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Section 4. Membership Requirement

All teachers and officers of the Sunday School shall be members of the church and shall subscribe annually to the Articles of Faith and this constitution. Exception of the membership requirements can be made only by a vote of the church.

Section 5. Assistant Superintendent

At the December elections business meeting the church shall also elect an Assistant Sunday School Superintendent to a one-year term by a majority vote from the membership of the church in attendance. The Assistant Superintendent shall serve in the absence of the superintendent, and shall perform all duties usually associated with that office.

ARTICLE XIII. AMENDMENTS

This constitution may be amended at any regular business meeting of the church, or at a meeting called for that purpose, by a two-thirds vote of eligible voting members present, provided notice of such an amendment shall have been given from the pulpit on two consecutive Sundays preceding the meeting.

committee, provided always that funds collected for any specific purpose shall be disbursed accordingly, provided it does not conflict with any policy of the church, in which case the gift will be turned back to the donor. The Treasurer shall keep a true and fair book of accounts and shall make a full report to the Deacons at their regular meetings and to the church at its quarterly business meetings and an annual report at the annual meeting.

ARTICLE XV. FINANCIAL SECRETARY

At the December elections business meeting the church shall elect a financial secretary to a one-year term by a majority vote from the membership of the church in attendance.

The Financial Secretary shall keep a record of the names of individual givers, and see that each member is supplied annually with envelopes for offerings. The Financial Secretary shall prepare annual receipts for each individual's offering.

ARTICLE XVI. VACANCIES

In the event of a vacancy in an elected office during the year, such vacancy shall be filled by the vote of the church, upon the recommendation of the Deacons. Such replacement will be for the remainder of the calendar year.

ARTICLE XVII. SUNDAY SCHOOL

Section 1. Superintendent

At the December elections business meeting the church shall elect a Sunday School Superintendent to a one-year term by a majority vote from the membership of the church in attendance. The Superintendent shall be responsible for the Sunday School under the direction of the Pastor(s), performing all duties usually associated with that office.

Section 2. CE Committee

All departmental superintendents and teachers in the Sunday School shall be appointed by the Christian Education Committee.

Section 3. Teacher Selection

It is understood that all teacher appointments in the Adult classes shall, so far as possible and feasible, be made in consideration of the wishes of the class.

In the case of teacher resignation during the year the committee shall make appointments necessary until the end of the term.

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CHURCH COVENANT

We believe in Jesus Christ as our Lord and Savior. We, upon our profession of faith in Christ, are baptized in the name of the Father, and the Son, and of the Holy Spirit, to become members of the body of Christ. We consecrate ourselves to His service and enter into this covenant with one another.

We shall endeavor with the help of the Holy Spirit:

- To live together in Christian love, helping each other to grow spiritually.
- To remember each other in prayer, to share each other's joys, to bear one another's burdens and sorrows, and to aid each other in sickness and distress;
- To be faithful in our commitments, just in our relationships, exemplary in our conduct, and quick to forgive;
- To moderate the exercise of our freedom in Christ with regard to those things which offend the conscience of weaker brethren, pose potential for addiction, or do not edify the body of Christ.
- To make prayer and Bible study a part of our daily living, seeking God's help to enable us to do our daily tasks, to overcome temptations, and to live righteously;
- To encourage the growth of Christian faith in our children, and to teach them Christian living by instruction and example;
- To faithfully support the ministry of the church financially, as the Lord prospers, and to give the church a sacred priority over all institutions of human origin;
- To help win others to Christ, and to live to the glory of Him who has called us into His service;
- And, when we move from this place, unite with some other church as soon as possible, where we can carry out the spirit of this covenant and the principles of God's Word.

Missions Committee – The Missions Committee procedures and responsibilities are laid out in the official Missionary Policy of Evergreen Baptist Church.

ARTICLE XII. CLERK

Section 1. Election

At the December elections business meeting a Clerk shall be elected to a one-year term by a majority vote from the membership of the church in attendance.

Section 2. Duties

It shall be the duty of the clerk to keep an exact record of all business meetings of the church. The clerk shall keep a complete register of the members, shall make out all letters of dismissal, and conduct such correspondence as may be directed.

ARTICLE XIII. MODERATOR

Section 1. Duties

The Senior Pastor shall be the Moderator of the church, except in meetings where he is absent or in the case of a meeting in which a vote of confidence is called for. In such cases the Chairman of the Deacons shall be Moderator of the meetings.

1. He shall preside at all the regular and special business meetings of the church.
2. The Moderator may appoint a Deacon to temporarily moderate a specific business meeting when he deems it appropriate.
3. In the absence of the Moderator as outlined above, the church shall choose a Moderator pro tem.
4. He shall appoint all committees not otherwise designated.
5. He shall appoint a nomination committee prior to the annual election composed of two Deacons and one member from the church at large.

ARTICLE XIV. TREASURER

Section 1. Election

At the December elections business meeting the church shall elect a Church Treasurer to a one-year term by a majority vote from the membership of the church in attendance.

Section 2. Duties

The Treasurer shall receive all funds of the church and shall pay all regular bills and salaries approved by the Deacons or missionary

Finance Committee – composed of the Treasurer, Financial Secretary, Clerk, and two men elected from the congregation to two-year terms, staggered in election so that one position is elected each year.

Buildings and Grounds Committee – composed of 6 members elected from the congregation to three-year terms, staggered in election so that two positions are elected each year.

Christian Education Committee – composed of the heads of ministries as determined by the Pastors and Deacons.

Missions Committee – composed of the vice-chairman of the Deacons (serving as chairman), three women and three men elected from the congregation to three year terms, staggered in election so that one woman and one man is elected each year.

Section 3. Duties

Finance Committee – The finance committee shall have responsibility for the accounting and handling of all church funds. This includes, but is not limited to:

- Establishing necessary banking accounts
- Arranging for offerings to be counted
- Making deposits
- Making appropriate and timely disbursements as authorized
- Keeping accurate records of giving for tax purposes
- Keeping the Pastors, Deacons, and congregation informed about financial matters.

Buildings and Grounds Committee – the Buildings and Grounds Committee shall have the responsibility for the maintenance and improvement of the buildings, grounds, vehicles and equipment of the church. Requests for special use of the church facilities will be cleared with the committee in accordance with policies established by the Pastors and Deacons.

Christian Education Committee – The Christian Education Committee shall have responsibility for oversight of all education ministries of the church outside of regularly scheduled worship services. Specifically it will:

1. Organize the Christian Education ministries under the direction of the Pastor(s). In the absence of a Pastor, the aid and approval of the Chairman of the Deacons will be given.
2. Administer and supervise the Sunday School and youth programs.
3. Establish training classes.

CONSTITUTION

ARTICLE I. GENERAL PROVISIONS

Section 1. Name

The name of this church shall be the Evergreen Baptist Church of Michigan City, Indiana.

Section 2. Purpose

The purpose of this church shall be the preaching and teaching of the Word of God, the administration of the ordinances of the New Testament, the Spiritual growth of its members, ministering to its own community, and the spread of the Gospel in all the earth, by which we mean the winning of lost souls to the Lord Jesus Christ.

Section 3. Declaration of Faith

The following comprise the Scriptural beliefs of this church and its members.

I. The Holy Scriptures

We believe in the authority and sufficiency of the Holy Bible, consisting of the sixty-six books of the Old and New Testaments, as originally written; that it was verbally and plenary inspired and is the product of Spirit-controlled men, and therefore is infallible and inerrant in all matters of which it speaks.

We believe the Bible to be the true center of Christian unity and the supreme standard by which all human conduct, creed and opinions shall be tried.

2 Tim. 3:16-17; 2 Pet. 1:19-21.

II. The True God

We believe there is one and only one living and true God, an infinite Spirit, the Maker and supreme Ruler of Heaven and earth; inexpressibly glorious in holiness, and worthy of all possible honor, confidence and love; that in the unity of the Godhead there are three persons, the Father, the Son and the Holy Spirit, equal in every divine perfection and executing distinct but harmonious offices in the great work of redemption.

Exod. 20:2-3; 1 Cor. 8:6; Rev. 4:11.

III. The Holy Spirit

We believe that the Holy Spirit is a divine person, equal with God the Father and God the Son and of the same nature; that He was

active in the creation; that in His relation to the unbelieving world He restrains the evil one until God's purpose is fulfilled; that He convicts of sin, of righteousness and of judgment; that He bears witness to the truth of the gospel in preaching and testimony; that He is the Agent in the new birth; that He seals, endues, guides, teaches, witnesses, sanctifies and helps the believer.

John 14:16-17; Matt. 28:19; Heb. 9:14; John 14:26; Luke 1:35; Gen. 1:1-3; John 16:8-11; Acts 5:30-32; John 3:5-6; Eph. 1:13-14; Mark 1:8; John 1:33; Acts 11:16; Luke 24:49; Rom. 8:14,16, 26-27.

IV. The Devil, or Satan

We believe in the reality and personality of Satan, the Devil; and that he was created by God as an angel but through pride and rebellion became the enemy of his Creator; that he became the unholy god of this age and the ruler of all the powers of darkness and is destined to the judgment of an eternal justice in the lake of fire.

Mark 4:1-11; 2 Cor.4:4; Rev. 20:10.

V. Creation

We believe the Biblical account of the creation of the physical universe, angels, and man; that this account is neither allegory nor myth, but a literal, historical account of the direct, immediate creative acts of God without any evolutionary process; that man was created by a direct work of God and not from previously existing forms of life; and that all men are descended from the historical Adam and Eve, first parents of the entire human race.

Gen. 1; 2; Col. 1:16-17; John 1:3.

VI. The Fall of Man

We believe that man was created in innocence (in the image and likeness of God) under the law of his Maker, but by voluntary transgression Adam fell from his sinless and happy state, and all men sinned in him, in consequence of which all men are totally depraved, are partakers of Adam's fallen nature, and are sinners by nature and by conduct, and therefore are under just condemnation without defense or excuse.

Gen. 3:1-6; Rom. 3:10-19; 5:12,19; 1:18, 32.

VII. The Virgin Birth

We believe that Jesus was begotten of the Holy Spirit in a miraculous manner, born of Mary, a virgin, as no other man was ever born or can be born of woman, and that He is both the Son of God, and God, the Son.

ARTICLE X. ADVISORY BOARD

Section 1. Personnel of the Board

The Pastors, Deacons, Moderator, Clerk, Treasurer, Financial Secretary, Sunday School Superintendent, Assistant Sunday School Superintendent, and the President of the ladies missionary guilds shall constitute the Advisory Board. The church Moderator shall be Chairman of the Advisory Board.

Section 2. Appointees of the Advisory Board

The Advisory Board shall appoint all non-elected ministry leaders needed for the church, such as: church organist, church pianist, the choir director, song leader, chief usher, chairman of fellowship committee, chairman of the flower committee, chairman of the music committee, librarian, children's church superintendent and youth group sponsors.

Section 3. Meeting, General Duties, and Quorum

The Advisory Board shall not have specified times of meeting, but may be called together by the Senior Pastor, Chairman of the Deacons, or by any three members of the Board itself, for the purpose of considering major church policy and plans, or matters of special importance of gravity affecting the church. A majority of the members of the Board shall constitute a quorum. The Church Clerk shall keep a record of these meetings.

ARTICLE XI. COMMITTEES

Section 1. Organization

In order to provide for the daily functions and integrity of the church's ministries, there shall be committees formed as needed (see "Moderator" duty #3). These committees are responsible to the Pastor(s) and Deacons who may jointly appoint representatives to serve as full members of each committee. The Pastors and Deacons will be jointly responsible for coordinating and evaluating the committees' ministry, including selecting the committee chairman, establishing the annual church budgets, and evaluation of financial procedures on an annual basis.

Section 2. Standing Committees

The following committees will be maintained, composed as indicated plus any representatives selected by the Pastors and Deacons. All committee members must be members in good standing of Evergreen Baptist Church:

Gen. 3:15; Isa. 7:14; Matt. 1:18-25; Luke 1:35; John 1:14.

Section 3. Deacons and Discipline

The Deacons, together with the Pastors, shall constitute the Disciplinary Committee of the Church. (See Article II, Section 4)

Section 4. Deacons and Pulpit Supply

The Deacons shall constitute the pulpit committee, whose duty it shall be to secure pulpit ministry during Pastoral vacancies.

It shall be the duty of this committee to prayerfully seek God's guidance in selecting men to present to the church as candidates for pastoral ministry positions. It shall be the responsibility of this committee to examine thoroughly any man before he is presented to the church for action.

Section 5. Deacons and their Organization

The church shall annually elect a Deacon chairman. The Deacons shall elect a vice-chairman and a secretary to act for the ensuing year. The vice-chairman shall automatically be Chairman of the Missions Committee. A Quorum shall consist of one member more than half the total number of Deacons. The Deacons shall hold meetings at such a time and place as it may seem advisable for the best interests of the church. They shall make a regular report of their work at each annual meeting, and at any other business meeting, when so directed by the church.

Section 6. Deacons and Membership

The Deacons, with the Pastors, shall serve as a Committee on Church Membership. When a member becomes delinquent in church attendance, or shall walk disorderly as stated in Sections 3 and 4 under Article II, it shall be the duty of the Deacons, after prayerful consideration, to take the necessary action needed for the good of the church.

Section 7. Wives of Deacons

Wives of Deacons must fulfill the qualifications of 1 Timothy 3:11 and be willing to join their husbands in the work of the ministry to which they are committed.

They will be called upon to assist the Deacons in:

1. Examining women candidates for baptism or membership.
2. Visitation and care for women members, especially those who are single, widowed, divorced or married to an unbeliever.
3. Providing spiritual counsel to women as needed and requested by the Pastor or the Deacons (Titus 2:3-5).

VIII. Salvation

We believe that the salvation of sinners is divinely initiated and wholly of grace through the mediatorial offices of Jesus Christ, the Son of God, Who, by the appointment of the Father, voluntarily took upon Himself our nature, yet without sin, and honored the divine law by His personal obedience, thus qualifying Himself to be our Savior; that by the shedding of His blood in His death He fully satisfied the just demands of a holy and righteous God regarding sin; that His sacrifice consisted not in setting us an example by His death as a martyr, but was a voluntary substitution of Himself in the sinner's place, the just dying for the unjust, Christ the Lord bearing our sins in His own body on the tree; that having risen from the dead He is now enthroned in Heaven, and uniting in His wonderful person the most tender sympathies with divine perfection, He is in every way qualified to be a suitable, a compassionate and an all-sufficient Savior.

We believe that faith in the Lord Jesus Christ is the only condition of salvation. Repentance is a change of mind and purpose toward God prompted by the Holy Spirit and is an integral part of saving faith.

Jonah 2:9; Eph. 2:8; Acts 15:11; Rom. 3:24-25; John 3:16; Matt. 18:11; Phil. 2:7-8; Heb. 2:14-17; Isa. 53:4-7; 1 John 4:10; 1 Cor. 15:3; 2 Cor. 5:21; 1 Pet. 2:24.

IX. Resurrection and Priesthood of Christ

We believe in the bodily resurrection of Christ and in His ascension into Heaven, where He now sits at the right hand of the Father as our High Priest interceding for us.

Matt. 28:6, 7; Luke 24:39; John 20:27; 1 Cor. 15:4; Mark 16:6; Luke 24:2-6, 51; Acts 1:9-11; Rev. 3:21; Heb. 8:6; 12:2; 7:25; 1 Tim. 2:5; 1 John 2:1; Heb. 2:17; 5:9-10.

X. Grace and the New Birth

We believe that in order to be saved, sinners must be born again; that the new birth is a new creation in Christ Jesus; that it is instantaneous and not a process; that in the new birth the one dead in trespasses and in sins is made a partaker of the divine nature and receives eternal life, the free gift of God; that the new creation is brought about by our sovereign God in a manner above our comprehension, solely by the power of the Holy Spirit in connection with divine truth, so as to secure our voluntary obedience to the gospel; that its proper evidence appears in the holy fruits or repentance, faith and newness of life;

John 3:3; 2 Cor. 5:17; 1 John 5:1; Acts 16:20-33; 2 Peter 1:4; Rom. 6:23; Eph. 2:1,5; Col. 2:13; John 3:8.

XI. Justification

We believe that justification is that judicial act of God whereby He declares the believer righteous upon the basis of the imputed righteousness of Christ; that it is bestowed, not in consideration of any work of righteousness which we have done, but solely through faith in the Redeemer's shed blood.

Rom. 3:24; 4:5; 5:1,9; Gal. 2:16; Phil. 3:9.

XII. Sanctification

We believe that sanctification is the divine setting apart of the believer unto God accomplished in a threefold manner; first, an eternal act of God, based upon redemption in Christ, establishing the believer in a position of holiness at the moment he trusts the Savior; second, a continuing process in the saint as the Holy Spirit applies the Word of God to the life; third, the final accomplishment of this process at the Lord's return.

Heb. 10:10-14; 3:1; John 17:17; 2 Cor. 3:18; 1 Cor. 1:30; Eph. 5:25-27; 1 Thes. 4:3-4; 5:23-24; 1 John 3:2; Jude 24,25; Rev. 22:11.

XIII. The Security of the Saints

We believe that all who are truly born again are kept by God the Father for Jesus Christ.

Phil. 1:6; John 10:28-29; Rom. 8:35-39; Jude 1.

XIV. The Church

We believe that a local church is an organized congregation of immersed believers, associated by covenant of faith and fellowship of the gospel; observing the ordinances of Christ; governed by His laws; and exercising the gifts, rights and privileges invested in them by His Word; that its officers are Pastors and Deacons, whose qualifications, claims and duties are clearly defined in the Scriptures. We believe the true mission of the church is the faithful witnessing of Christ to all men as we have opportunity. We hold that the local church has the absolute right of self-government free from the interference of any hierarchy of individuals or organizations; and that the one and only Superintendent is Christ through the Holy Spirit; that it is Scriptural for true churches to cooperate with each other in contending for the faith and for the furtherance of the gospel; that each local church is the sole judge of the measure and method of its cooperation; that on all

Section 4.6 Insurance

The church may purchase and maintain insurance on behalf of any person who is or was a Pastor, Deacon, officer, employee, or agent of the church against any liability asserted against him and incurred by him in that capacity, or arising out of his status in that capacity, whether or not the church would have the power to indemnify him against liability under the provisions of this Article.

ARTICLE IX. DEACONS

Section 1. Number of Deacons, Term and Qualifications

The Deacons shall consist of not less than six members, two for a term of one year, two for a term of two years, and two for a term of three years, and two each succeeding year as the senior term expires, elected by a majority vote from the membership of the church at the December elections business meeting. Their term of office shall be for three years. At the end of two consecutive terms, members of the Deacons shall not be eligible to serve as a Deacon for at least one year. When membership grows beyond three hundred (300) there shall be one Deacon for each fifty (50) members.

The Deacons shall conduct themselves in a manner above reproach as shown in 1 Timothy 3:8-13 ("Likewise deacons must be reverent, not double-tongued, not given to much wine, not greedy for money, holding the mystery of the faith with a pure conscience. But let these also first be tested; then let them serve as deacons, being found blameless. Likewise, their wives must be reverent, not slanderers, temperate, faithful in all things. Let deacons be the husbands of one wife, ruling their children and their own houses well. For those who have served well as deacons obtain for themselves a good standing and great boldness in the faith which is in Christ Jesus.") and Acts 6:3 ("Therefore, brethren, seek out from among you seven men of good reputation, full of the Holy Spirit and wisdom, whom we may appoint over this business;"). They must be men who not only fulfill the specific requirements of Scripture for Christian morality, but also guard their testimony in regard to weaker brethren and worldly entanglements.

Section 2. General Duties of the Deacons

It shall be the duty of the Deacons to engage in all spiritual work of the church, seek out such members as need special help and encouragement, inquire into the fitness and qualifications of applicants for membership, visit the sick, distribute the elements of the Lord's Supper, advise and aid the Pastors in all matters pertaining to the spiritual interests of the church.

Section 4.2 Expenses Subject to Indemnification

To the extent that a Pastor, Deacon, officer, employee, or agent has been successful on the merits or otherwise in defense of any action, suit, or proceeding referred to in this Article, or in defense of any claim, issue, or matter in that action, suit, or proceeding he or she may be indemnified against expenses, including attorneys' fees, actually and reasonably incurred by him or her in connection with the action, suit, or proceeding.

Section 4.3 Limitations of Indemnification

Any indemnification made under this Article may be made by the church only as authorized in the specific case on a determination that indemnification of the Pastor, Deacon, officer, employee, or agent is proper in the circumstances because he has met the applicable standard of conduct set forth in Section 1 of this Article. The determination shall be made (a) by a majority vote of a quorum consisting of the Pastor and Deacons who were not and are not parties to or threatened with the action, suit, or proceeding; (b) if the described quorum is not obtainable or if a majority vote of a quorum of disinterested Deacons so directs, by independent legal counsel in a written opinion; or (c) by a majority vote of the members of the church.

Section 4.4 Timing of Indemnification

Expenses of each person seeking indemnification under this Article may be paid by the church as they are incurred, in advance of the final disposition of the action, suit, or proceeding, as authorized by the Deacons in the specific case, on receipt of an undertaking by or on behalf of the Pastor, Deacon, officer, employee, or agent to repay the amount if it is ultimately determined that he or she is not qualified to be indemnified by the church.

Section 4.5 Extent of Indemnification

The indemnification provided by this Article shall be deemed to be discretionary unless otherwise required as a matter of law or under any agreement or provided by insurance purchased by the church, both as to action of each person seeking indemnification under this Article in his official capacity and as to action in another capacity while holding that office, and may continue as to a person who has ceased to be a Pastor, Deacon, officer, employee, or agent and may inure to the benefit of the heirs, executors, and administrators of that person.

matters of membership, of polity, of government, of discipline, of benevolence, the will of the local church is final.

1 Cor. 11:2; Acts 20:17-28; 1 Tim. 3:1-13; Acts 2:41-42.

We believe in the unity of all New Testament believers in the Church, which is the body of Christ.

1 Cor. 12:12-13; Eph. 1:22-23; 3:1-6; 4:11; 5:23; Col. 1:18; Acts 15:13-18.

XV. Baptism and the Lord's Supper

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

We believe that the Lord's Supper is the commemoration of His death until He comes, and should be preceded always by solemn self-examination. We believe that, as a matter of obedience, both Baptism and the Lord's Supper are ordained for believers by the Lord and should be practiced by every believer.

Acts. 8:36, 38-39; John 3:23; Rom. 6:3-5; Matt. 3:16; Col. 2:12; 1 Cor. 11:23-28; Matt. 28:18-20; Acts 2:41-42.

XVI. Separation

We believe in obedience to the Biblical commands to separate ourselves unto God from worldliness and ecclesiastical apostasy.

2 Cor. 6:14-7:1; 1 Thes. 1:9-10; 1 Tim. 6:3-5; Rom. 16:17; 2 John 9-11.

XVII. Civil Government

We believe that civil government is of divine appointment for the interests and good order of human society; that magistrates are to be prayed for, conscientiously honored, and obeyed, except in those things opposed to the will of our Lord Jesus Christ Who is the only Lord of the conscience, and the coming King of kings.

Rom. 13:1-7; 2 Sam. 23:3; Exod. 18:21-22; Acts 23:5; Matt. 22:21; Acts 5:29; 4:19-20; Dan. 3:17-18.

XVIII. Israel

We believe in the sovereign selection of Israel as God's eternal covenant people, that she is now dispersed because of her disobedience and rejection of Christ, and that she will be regathered

in the Holy Land and, after the completion of the Church, will be saved as a nation at the second advent of Christ.

Gen. 13:14-17; Rom. 11:1-32; Ezek. 37.

XIX. Rapture and Subsequent Events

We believe in the premillennial return of Christ, an event which can occur at any moment, and that at that moment the dead in Christ shall be raised in glorified bodies, and the living in Christ shall be given glorified bodies without tasting death, and all shall be caught up to meet the Lord in the air before the seven years of the Tribulation.

1 Thes. 4:13-18; 1 Cor. 15:42-44, 51-54; Phil. 3:20, 21; Rev. 3:10.

We believe that the Tribulation, which follows the Rapture of the Church, will be culminated by the revelation of Christ in power and great glory to sit upon the throne of David and to establish the millennial kingdom.

Dan. 9:25-27; Matt. 24:29-31; Luke 1:30-33; Isa. 9:6-7; 11:1-9; Acts 2:29,30; Rev. 20:1-4, 6.

XX. The Righteous and the Wicked

We believe that there is a radical and essential difference between the righteous and the wicked; that only those who are justified by faith in our Lord Jesus Christ and sanctified by the Spirit of our God are truly righteous in His esteem; while all such as continue in impenitence and unbelief are in His sight wicked and under the curse; and this distinction holds among men both in and after death, in the everlasting felicity of the saved and the everlasting conscious suffering of the lost in the lake of fire.

Mal. 3:18; Gen. 18:23; Rom. 6:17-18; 1 John 5:19; Rom. 7:6; 6:23; Prov. 14:32; Luke 16:25; Matt. 25:34-41; John 8:21; Rev. 20:14-15.

XXI. Human Sexuality

We believe that God has commanded that no intimate sexual activity take place outside of the marriage between a man and a woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, premarital sexual relations, adultery and pornography are sinful perversions of God's gift of sex. We believe that God disapproves of and forbids any attempt to alter one's gender by surgery or appearance.

We believe that the only legitimate marriage is the joining of one man and one woman.

Gen. 2:24; Gen. 19:5, 13; Gen. 26:8-9; Lev. 18:1-30; Rom. 1:26-29; 7:2; 1 Cor. 5:1; 6:9; 7:10; Eph. 5:22-23; 1 Thes. 4:1-8; Heb. 13:4.

Section 3. Corporation Officers

As an accommodation to legal relationships outside of the church, the Senior Pastor shall serve as president of the Corporation, the Deacon Chairman shall serve as Vice President of the Corporation, the Clerk as Secretary of the Corporation, and the Treasurer as Treasurer of the Corporation. This role is limited to representing the church in legal matters, including signing legal forms on behalf of the corporation.

They shall in no way sell, mortgage, or otherwise encumber the real estate of the church without the authorization of a majority vote of the members present at a meeting of the church called for that purpose, notice of such meeting having been given from the pulpit at two consecutive Sunday morning services immediately preceding the meeting.

Where ownership of assets is being established or transferred, the signatures of at least two of these officers shall be required for authorization.

Said officers have no further powers, duties, or obligations beyond those previously enumerated above or those listed below.

Section 4. Indemnification

Section 4.1 Actions Subject to Indemnification

The church may indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative, including all appeals (other than an action by or in the right of the church) by reason of the fact that the person is or was a Pastor, Deacon, officer, employee, or agent of the church, against expenses, including attorneys' fees, judgments, fines, and amounts paid in settlement actually and reasonably incurred by him in connection with the action, suit, or proceeding; and if that person acted in good faith and in a manner he reasonably believed to be in or not opposed to the best interests of the church and, with respect to any criminal action or proceeding, had no reasonable cause to believe his conduct was unlawful. The termination of any action, suit, or proceeding by judgment, order, settlement, conviction, or on a plea of *nolo contendere* or its equivalent, shall not, of itself, create a presumption that the person did not act in good faith and in a manner that he reasonably believed to be in or not opposed to the best interests of the church and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his or her conduct was unlawful.

“Assistant” will be used as he is working under the direction of an ordained elder. Once ordained, the title “Associate” will be used to indicate his new status as recognized by the church.

Section 6. Duties of Pastors

The primary role of all Pastors is oversight of the ministry of the church through instruction and application of the Word of God (1 Timothy 5:17). The role of Pastor is the role of overseer, elder, and shepherd (Acts 20:17, 28). The character of their ministry is as important as the results of that ministry (2 Peter 5:1-4) so they are always accountable for attitude and relationships as well as accomplishment. Their primary work is to prepare the church membership to do the work of the ministry and bring the church to maturity in Christ (Ephesians 4:11-16). Specifically all pastoral staff will:

1. Give themselves to the ministry of the Word and prayer (Acts 6:4).
2. Insure that the sick and needy have their needs cared for in conjunction with the Deacons (Acts 6:2-3).
3. Do the work of an evangelist as an example to the church (2 Timothy 4:5).
4. Make report of their ministry to the church on an annual basis.

ARTICLE VIII. OFFICERS OF THE CHURCH

Section 1. Elected Officers

The elective officers of the church shall be Deacons, Clerk, Treasurer, Financial Secretary, Sunday School Superintendent, Assistant Sunday School Superintendent, and Chairman of the Deacons. These shall all be members of the church in good standing.

The officers of all church board and auxiliary organizations and all appointees thereunder shall be required to subscribe yearly, at the first morning church service of the new year, or as soon thereafter as possible, to the Articles of Faith and the Constitution of the church. Upon refusal to do so by any officer or appointee, the office shall be automatically declared vacant.

Section 2. Terms

The offices of church Clerk, Treasurer, Financial Secretary, Sunday School Superintendent, Assistant Sunday School Superintendent, and Chairman of the Deacons shall be elected for a term of one year. These shall be members of high Christian character.

XXII. Family Relationships

We believe that men and women are spiritually equal in position before God but that God has ordained distinct and separate spiritual functions for men and women in the home and the church. The husband is to be the leader of the home, and men are to be leaders (Pastors and Deacons) of the church. Accordingly, only men are eligible for licensure and ordination by the church.

Gal. 3:28; Col. 3:18; 1 Tim. 2:8-15; 3:4-5, 12.

We believe that God has ordained the family as the foundational institution of human society. The husband is to love his wife as Christ loves the church. The wife is to submit herself to the Scriptural leadership of her husband as the church submits to the headship of Christ. Children are a heritage from the Lord. Parents are responsible for teaching their children spiritual and moral values and leading them through consistent lifestyle example and appropriate discipline, including Scriptural corporal correction.

Gen. 1:26-28; Ex. 20:12; Deut. 6:4-9; Ps. 127:3-5; Prov. 19:18; 22:15; 23:13-14; Mk. 10:6-12; 1 Cor. 7:1-16; Eph. 5:21-33; 6:1-4; Col. 3:18-21; Heb. 13:4; 1 Pet. 3:1-7.

XXIII. Missions

We believe that God has given to the church a great commission to proclaim the Gospel to all nations so that there might be a great multitude from every nation, tribe, ethnic group, and language group who believe in the Lord Jesus Christ. As ambassadors of Christ we must use all available means to go to the nations of the earth and not wait for them to come to us.

Matt. 28:19-20; Mk. 16:15; Lk. 24:46-48; John 20:21; Acts 1:8; 2 Cor. 5:20.

Section 3.1 Authority of the Statement of Faith

The statement of faith does not exhaust the extent of our faith. The Bible itself is the sole and final source of all that we believe. We do believe, however, that the foregoing Statement of Faith accurately represents the teaching of the Bible and, therefore, is binding upon all members. All literature used in the church shall be in complete agreement with the Statement of Faith.

Section 4. Regular Meetings

A. The regular meetings of the church shall be every Sunday and Wednesday.

B. A quarterly business meeting shall be held in the months of April, July, October and January, with the date and time to be publicized for two Sundays in advance of the meeting.

C. The annual business meeting of the church for the presentation of annual reports and other business shall be held at the regular January business meeting.

D. The officers of the church shall be elected at a special December elections business meeting.

Section 5. Special Meetings

Special business meetings may be called with a minimum of one week's notice by the Moderator at the request of either the Chairman of the Deacons or Chairman of the Advisory Board.

Section 6. Practice and Policy

No person or organization of the church shall engage in any practice or policy contrary to the general provisions of the church itself.

ARTICLE II. MEMBERSHIP

Section 1. Admission of Members

A. The Membership Committee of the church is made up of the Pastors and Deacons.

B. The person interested in membership shall contact any member of the Membership Committee, who will give the candidate a copy of the Church Handbook for study.

C. After sufficient period for study has elapsed, the candidate shall be called to meet with representatives of the Membership Committee. This will be arranged by the Pastor or Chairman of the Deacons for a time convenient to all.

D. At this time the candidate shall give a personal testimony as of faith in the Lord Jesus Christ, and Scripture basis for salvation assurance. A discussion shall follow concerning the Church Covenant, Articles of Faith, and policies of the church.

E. The candidate will be given an outline of this discussion, and if there is agreement on all points, the application and information forms will be signed by the candidate. When the Chairman of the Deacons has affixed his signature, this shall become a part of the permanent records of the church.

F. The candidate shall be required to receive appropriate instruction from a Pastor or other qualified teacher designated by the Membership Committee on the basics of the Christian faith and

Board shall have authority to terminate the Pastor's ministry at any time within the two months period, should they deem it to the best interest of the church to do so. In such a case the full two months salary shall be allowed.

In the absence of a Senior Pastor, the Deacons will determine which of his duties the remaining staff will fulfill until the call of a new Senior Pastor.

Section 3. Duties of the Senior Pastor

1. He shall serve as ex-officio member on all boards and committees.
2. He shall be the Moderator at the Business Meetings.
3. He shall perform all the usual functions of the pastorate.

Section 4. Pastoral Staff

Men may be hired as deemed appropriate by the church to serve as pastoral staff. Their call shall be handled in the same manner as the call of the senior Pastor except that a 75% majority of the eligible membership attending the meeting is required to extend the call. Dismissal will be by resignation with a 30-day advance notice or by compulsion in the event of a consensus of the Senior Pastor and Deacons with a minimum of 30 days salary and benefits to be provided.

Any pastoral staff member works in conjunction with and under the oversight of the senior Pastor. Specific responsibilities will be established in cooperation with the senior Pastor according to the needs of the church and the expertise of the individual. In most cases, the person in this position will be able to narrow the focus of his ministry to particular areas of ministry for which he is specifically trained. He will work at the discretion of the Senior Pastor in cooperation with the Deacons in the areas assigned. In these areas he will exercise full Pastoral authority and work with and through the personnel designated by the Congregation or Advisory Board as required by the Constitution.

Section 5. Qualifications

All Pastoral staff must fulfill the qualifications found in 1 Timothy 3:2-7 and Titus 1:5-9. If at any time they cease to fulfill these qualifications, they will be subject to removal from office according to the terms outlined in Article VII, Sections 2 or 4 as appropriate, taking care to fulfill the protections due to the office as ordered in 1 Timothy 5:19.

When a Pastoral staff member is hired, his title will be commensurate with his ordination status. If unordained, the title

children (ages to be determined by the moderator) if the moderator determines, in his sole discretion, that circumstances so warrant.

ARTICLE V. QUORUM

A quorum at all meetings of the membership at which the calling or dismissal of a Pastor are to be considered shall be twenty-five (25) percent of the members eligible to vote, as determined by the Deacons prior to the meeting; in all other cases twenty (20) members eligible to vote as defined in Article VI shall constitute a quorum.

ARTICLE VI. VOTING RIGHTS

All active members in good standing fifteen (15) years of age and over shall have the right to vote at all meetings of the membership; excepting in matters pertaining to major expenditures (as determined by the Deacons) or on encumbering of church property, or in the case of a call or dismissal of a Pastor, in which case members must be at least 18 years of age.

ARTICLE VII. PASTOR(S)

Section 1. Calling of a Senior Pastor

A male Baptist minister shall be called at a special meeting of the church called for that purpose upon notice being given from the pulpit two Sundays immediately preceding the date of the meeting. A vote of 85 percent of the eligible voting membership attending such a meeting shall be necessary to constitute a call.

Section 2. Dismissing a Senior Pastor

The Pastor shall continue in office until he resigns or until his ministry is terminated at a specially called meeting for that purpose. The following procedure must be followed: Should it occur that any considerable number of the congregation of the church believe that the ministry of the Pastor is completed, a special meeting of the church may be called by a two-thirds vote of the Advisory Board. Notice shall be given from the pulpit two Sundays in succession immediately preceding the date of the meeting. At such a meeting the Moderator shall state that a vote of confidence has been called for but shall allow no public discussion of the matter and shall proceed to take a vote by ballot. A two-thirds affirmative vote of the eligible voting members present shall be necessary to give a vote of confidence, which shall mean that the ministry of the Pastor shall continue. Should the vote of confidence not be sustained, it shall thereby be due notice to the Pastor that his term of office shall cease at a time not more than two months from date of vote. However, the Advisory

Baptist doctrine. The candidate shall also be required to have been baptized by immersion after his or her salvation.

G. Upon fulfilling the requirements of baptism and instruction, the candidate's name will be presented for membership at the next regular business meeting of the church. A majority vote shall permit the candidate to become a member. The new member shall receive the Right Hand of Fellowship at the earliest opportunity.

H. The Membership Committee may recommend individuals for watch care membership who are temporarily residing in the Michigan City area due to school or other appropriate reasons. Watch care members may serve in ministry like regular members, but are not eligible to vote in business meetings.

Section 1.01 Privileges of Membership

A. This congregation functions not as a pure democracy, but as a body under the headship of the Lord Jesus Christ and the direction of the Pastors as the undershepherds with the counsel of the Deacons. Determinations of the internal affairs of this church are ecclesiastical matters and shall be determined exclusively by the church's own rules and procedures. The Pastors shall oversee and/or conduct all aspects of this church. The Deacons shall give counsel and assistance to the Pastors.

B. Membership in this church does not afford the members with any property, contractual, or civil rights based on principles of democratic government. Although the general public is invited to all of the church's worship services, the church property remains private property.

C. A member, upon five business days prior written request made upon the church, may inspect or copy the prepared financial statements of the church, the minutes of the proceedings of church meetings, and the minutes of the proceedings of board meetings. A member may not, under any circumstances, inspect or copy any record relating to individual contributions to the church.

Section 2. Dismissing members

At any regular or special business meeting of the church a church letter of recommendation may be granted by a majority vote to any member in good standing who wishes to unite with any church of like faith and practice.

Section 3. Termination Of Membership

A. The membership of any individual member shall be subject to termination without notice if the member in question has not attended

a regular worship service of the church in the preceding six months. A good-faith effort should be made to communicate this change of status with the individual. Upon good cause being shown to the membership committee, this provision for termination may be waived in the case of any individual member at the discretion of the membership committee.

B. Any member who consistently attends another church for a three month period is subject to having their membership terminated by action of the church at the recommendation of the membership committee.

C. No member of this church may hold membership in another church. If any member unites in membership with another church, that person is automatically terminated without notice from membership in this church. The only exceptions to this rule are special situations where a student or member of the military enters into a watch care or associate non-voting membership temporarily in another church.

D. A member may resign at any time, but no letter of transfer or written statement of good standing will be issued upon such resignation, except at the discretion of the membership committee.

E. Re-instatement – A member suspended according to this article may be re-instated in the active membership after he has made such adjustments as the Pastor and the Deacons shall recommend.

Section 4. Discipline of A Member

A. There shall be a discipline committee consisting of the Pastors and the Deacons. These men shall have sole authority in determining heretical deviations from the Statement of Faith, lapses from biblical morality and violations of the church covenant. If a Pastor or Deacon is the subject of a disciplinary matter, he shall not sit as a member of the discipline committee. The Pastor and Deacons shall be entitled to the same steps and subject to the same discipline as other church members.

B. Members are expected to demonstrate special loyalty and concern for one another. When a member becomes aware of an offense of such magnitude that it hinders spiritual growth and testimony, he is to go alone to the offending party and seek to restore his brother. Before he goes, he should first examine himself. When he goes, he should go with a spirit of humility and have the goal of restoration.

C. If reconciliation is not reached, a second member, either a Deacon or the Pastor, is to accompany the one seeking to resolve the matter. This second step should also be preceded by self-examination and exercised in a spirit of humility with the goal of restoration.

D. If the matter is still unresolved after the steps outlined in subsections (B) and (C) have been taken, such members who refuse to repent and be restored are to be recommended to the church by the Discipline Committee for removal from the membership. This removal shall require a majority vote of the membership present at a meeting called for the purpose of considering the disciplinary action.

E. No matter may be heard by the discipline committee or the church unless the steps outlined in subsections (B) and (C) have been taken, except in the case of a public offense.

F. If an unrepentant offending party is removed from the church membership, the church members should commit themselves to seek the repentance and restoration of the unrepentant former member.

G. Re-instatement – A member suspended according to this article may be re-instated in the active membership after he has made such adjustments as recommended by the Pastors and the Deacons.

H. The procedures provided in this section are based on Matt. 18:15-20; Rom. 16:17-18; 1 Cor. 5:1-13; 2 Cor. 2:1-11; Gal. 6:1; 1 Thes. 5:14; 2 Thes. 3:6, 10-15; 1 Tim. 5:19-20; and Titus 3:10-11.

ARTICLE III. FISCAL YEAR

The Fiscal Year of the church shall close on the last day of December.

ARTICLE IV. RULES OF ORDER

All committees shall be appointed by the Moderator unless otherwise ordered. In no case shall a vote be taken until ample opportunity for discussion of the question has been given and such discussion encouraged, except as outlined in Article VII, Section 2. All motions shall be determined by majority vote of the eligible voting members present unless otherwise herein stipulated.

A. The moderator shall determine the rules of procedure according to a sense of fairness and common sense, giving all members a reasonable opportunity to be heard on a matter. The moderator is the final authority on questions of procedure, and his decision is final and controlling. Decisions of procedure should be made with consideration of the requirements of Roberts Rules of Order for Deliberative Assemblies.

B. For any meeting under this article, the moderator, in his sole discretion, shall have full and unilateral authority to require nonmembers to leave the meeting room and to order the immediate removal of any member or other person present who is deemed by the moderator to be disruptive to the proceedings by act or presence. The moderator shall have full authority to order the removal of all