convention entrees.

Broadman Baptist Church receives regular tithes and offerings to be used in accordance with congregationally approved annual church budgets. Broadman Baptist Church may also receive designated funds, which are not part of regular tithes and offerings to be used in trustee approved ministries or projects of the church. Members shall fulfill their obligation under the church covenant to support the church budget with their tithes before making any designated offerings.

The church will do its best to honor the intended purpose of any designated fund given to the church for the specific designation. Designated funds usually have a specific short term purpose. However, designated funds or similar funds ultimately are to be used to advance the Kingdom of God through the ministries of Broadman Baptist Church. Therefore, the church has the right to utilize designated funds as appropriate, in the best interests of the giver, the needs of the church and for the Kingdom of God. All designated gifts and funds given to individuals must meet IRS standards.

If requested, any person donating items to the church will receive a tax credit statement according to IRS standards. Once an item or money is donated to the church it becomes church property.

Section 4. ACCOUNTING PROCEDURES

An internal or external annual audit of the books will be conducted.

Section 5. FISCAL YEAR

The church fiscal year shall begin on January 1 and end on December 31. Programs and ministries of the church shall abide by the fiscal year for calendaring purposes. The Ministry of Discipleship shall operate on an annual calendar of September 1 through August 31.

IX. AMMENDMENTS BY THE CHURCH

The Constitution and Bylaws may be amended at any regular CBC of the church provided each amendment has been presented and recorded in the meeting minutes of a previous CBC. Copies of each proposed amendment shall be made available to members either by mail or in the church foyer at least on week prior to the amendment vote.

REVISIONS

Revised by church vote April 16, 2014 (Marriage)

Revised by Church vote October 2014 (Pastor-Church Covenant)

Revised by church voted July 5, 2015 (Marriage, Wedding, Facility Usage)

Revised by church vote June 19, 2016 (Rewrite pages 1-13)

Revised by church vote January 18, 2017 (Update Pastor/Church Covenant)