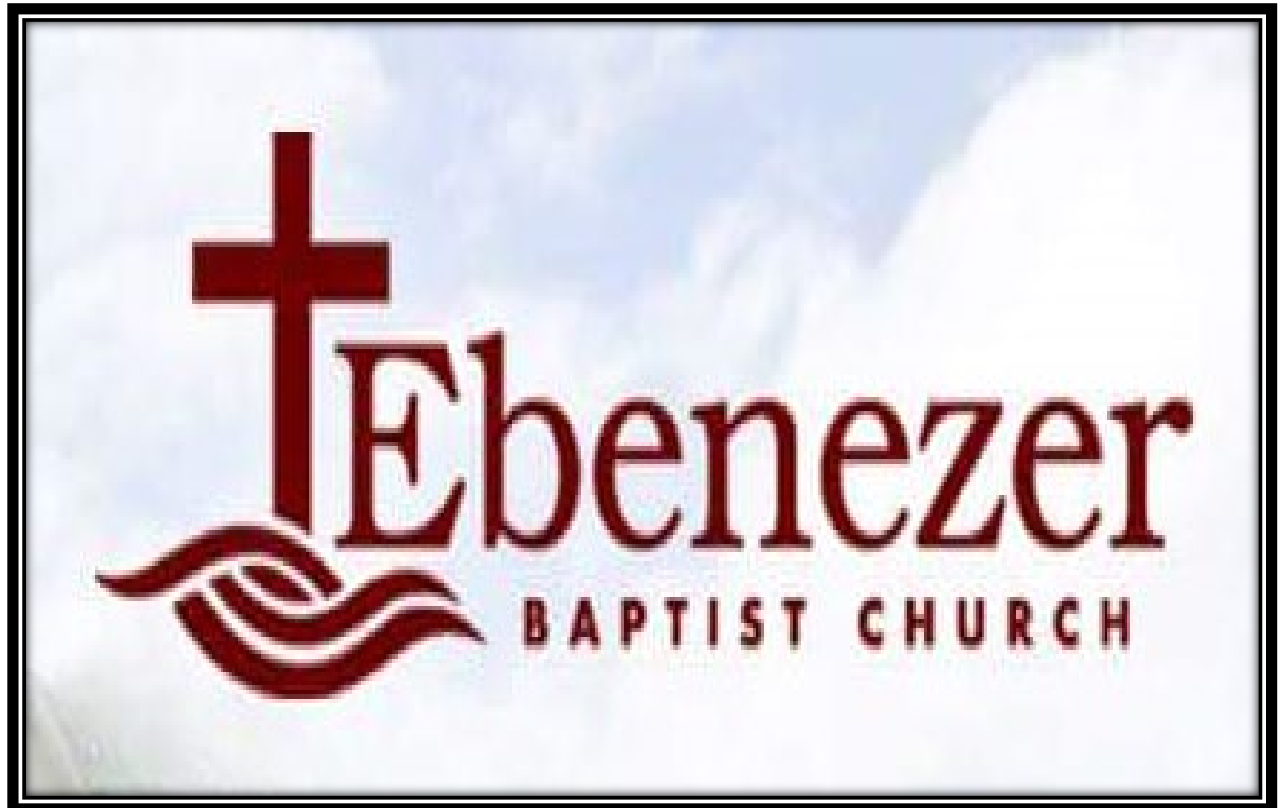


Constitution & Bylaws



5519 Old Pearman Dairy Road

Anderson, SC 29625

(Revised 2018)

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CHURCH COVENANT

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

WE ENGAGE, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church in knowledge and holiness, and comfort to promote its prosperity and spirituality; to sustain its worship; ordinances, discipline and doctrine, to contribute cheerfully and regularly to the support of the Gospel throughout the world.

WE ALSO ENGAGE to maintain family and secret devotion; to religiously educate our children; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be kind and just in our dealings, faithful in our engagements and exemplary in our deportment; to avoid all tattling, backbiting and excessive anger; to abstain from the sale and use of intoxicating drinks as a beverage; to use our influence to combat the abuse of drugs and the spread of pornography; and to be zealous in our efforts to advance the kingdom of our Savior.

WE FURTHER, ENGAGE to watch over one another in brotherly love; to remember one another in prayer; 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, ENGAGE that when we remove from this place, we will, as soon as possible, unite with some other church where we can carry out the spirit of this covenant and the principles of God's word.

STATEMENT OF FAITH

We join ourselves together as people of Baptist believers in Jesus Christ, fully committed to share the Gospel of Salvation to lost mankind. The Ordinances of the Church are BAPTISM and THE LORD'S SUPPER.

PREAMBLE

We, the Ebenezer Baptist Church, do establish this Constitution to secure and maintain the principles of our faith and to govern the body in a fair and orderly way. This constitution will ensure the liberties of each individual church member and the freedom of behavior of this church in its relations to other churches.

OBJECTIVES

1. To promote and protect the purity of the church in its teaching and practice.
2. To be a forceful spiritual organism empowered by the Holy Spirit, to share Christ with as many individuals as possible in our church and community.
3. To be a church whose purpose is to be Christ like in our daily lives.

RELATIONSHIP

The control of this church is vested in the body of believers who compose it. It is subject to the control and regulation of no other church body but it recognizes and promotes mutual Counsel and Cooperation, which are common among Baptist churches.

ROBERT'S RULES OF ORDER

Ebenezer Baptist Church refers to *Robert's Rules of Order* as the parliamentary authority for governing of church meetings/business. *Robert's Rules of Order* is a guide for conducting meetings and making decisions as a church group. The manual is designed to answer, as nearly as possible, any questions of parliamentary procedures that may arise.

CHURCH BYLAWS

ARTICLE I. – NAME

This Church Body shall be known as the Ebenezer Baptist Church, located at 5519 Old Pearman Dairy Road, P. O. Box 4192, Anderson, South Carolina 29625

ARTICLE II. – MEMBERSHIP

SECTION 2.1 – OVERVIEW

Ebenezer Baptist Church is an independent and democratic Baptist church under the word of God and guidance of Jesus Christ first and foremost. The membership retains the sole right of self-government in all views of the spiritual and temporal life of this church. The membership reserves the exclusive right to decide who shall be its member and the conditions of such membership.

SECTION 2.2 – MARRIAGE

Marriage shall be between a biological man and a biological woman. Any ceremonies requested to the contrary will not be performed in the church.

A marriage ceremony performed at the church must meet the guidelines of the scripture (*Matthew 19:4-6*) in the Holy Bible. It states, *“Haven’t you read, he replied, that at the beginning the Creator made them male and female, and said, ‘For this reason a man will leave his father and mother and be united to his wife, and the two will become one flesh?’ ‘So they are no longer two, but one. Therefore, what God has joined together, let man not separate.’”*

1. We believe that marriage is a union ordained by God. It was first instituted by God in the early chapters of Genesis, codified in the Levitical law, the Old Testament prophets compared it to a relationship between God and his people, examples of it are in the historical narratives, and, the wisdom literature discusses the unique unity of this relationship. Jesus explained the original intention and core elements of marriage, and several New Testament Epistles give explicit instructions on this union. Marriage is a typology of Christ and the Church.
2. As such, this Church views marriage as a profound biblical institution established by God. Due to the importance of marriage in the biblical witness, this church adopts the following Resolution and policy:
 - A. Whereas, at the time of creation, God Himself established the institution of marriage and defined marriage as the union between one man and one woman for life (*Genesis 2:23-24*), and
 - B. Whereas, Christ also honored the institution of marriage and reaffirmed its definition by quoting from (*Genesis 2, Mark 10:1-12*), and
 - C. Whereas, the New Testament epistles are consistent in their support of the importance of the institution of marriage and in reaffirming the definition of one man and one

woman for life (*Romans 7:1-6; I Corinthians 7:1-16; Ephesians 5:22-33; I Peter 3:1-7*), therefore,

Be it resolved, that we, the members of the Ebenezer Baptist Church do now commit ourselves to uphold and faithfully proclaim the sanctity of marriage and to consistently reaffirm that marriage is a privilege, not a right, instituted by God and not subject to the whims of man;

We believe and agree that the biblical definition of marriage is one man and one woman united for life and we will defend the sanctity of this divine institution of marriage and its biblical definition wherever necessary. A civil government's sanction of a union will be recognized as a legitimate marriage by the church only to the extent that it is consistent with the definition of "marriage" found in these Articles.

SECTION 2.3 – CANDIDACY

Any person, regardless of race, creed, color, origin or religion may offer himself/herself as a candidate for membership in this church and may be presented to the church at any regular church service for membership in any of the following ways:

1. By profession of faith for baptism according to the policies of the church.
2. By a letter of recommendation from another Baptist church.
3. By relying upon an oral statement of prior conversion experience and baptism in a Baptist church when no letter can be obtained.

Should there be any dissent as to any candidate, such dissent shall be referred to the Pastor and Deacons for investigation and the making of a recommendation to the church within thirty (30) days. A three-fourth (3/4) vote of those members present and voting shall be required to elect such candidate to membership.

SECTION 2.4 – NEW MEMBER ORIENTATION

New church members will be expected to participate in the church's orientation classes. The classes will be taught by the Pastor or the Deacons Ministry. The classes will consist of a minimum of seven (7) weeks. The classes will take place before baptism and the Right Hand of Fellowship. Each new member will be given a copy of the Church Constitution and By Laws during the orientation classes.

SECTION 2.5 – VOTING RIGHTS OF MEMBERS

Each active member of the church eighteen (18) years old and older is entitled to vote during all elections and on all questions submitted to the church in conference meetings: provided the member is physically present. Any active member who resides out of town, who is ill, who is in school or working and/or unable to attend the conference or called meeting shall be able to vote via absentee ballot, as long as the ballot is signed and placed in a sealed envelope by the voting member. The ballot will only be opened by the Ballot Counting Committee, Deacons Ministry or other authorized person(s).

SECTION 2.6 – FINANCIAL AID TO MEMBERS

All requests for emergency financial aid from the General or Missions Offerings to a member or associate member must be presented to the Financial Committee or Deacons for evaluation and disposition. Non-members or members not in good standing coming forth with an emergency situation(s) will be addressed based on individual need and authorized by the Finance Committee.

SECTION 2.7 – MISSION OFFERING

All monies collected for Mission Offering will continue to be collected by the designated treasurer and accounted for quarterly.

SECTION 2.8 – MEMBERS IN “GOOD STANDING”

Only members in “Good Standing” will be able to cast a vote during church elections. “Good Standing,” is defined as “any member who attends church services regularly and/or contributes a minimum of twenty-five (\$25.00) per month to the operations of the church.

SECTION 2.9 – DISCIPLINE (*Matthew 18:15-18*)

“Moreover if thy brother shall trespass against thee, go and tell him his fault between thee and him alone: if he shall hear thee, thou hast gained thy brother. But if he will not hear thee, then take with thee one or two more, that in the mouth of two or three witnesses every word may be established. And if he shall neglect to hear them, tell it unto the church: but if he neglects to hear the church, let him be unto thee as a heathen man and a publican. Verily I say unto you, whatsoever ye shall bind on earth shall be bound in heaven: and whatsoever ye shall loose on earth shall be loosed in heaven.”

1. The purpose of Ebenezer Baptist Church is to emphasize to each member that reasonable approach will be under taken to aid and assist any member in trouble. The Pastor, Deacons, and other members will be available for guidance and confidential counsel. Redemption rather than punishment will be the underlying guide which governs the attitude of one member towards another.
2. In the event such conditions exist or arise which causes a member to become a disadvantage to the church’s welfare, every sensible measure will be taken by the Pastor and Deacons to resolve the problem. If, after continuous effort, it is determined that the problem cannot be resolved, the church, by a two-thirds (2/3) vote of the members present, can declare the offender to be no longer in membership at a called meeting just for this purpose.
3. Any individual whose membership has been terminated for condition may upon his/her request be restored to full membership by a vote of the church. For restoration to occur there must be evidence of his/her repentance, reformation, or acknowledgement.

ARTICLE III. - CHURCH

It is mandatory that all officers of all organizations be members of this church. A person who is not a member does not have a vote in any transaction of the church or auxiliary. It is advised that all persons serving in elected positions attend church services, Sunday School, and Bible Study.

Associate Membership

The following outlines the procedure required by the Ebenezer Baptist Church to become an associate member:

1. A letter of reference from his/her home church.
2. Associate members cannot be elected as president of any organization or auxiliary.
3. An associate member cannot become a member of the following:
 - A. Deacon Board
 - B. Trustee Board
 - C. Church Clerk
 - D. Church Assistant Clerk
 - E. Finance Committee
 - F. Pastoral Search Committee
 - G. Church Treasurer
 - H. Church Assistant Treasurer

An associate member in “Good Standing” will have no voting rights in the annual and/or general conferences.

Associate members have the right to be buried at Ebenezer Baptist Church, only if they are regular supporters of the church and are in “Good Standing.”

SECTION 3.1 – THE PASTOR

Qualifications: The Pastor must meet the guidelines stated in (1 Timothy 3:1-7) of the Holy Bible. As it reads:

“This is a true saying, If man desire the office of a bishop, he desireth a good work. A bishop then must be blameless, the husband of one wife, vigilant, sober, of good behavior, given to hospitality, apt to teach; not given wine, no striker, not greedy of filthy lucre; but patient, brawler, not covetous; One that ruleth well his own house, having his children in subjection with all gravity; (For if a man know not how to rule his own house, how shall he take care of the church of God?) Not a novice, lest being lifted up with pride he fall into the condemnation of the devil. Moreover he must have a good report of them which are without; lest he fall into reproach and the snare of the devil.”

The responsibility of the Pastor is to lead the church as a New Testament Church. The Pastor will guide the congregation, departments and auxiliaries to perform their tasks. His election shall take place at a meeting called for that purpose of which one week public notice has been given. Election will be a standing head count with three fourth (3/4) of those present being necessary for a choice. The Pastor, after elected, shall serve until the relationship is terminated by his

request or the request of the church. A thirty (30) day notice being necessary from either party. The Pastor or his designee shall preside at general meetings of the church.

The Pastor must be a man above reproach, must have only one (1) wife and be skillful in biblical teaching. We prefer that the Pastor has obtained undergraduate training at an accredited college/institution of higher learning, must be licensed, must have at least two (2) years teaching and preaching experience (Baptist Doctrine) and successfully pursuing or have completed seminary training.

Pastor's Responsibilities:

1. Proclaim the gospel and lead church members to care for persons in the proclamation of the gospel in the church and community.
2. Care for persons and lead church members to care for persons in the church and the community.
3. Provide administrative leadership to guide the church in the attainment of its divine mission.
4. Provide leadership for congregational services and lead in conducting the church ordinances (Lord's Supper and Baptism).
5. Conduct wedding ceremonies and funeral services.
6. Work closely with the Deacons in their training and performance in their work of proclamation, caring and building up of the church fellowship.
7. Serve as chairman of the church council and provide administrative leadership for the total church program.
8. Supervise church staff members according to plan of staff organization and provide for staff training and development.
9. The Pastor and /or his designee will visit the sick and families experiencing bereavement.

Searching for a Pastor

1. A Pastor's Search Committee will be formed to solicit candidates for Pastor Vacancy.
2. The Pastor's Search Committee will be comprised of five (5) members (one Deacon and four members). The Deacon will be the chairman of the committee. The committee will conduct interviews and schedule sermons.
3. The committee will bring in nominees to be viewed by the church. The church will observe and assess the candidates based on:
 - A. Church sermon(s)
 - B. Bible Study
 - C. Sunday School Teaching
4. The committee will provide the church body with three (3) candidates to be voted on by the church body.

Separation of Pastor and Church

1. If the Pastor quits his position as Pastor the salary will be terminated.

2. If the Deacons Ministry and the church body ask for the Pastor's resignation, the church will be obligated to pay his salary for thirty (30) days only.
3. If the Pastor turns in a letter of resignation, the Deacons Ministry and church body will decide the terms of the resignation.

Election

1. Casting a vote for a church election of a Pastor will be a standing head count or secret ballot with three fourths (3/4) of those present being necessary for the election of a Pastor. Vote counting will be conducted by a pre-selected committee. A deacon will chair this committee.
2. Eligible active church members who cannot be present for voting at a called meeting or conference meeting may submit an absentee ballot. Any eligible active voting member may cast one (1) vote by absentee ballot for any position nominated.
3. No absentee votes will be accepted verbally or by way of phone conferencing/texting.

Procedure for Absentee Voting

1. Ballots may be obtained from the Church Clerk or Chairman of the Deacon's Ministry.
2. Record your vote on the ballot. DO NOT PUT YOUR NAME ON THE BALLOT in order to maintain secrecy.
3. Fold the ballot and place it in an envelope and seal it. Sign your name to the envelope.
4. Place the sealed envelope, with your name, in an outer envelope to be mailed or delivered to the Deacon's Ministry. Absentee ballots should be received five (5) days before the actual voting is to take place. The date the mail was postmarked or the date provide by a Deacon after receipt will be used to determine valid absentee ballots.

Interim Pastor

Principal Function:

The Interim Pastor is responsible to the Deacon's Ministry and shall provide pastoral and administrative leadership for the church and shall use his skills in proclamation and pastoral care to minister to the needs of persons in the church and community. The Interim Pastor has no direct power to change the church established traditions. The Interim Pastor shall work closely with the Deacon's Ministry in making any and all decisions concerning Ebenezer Baptist Church. The Interim Pastor will sign a statement affirming that he will not be considered to fill a vacant position as Pastor of Ebenezer.

SECTION 3.2 – DEACONS

Qualifications: The Deacons must meet the guidelines of the following scriptures in the Holy Bible. (*1 Timothy 3:8-13*). As it reads:

“Likewise must the deacons be grave, not double tongued, not given to much wine, not greedy of filthy lucre; Holding the mystery of the faith in a pure conscience. And let these also first be proved; then let them use the office of a deacon, being found blameless. Even so must their wives be grave, not slanderers, sober, faithful in all things. Let the deacons be the husbands of one wife, ruling their children and their own houses well. For they that have used the office of a deacon well purchase to themselves a good degree, and great boldness in the faith which is in Christ Jesus.”

In addition to the qualifications, the person must be a member of this church, attend church services regularly, be an active participant in regular worship services, Sunday School, and Bible Study, and must be a minimum of twenty-one (21) years of age before consideration is given for deaconship.

The Deacon’s Ministry shall in every way assist the Pastor in his work; consider all candidates for church membership and all requests for letters of dismissal. The Deacon’s Ministry will cooperate with the Pastor in providing the substitute clergy and leaders of prayer meetings in his absence. The Deacon’s Ministry shall visit the members and care for the sick, needy, and distressed members of the church. The Deacon’s Ministry shall promote Christian instruction and ministry to the church membership and aid in the administration of The Lord’s Supper. Each member of the Deacon’s Ministry shall be assigned to members of the church to assist in spiritual guidance, counseling of inactive members who have left the church, and visit the sick and shut-ins. The Deacon’s Ministry shall propose a yearly budget along with the Trustee’s Ministry and the Finance Committee.

Specified duties of the Deacon’s Ministry:

1. The Chairman shall call deacon meetings, excluding those called by the Pastor.
2. The Deacons shall have a regular monthly meeting.
3. Other meetings may be called by the chairman as deemed necessary.
4. The Deacons and Trustees shall have combined quarterly meetings.
5. Deacons must attend at least eight (8) meetings per year or present valid excuses for being absent.

A Deacon or the Deacons will serve as long as they faithfully uphold their duties and remain in good standings with the church. In case of death, removal or incapacity to serve, the church may elect a Deacon to fill the unexpired term. The church has no obligation to constitute as an active Deacon a person who comes to Ebenezer from another church where he has served as a Deacon. The duties of the Deacons are to serve with the Pastor in proclaiming pastoral ministries tasks and proclaim the gospel to believers and non-believers. The Deacons will care for the well-being of church members and other persons in the community and help lead the church to achieve it

mission. The Chairman of the Deacon's Ministry shall serve for two (2) years as long as he is qualified, in good standings with the church, and is willing to serve as chairman. Depending upon circumstances, a Deacon's tenure as chairman may be extended for an indefinite period. A Deacon is recommended by the church body and confirmed by the church.

SECTION 3.3 – CHURCH CLERK

The Church will have an annually elected Clerk to keep in a suitable record book or spreadsheet records of all actions and transactions of the Church, except otherwise provided. He/She is responsible for keeping files of the names of members. The files should include: dates of admission, discharge, death, and a record of baptism. He/She shall issue letters of discharge which is voted on by the church, preserve, on file, all communications and written official reports, and give notice of all meetings when such notice is necessary. The Church may delegate the clerical duties of the Clerk to other individuals when deemed necessary. All church records are the property of the church and should be filed and housed in the Church's office.

SECTION 3.4 – ASSISTANT CLERK

An Assistant Clerk will be elected yearly. The Assistant Clerk will assist the Church Clerk with duties, have the same qualifications as the Clerk, and will be bonded through the church.

SECTION 3.5 – CHURCH TREASURER

The Deacon's Ministry shall recommend a Church Treasurer annually and the Church has the authority to elect. His/Her duties will be to receive, preserve and pay out, upon receipt of vouchers, approved and signed by authorized person(s) all monies or things of value paid or given to the church. A detailed report shall be given to the church quarterly. The Treasurer will be bonded through the church. There is no set tenure for the Treasurer; however, there will be a yearly election.

SECTION 3.6 – ASSISTANT TREASURER

An Assistant Treasurer will be elected yearly. The Assistant Treasurer will have the same qualifications as the Treasurer and will be bonded through the church.

SECTION 3.7 – TRUSTEES

Trustees shall be elected or re-elected at the annual conference by a standing vote of members present. The Trustees will serve as long as they faithfully uphold their duties. Three (3) Trustees elected by the church will hold in trust the church property. They shall have no power to buy, sell, mortgage, lease, or transfer any property without a specific vote by the church authorizing each action. It shall be the function of the trustees to sign their names to legal documents

involving the sale, transfer, mortgage, purchase or other legal documents when the signatures of Trustees are required. The Trustees are responsible for the maintenance of the church and grounds and support church programs.

Qualifications: In order to be elected a Trustee, one must be either a male or female member of the church and must be a minimum of twenty-one (21) years of age. In addition to these qualifications, the member should attend church services as well as Sunday School and Bible Study regularly.

Duties

The Trustees will have the following specified duties:

1. Be responsible for opening financial envelopes, counting money, and keeping a record of offerings.
2. The Chairman shall preside over all meetings of the Trustees.
3. The Trustees shall have regular monthly meetings. He/She must attend at least eight (8) meetings per year or present valid excuse for being absent.
4. The Deacons and Trustees shall have regular quarterly meetings.
5. Trustees not fulfilling their duties for a one (1) year period shall be terminated by the Church body.

SECTION 3.8 – FINANCE COMMITTEE

The purpose of the Ebenezer Baptist Church Finance Committee is to assume responsibility in union with the Trustee Board for the finances of the church congregation. This includes developing and monitoring a church budget, financial documenting and reporting, and making decision about disbursement of funds.

The responsibility of the EBC Finance Committee is to oversee the financial well-being of the congregation and to make recommendations to the Trustees Board on all financial matters as deemed appropriate by the Committee or requested by the Board. The Committee will review and advise the Board regarding the activities of related committees as appropriate.

The members of the committee will be comprised of one (1) Deacon, The Treasurer, The Chairman of the Trustees Board, and two (2) other active church members. The members of the Finance Committee shall be elected or re-elected at the annual conference by a standing vote of members present. The Finance Committee members will serve as long as they faithfully uphold their duties.

Duties

1. Monitor operating expenses with reference to financial necessities of income and expenses.
2. Encourage and advise the various church auxiliaries and finance committees.
3. Monitor amounts of the current church's' financial status.

4. Prioritize spending requests based on need, purpose, and financial availability.
5. Review and advise the Trustees Board on major principal expenditures.
6. Improve and modify financial procedures and controls, as needed.

SECTION 3.9 – YOUTH DIRECTOR

The Youth Director shall be appointed by the church and voted in by the annual conference.

1. The person shall form a working committee to work with him/her in coordinating all youth activities, including recreational activities, programs, workshops, and trips taken by the youth.
2. He/She shall work with Sunday School teachers, parents, and church staff when planning all activities.

SECTION 3.10 – CHURCH PIANIST

1. The Church Pianist shall attend all rehearsals and accompany the choirs to other engagements unless there is a valid excuse.
2. All choirs will be under the leadership of the Church Pianist/Choir Director.
3. He/She will be responsible for all music rendered on Sunday morning.
4. The Church Pianist is expected to be present each Sunday, unless there is an emergency.
5. The Church Pianist, under the directions of the Choir Director, will monitor choir rehearsals to be sure each choir is rehearsing on a regular basis.
6. Refer to the Church Musician Contract for other specified duties.

Salary

The salary for the Pianist will be recommended by the Finance Committee, approved by the Deacon's Ministry, and voted on by the church.

Vacation

1. After one (1) year: One (1) Sunday and one (1) practice.
2. Further vacation time is negotiable.

SECTION 3.11 – STAFF PAY DAY

The following individuals will receive earnings for hired services to the church after Sunday morning worship service:

1. The Pastor
2. All musicians
3. Guest speaker(s) or guest musician(s)
4. Grounds and building attendant(s)

ARTICLE IV. – COMMITTEES AND COORDINATION GROUPS

SECTION 4.1 – CHURCH USHERS

Church ushers should be elected by the church. The ushers shall be led by an usher chairperson or president. The ushers should greet people as they enter and leave the church; seat people at the proper times and provide bulletins and other materials at the time of seating. Ushers should be in uniform when they are on post to usher. The ushers will be attentive to the needs of the Pastor and congregation. Ushers should attend the training provided by the Rocky River Baptist Association. The Usher's Ministry will be responsible for ensuring that the church property e.g. Bibles and Church Hymnals are properly placed in the racks behind the church's pews each Sunday before leaving the Sanctuary.

SECTION 4.2 – HISTORY COMMITTEE

The History Committee is responsible for finding and preserving the historical records of the church and uses these records to help members understand and appreciate their church's origin, heritage, and mission. The church body will elect or form a History committee.

ARTICLE V. – PROGRAM ORGANIZATION

SECTION 5.1 – OVERVIEW

All organizations of the church shall be under church control. All officers elected by the church will be held responsible to the church.

Any person(s) or organization wishing to have or sponsor a program should notify the Pastor and Deacons at least four (4) weeks in advance.

SECTION 5.2 – SUNDAY SCHOOL

There shall be a Sunday School under the direction of a Superintendent and teachers for the study of God's Word.

The aims and objectives of the Sunday School shall be: (1) to teach the Biblical Revelation; (2) reach persons for Christ and church membership; and (3) provide and interpret information regarding the work of the church and denominations.

The Sunday School Superintendent and Assistant Superintendent should receive training. It is suggested that they attend the School of Methods training yearly.

SECTION 5.3 – BAPTISM (Acts 2:38)

Baptism by immersion is supported by this scripture in the King James Version of the Holy Bible:

“Then Peter said unto them, Repent, and be baptized every one of you in the name of Jesus Christ for the remission of sins, and ye shall receive the gift of the Holy Ghost.”

Qualifications:

Any person, who accepts Jesus Christ as his or her personal Savior and indicates by deeds, actions, or words a commitment to follow the teachings of Christ, shall be received for baptism.

1. As a candidate for baptism, a New Converts will participate in training seven (7) weeks prior to baptism. The training will be conducted by the Pastor and Deacons of the church.
2. Baptism shall be by immersion in water.
3. Baptism shall be administered by the Pastor. The Deacons shall assist the Pastor in the preparation for Baptism.
4. Baptism shall be presented as an act of worship during any worship service.
5. Any candidate who delays being baptized after a ninety (90) day limit shall be counseled by the Pastor or Deacons. A candidate who fails to cooperate in a positive manner will jeopardize his/her status as a candidate for baptism.

SECTION 5.4 – THE LORD’S SUPPER (Corinthians 11:23-25)

“For I have received of the Lord that which also I delivered unto you, that the Lord Jesus the same night in which he was betrayed took bread: And when he had given thanks, he brake it, and said, Take, eat: this is my body, which is broken for you: this do in remembrance of me. After the same manner also he took the cup, when he had supped, saying, this cup is the New testament in my blood: this do ye, as oft as ye drink it, in remembrance of me.”

The Lord’s Supper is a symbolic act of obedience whereby members of the church, through eating of the bread and drinking of the wine commemorates the death of Jesus Christ and anticipating His Second Coming.

1. Communion shall be observed once a month, preferably the first (1st) Sunday of the month, or as otherwise scheduled.
2. The Lord’s Supper may be observed in the morning or evening worship service, if one is scheduled.
3. The Pastor and Deacons shall be solely responsible for the physical preparation of Communion.
4. If requested, Communion will be delivered to and performed with a person who is unable to be present during a Communion Service due to various circumstances. This will be performed by the Pastor, Deacons, or other appointed ordained ministers of the clergy.

SECTION 5.5 – BURIAL REQUIREMENTS

Nonmembers and members not in good standings with the church will be required to pay a fee of \$1,500.00. Use of the church and cleanup of fellowship hall = \$300.00 + Burial in the church's cemetery = \$1,200.00, Total = \$1,500.00. Burial fees will be collected by the Funeral Home Director in charge. All fees will be collected in advance on behalf of EBC.

SECTION 5.6 – TITHING (*Malachi 3:10*)

“Bring ye all the tithes into the storehouse, that there may be meat in mine house, and prove me now herewith, saith the Lord of hosts, if I will not open you the windows of heaven, and pour you out a blessing, that [there shall] not [be room] enough [to receive it].”

Each church member should contribute their tithe and/or offering according to Malachi 3:10 on a regular and consistent basis to maintain good standing status.

SECTION 5.7 – DEATH OF A MEMBER

When a local church member or local immediate family member (child, spouse, mother, father, sister, brother, or a grandparent) passes away the church will prepare food for the repass and send a flower to the family. If the individual is not local only a flower will be sent to the family.

SECTION 5.8 – CEMETERY

The new cemetery grounds will go to “Perpetual Care.” Only flat headstones will be allowed.

ARTICLE VI – CHURCH SERVICES

SECTION 6.1 – WORSHIP SERVICES

Ebenezer shall meet regularly each Sunday morning or any other time the Church desires for preaching, instruction in Christian education, and for the worship of God. These meetings will be open for the leadership of the Pastor or his designee.

SECTION 6.2 – SPECIAL SERVICES

Fall Revivals begins with Homecoming. Fourth Sunday in April will be Youth Sunday followed by Spring Revival. Any other gatherings/programs necessary in promoting the aims and objectives of the Church and shall be placed on the Church's calendar. If there is a change in dates, the church body must be made aware three (3) weeks consecutively of the change.

SECTION 6.3 – BUSINESS MEETINGS

Business meetings will be held at any time the Church deems necessary and on a date and time most convenient for its members. Proper notices shall be made in advance. Members will be notified two (2) weeks in advance of the meeting. Two (2) weeks consist of an announcement or written notification of the meeting. Notification will occur two (2) Sundays in advance of the meeting.

SECTION 6.4 – QUORUM

A quorum shall consist of those members who attend the business meeting, provided it is a stated meeting or one that has been properly called. A quorum is composed of two-thirds (2/3) members present in order for business to be legally conducted. The quorum refers to the number of members present not the number of persons voting. Members who are not in “Good Standings” with the Church will not be allowed to vote during elections. Roberts Rules of Order Book (Revised) will be used for meeting procedures and protocol.

ARTICLE VII – INACTIVE MEMBER

If a member is inactive for two (2) consecutive years, he/she will be removed from the Church roll.

SECTION 7.1 – TERMINATION OF MEMBERSHIP

Membership shall be terminated under the following conditions:

1. Death
2. Becomes a member of another church
3. Exclusion by actions brought by the Church.

Any member absent for thirty (30) days will be contacted by the Deacon’s Ministry and a decision will be made as to the status of that member. The Deacon’s Ministry will periodically follow-up on the status of the individual member(s).

ARTICLE VIII – CHURCH FINANCES

SECTION 8.1 – BUDGET

The church shall have a proposed budget that is flexible enough so that the Church may be able to meet its financial obligations. It is understood that membership in this Church involves

financial obligation for the support of the Church. Other financial support of the Church may vary according to one's responsibility and financial status.

SECTION 8.2 – THE CHURCH CALENDAR YEAR

The Calendar Year will run from November 1st to October 31st of the following year.

Conferences:

- A. Annual Conference will be held in the month of October every year.
- B. Quarterly Conferences will be held in February, June, and October of the Calendar Year. Quarterly Conferences will be held on as needed in January, April, and July.

SECTION 8.3 – RALLY DAY ASSESSMENTS

- A. Church Anniversary (3rd Sunday in February) \$100.00
- B. Homecoming - \$100.00
- C. Summer Revival - \$50.00
- D. Spring Revival – \$50.00
- E. Women's Day – (2nd Sunday in September) \$50.00
- F. Men's Day – (3rd Sunday in October) - \$100.00

Special Event Fees for Non-Members:

- G. Use of the Sanctuary - \$500.00 and Use of the Fellowship Hall - \$300.00. Total = \$800.00
- H. Use of the Fellowship Hall (ONLY) - \$500.00
- I. A \$250.00 non-refundable deposit is required to cover any damages/etc. to rent church or fellowship hall for non-members or outside organizations.

ARTICLE IX – AMENDMENTS

Changes and Amendments in this Constitution and By-Laws may be made at any regular business meeting of the Church provided each proposed change shall have been presented in writing at a previous meeting and copies of the proposed Amendments to the Constitution shall be necessary by a two-thirds (2/3) vote of all members of the Church present and entitled to vote. Amendments to the By-Laws shall have the approval of a majority of the members present and voting.

Respectfully Submitted:

The Constitution and By-Laws Committee
Of

Ebenezer Baptist Church
5519 Old Pearman Dairy Road
Anderson, South Carolina 29625

Members:

Deacon Joe N. Scott, Chairman

Trustee Jennie H. Fields

Trustee Rocky Bolden

Minister Orientia Brimfield

Sister Jannie Rogers (Deceased)

Trustee Anthony Ware