

grounded in His teaching  
sincere in His Love  
submitted to His Lordship

# The Constitution

of  
 Emmanuel  
baptist church  
loved, rescued, & given a purpose

EMMANUEL BAPTIST  
CHURCH  
CONSTITUTION  
January 30, 2022 Revision

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ARTICLE I  
NAME

The name of this church shall be the Emmanuel Baptist Church of Toledo, Ohio.

ARTICLE II  
PURPOSE

The general purpose of this church is to glorify God through the salvation of the lost and the edification of believers. The specific purposes of the church shall include: the public worship of God, the evangelization of greater Toledo and of the world, the observance of the ordinances of the church, the defense of the true Christian faith, the publication and distribution of Christian literature, the education of youth, and the teaching and preaching of the Word of God. The church shall own, lease, and operate such facilities as may be deemed necessary for the achieving of these goals (Acts 2:41-47; Matt. 28:19-20; Acts 1:8; Jude 3; II Tim. 2:2; Acts 5:42).

ARTICLE III  
DECLARATION OF FAITH

*This Declaration of Faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of faith, doctrine, practice, policy and discipline, the called pastors (not interim or pulpit supply pastors) of Emmanuel Baptist Church are the church's interpretive authority of the Bible's meaning and application.*

Section 1. Of The Scriptures

We believe in the authority and sufficiency of the Word of God, 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 (II Tim. 3:16-17; II Pet. 1:19-21; Isa. 40:8; I Pet. 1:24-25a).

## Section 2. 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; I Cor. 8:6; Rev. 4:11).

## Section 3. The Virgin Birth Of Christ

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

## Section 4. Salvation Through Christ

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 tenderest 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 (Eph. 2:8; Acts 15:11; Rom. 3:24-25; John 3:16; Phil. 2:7-8; Heb. 2:14-17; Isa. 53:4-7; I John 4:10; I Cor. 15:3; II Cor. 5:21; I Pet. 2:24).

## Section 5. The 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; I 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; I Tim. 2:5; I John 2:1; Heb. 2:17; 5:9-10).

## Section 6. 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. Every true believer receives the baptism of the Holy Spirit at the time of salvation (I Cor. 12:13; 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).

We believe that the Holy Spirit equips believers for service by bestowing upon them spiritual gifts. Some gifts listed in the New Testament, however, (such as tongues and healing) were temporary in nature, were intended for the infancy of the Church, and are no longer being received (I Cor. 12:4-11; Heb. 2:4).

## Section 7. The Devil Or Satan

We believe in the reality and personality of Satan, the Devil; 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, the ruler of all the powers of darkness and is destined to the judgment of an eternal justice in the lake of fire (Matt. 4:1-11; II Cor. 4:4; Rev. 20:10).

## Section 8. 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).

## Section 9. 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).

## Section 10. 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, and that its proper evidence appears in the holy fruits of repentance, faith, and newness of life (John 3:3; II Cor. 5:17; I John 5:1; Acts 16:20-33; II Pet. 1:4; Rom. 6:23; Eph. 2:1, 5; Col. 2:13; John 3:8).

## Section 11. 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 works 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).

## Section 12. 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; II Cor. 2:18; I Cor. 1:30; Eph. 5:25-27; I Thess. 4:3-4; I John 3:2; Jude 24-25).

### Section 13. 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).

### Section 14. 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 according to the Spirit's leading. 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 defending 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, and that on all matters of membership, of polity, of government, of discipline, of benevolence, the will of the local church is final (I Cor. 11:2; Acts 20:17-28; I 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 (I Cor. 12:12-13; Eph. 1:22-23; 3:1-6; 4:11; 5:23; Col. 1:18; Acts 15:13-18).

### Section 15. Baptism And The Lord's Supper

We believe that Christian baptism is the 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 the biblical order of the ordinances is first baptism and then the Lord's Supper, and that participants in the Lord's Supper should be immersed believers (Acts 8:36-39; John 3:23; Rom.6:3-5; Matt. 3:16; Col. 2:12; I Cor. 11:23-28; Matt. 28:18-20; Acts 2:41-42).

## Section 16. Separation

We believe in the biblical doctrine of separation which encompasses the following: (1) the separation of the local church from all affiliation, fellowship and cooperation with those who deny the true Christian faith. We believe that the Church should refuse to be drawn into compromising alliances whereby our testimony would be impaired and/or our position confused. Specifically, we reject the concept that our church should cooperate with unbelievers and apostate churches, even if by so doing beneficial results may seem to be produced (II Tim. 3:5; Eph. 5:11), and (2) the separation of the individual believer from all worldly practices that would dishonor the Savior, including membership in a secret order or lodge (II Cor. 6:14; II John 9-11).

## Section 17. 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; Acts 23:5; Matt. 22:21; Acts 5:29; 4:19-20; Dan. 3:17-18).

## Section 18. 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).

## Section 19. Rapture And Subsequent Events

We believe in the premillennial return of Christ, an event which can occur at any moment, that at that moment the dead in Christ shall be raised in glorified bodies, all the living in Christ shall be given glorified bodies without tasting death, and shall be caught up together to meet the Lord in the air before the seven years of the tribulation (I Thess. 4:13-18; I Cor. 15:42-44, 51-54; Phil. 3:20-21).

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).

## Section 20. 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 that 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 (Matt. 3:12; Gen. 18:23; Rom. 6:17-18; I John 5:19; Rom. 6:23; Prov. 14:32; Luke 16:25; Matt. 25:34-41; John 8:21; Rev. 20:14-15).

## Section 21. Sanctity of Human Life

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including the unborn babies, the aged, the physically or mentally challenged and every other stage or condition from conception through natural death. We are therefore called to defend, protect and value all human life (Psalm 139).

## Section 22. Marriage and the Family

We believe that God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption. Marriage is the uniting of one man and one woman in a covenant commitment. It is God's unique gift to reveal the union between Christ and His Church and to provide for the man and woman in marriage the framework for intimate companionship, the only channel of sexual expression according to biblical teaching, and the means for procreation of the human race. Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage (Genesis 1:26-28; 2:15-25; Exodus 20:12; Deuteronomy 6:4-9; Proverbs 5:15-20; 6:20-22; 13:24; 22:6, 15; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; 1 Timothy 5:14; Hebrews 13:4; 1 Peter 3:1-7).

## Section 23. Gender and Sexuality

We believe that God wonderfully and immutably creates each person as a male or a female. These two distinct, complementary genders together reflect the image and nature of God.

We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, rape, pedophilia and use of pornography) is sinful and offensive to God.

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

We believe every person must be afforded compassion, love, kindness, respect and dignity (Genesis 1:26-27; Matthew 5:16; 15:18-20; Mark 12:28-31; Luke 6:31; Romans 6:23; 10:9-10; I Corinthians 6:9-11; Philippians 2:14-16; I Thessalonians 5:22).

We believe that in order to preserve the function and integrity of Emmanuel Baptist Church and to provide a biblical role model to the members of Emmanuel Baptist Church and the community at large, it is imperative that all persons employed by Emmanuel Baptist Church in any capacity, or who serve as volunteers, agree to and abide by the Statements herein on Marriage and the Family and Gender and Sexuality.

#### ARTICLE IV GOVERNMENT

The government of the Emmanuel Baptist Church is vested in its congregation and the will of the congregation as expressed by vote is final. The congregation is responsible alone to the Head of the Church, the Lord Jesus Christ, and to no outside ecclesiastical authority. In accordance with New Testament teaching, the local congregation is responsible: (1) to decide the extent of its membership (Rom. 14:1; I Cor. 5:13); (2) to guard the doctrines of the faith (Rev. 2:13-16); (3) to elect its own officers (Acts 6:3,5); (4) to settle its own internal affairs (I Cor. 6:1-8); (5) to discipline its own members (I Cor. 5:13); and (6) to conduct its own business and witness according to the guidance of the Holy Spirit in recognition of Christ's Headship (Rev. 2:1,7).

## ARTICLE V MEMBERSHIP

### Section 1. Requirements For Membership

Membership in the church is open to anyone who has personally received the Lord Jesus Christ as Savior, has been immersed as a public confession of his/her faith in Christ, has declared his/her concurrence with the doctrinal position of the church, and has agreed to be governed by the church's constitution.

### Section 2. Admission To Membership

Members may be received into the church as follows:

- (1) By single immersion upon profession of Christ as Savior.
- (2) By testimony of personal salvation and previous baptism by immersion.
- (3) By Associate Membership.
- (4) By restoration (for those excluded members demonstrating evidence of repentance.)

In cases where the candidate has been a member of another church, the church clerk shall notify that church of the fact that they are joining Emmanuel Baptist Church.

Any person requesting membership shall meet with representatives of the Deacons who will hear a detailed testimony of their personal faith in Christ. They shall attend instructional sessions in the position of the church and regarding the responsibilities of membership. Upon a satisfactory interview and completion of those instructional sessions, the candidate will be recommended to the full group of deacons who shall make a recommendation to the entire church. Congregation action on membership recommendations may be taken at any regular service of the church or at any church business meeting.

## Associate Membership:

Associate Membership may be granted to college students, missionaries, or other individuals with a limited tenure at Emmanuel Baptist Church. A candidate must be a member in good standing of another church of like precious faith and practice. Candidates would follow the steps and procedures as outlined in the constitution for membership. Advantages of Associate Membership, as well as Regular Membership, would be the accountability factor, and a regular place to worship and serve.

The Associate member's membership would expire once the Associate Member permanently leaves the area as confirmed by the Membership Committee (or similar Committee charged with the responsibility over church membership issues; no congregational action required).

## Section 3. Responsibility Of Membership

Each member shall seek diligently to live in accordance with the pattern of the New Testament for believers. He shall seek to attend the services regularly, pray for and support the leadership of the church, and to promote the spiritual welfare of the church by his influence and example. Each member shall make himself available for service in the church in accordance with his abilities. Each person, upon coming into the membership, voluntarily subscribes to the obligations of the Church Covenant which states:

Having been led by the Spirit of God, I have received Jesus Christ as my Savior and Lord. I have, according to the Scriptures (John 1:12) been born again through the Holy Spirit and have publicly confessed my faith by word (Rom. 10:8-10) and in baptism (Rom. 6:3-5). I subscribe to the doctrinal statement of my church as one body in Christ (I Cor. 12:13). I will strive by the help of the Holy Spirit (Phil. 2:13):

1. To walk lovingly (John 13:34,35) and humbly with my brethren (I Pet. 5:6), to pray for them (James 5:16), to separate myself from worldliness and unchristian practices (Titus 2:12).

2. To pray (James 1:5,6) for the advancement of my church in knowledge, spirituality and fruitfulness (John 15:8, 16); to uphold its program of worship, training and teaching; to observe its ordinances of Baptism and Communion (Matt. 28:19,20; I Cor. 11:24-27); and affirm its doctrines (I Pet. 3:15, Jude 3).
3. To attend regularly each service of the local church as God enables (Heb. 10:25).
4. To give regularly and cheerfully, as God prospers, for the support of an evangelistic ministry among us (II Cor. 9:7; I Cor. 16:2); for the relief of the needy (Mark 14:7; Prov. 19:17); and the spread of the Gospel over the earth (Matt. 28:19,20).
5. To serve faithfully in some activity of the church (James 1:22-24; 2:18) taking care to assume only such duties as can be effectively performed (I Cor. 4:2); to improve my abilities in service by prayerful study of God's Word (II Tim. 2:15).
6. To maintain family worship, encourage family prayer, Bible study, and Christian nurture for any under my care (Eph. 6:4; Prov. 22:6).
7. To endeavor by example (Matt. 5:16) and effort (Matt. 28:19,20) to make disciples of Jesus Christ (James 5:20) and to encourage uncommitted believers to become members of the local church (Acts 2:47).
8. To follow the Word of God as my sole authority of faith and practice (II Tim. 3:16,17).
9. To unite with a New Testament church of like faith and practice upon moving from this community.

## Section 4. Privileges Of Membership

Any member whose life reflects the spirit of the Church Covenant and who voluntarily subscribes to the established Service Commitment shall be eligible to hold a position of leadership in the church or any of its organizations or to serve in any way in a regular church ministry.

Only those members who are active and in good standing (a member in good standing is a member who is striving to uphold the church covenant) and are at least eighteen (18) years of age may speak or vote in church business meetings.

## Section 5. Discipline Of Members

In order to maintain its purity and peace, a local church has the Scriptural responsibility to discipline its members who are in need of such action (Matt. 18:17; I Cor. 5:13). The goal of this discipline will be to restore the member, and it is to be administered with love and meekness (Gal. 6:1).

Some areas which may require disciplinary action include willful negligence in attendance (willful absence from all services for at least six months), holding erroneous doctrine, ungodly conduct, and an attitude which would cause division in the church.

Church discipline begins with self-discipline. It is when one fails to exercise self-discipline through the working of the Spirit filled life that the process of church discipline below must be implemented (Gal. 5:22-25; Rom. 8:2,5).

1. Members are expected to demonstrate special loyalty, love and concern for one another (I John 3:16; John 13:34-35). When a member becomes knowledgeable of an offense of the magnitude to hinder spiritual growth and testimony, he is to go alone to the offending party only after self-examination and rectification (Matt. 7:3) always in a spirit of humility and with a goal of restoration (Matt. 18:15-18; Gal. 6:2). Each member is to endeavor to make reconciliation quickly (Matt. 5:23-25a; Eph. 4:29-32).

2. If reconciliation is not reached, a second member, usually a deacon or pastor is to accompany after following the same procedure of self-examination and rectification in a spirit of humility and restoration. Again, the goal is restoration.

3. If still unresolved, a pastor and deacons, as elected servants biblically responsible to put down murmuring (Acts 6) must hear the matter. If the matter remains unresolved, they must recommend to the church that we, as individual church members, examine our own lives concerning this area of offense and then participate in prayerful, loving, and fervent effort to restore the offender.

4. If still unresolved, exclusion of such member or members who refuse to be restored.

If a member is accused by another member(s) of a violation of the Church Covenant or of immoral, improper, or un-Christian conduct, such charges must be submitted in writing to the Pastor and Deacons and signed by the accuser.

The Pastor and/or Deacons shall discuss the problem with the member(s). In cases of discipline, a period of probation may be utilized by Pastor and Deacons as a step towards restoration. If the problem(s) cannot or will not be corrected, the Deacons shall bring a recommendation to the congregation to dismiss from membership. There should be no delay in dealing with disciplinary matters. Prior to the vote of the congregation, the accused shall be apprised of the action to be taken.

Removed members may be restored to membership upon demonstrating evidence of repentance and upon the recommendation of the Deacons.

If a member requests to be removed from membership while under church discipline, his request shall be honored but the congregation will be informed that he was under church discipline at the time.

## Section 6. Termination Of Membership

Membership in this church may be terminated in any of the following ways by congregational vote:

- (1) Request of the member.
- (2) Request from another church.
- (3) Discipline (See Article V, Section 5)
- (4) Loss of contact with the member.

Membership in this church may be terminated in any of the following ways without congregational vote:

- (1) Death of a member.
- (2) Associate Member request or loss of contact with Associate Member.

## Section 7. Loss Of Rights

Persons who have been removed from the membership of the church by whatever means shall have no right to make claim to any contributions or church property and shall return any such property in their possession immediately.

## ARTICLE VI OFFICES

The New Testament teaches that there are two church offices:  
(1) Pastor and (2) Deacon.

### Section 1. The Senior Pastor

#### A. Calling of a Pastor

1. As quickly as possible but not to exceed thirty days after a resignation has been submitted by the Pastor, the Deacons shall appoint from among themselves a Pulpit Committee whose names shall be presented to the church for approval.

It shall have the responsibility of assembling a list of prospective candidates, of evaluating, screening, interviewing prospects. The Committee shall have the freedom to seek counsel from the existing pastoral staff of the church and other pastors as well as individuals qualified to advise them. The Committee shall recommend to the Deacons the person whom they deem should be the candidate.

2. The candidate shall advise the Deacons of the following:

- a. That he is Scripturally qualified as indicated in I Timothy 3:1-5 and Titus 1:5-9 and I Peter 5:2-3.
- b. That he will uphold and support the church's Declaration of Faith and Constitution.
- c. That he is a member of a baptist church.
- d. That he is not involved with, nor sympathetic to any group or organization considered apostate by this church.
- e. That he will happily cooperate with any baptist affiliations of this church.

3. Upon affirmative vote of the Deacons the Pulpit Committee shall arrange for the candidate to visit to minister in a church service or services. At this time, members of the church shall be given opportunity to question the candidate. He shall also be interviewed by the Deacons.
  
4. If by an affirmative vote the Deacons indicate their approval of the candidate, a church business meeting shall be announced at which time the church shall vote on the matter. Only one candidate at a time shall be considered. Voting shall be by written ballot. A minimum of 75% of the marked ballots cast is required to extend a call. If the vote is insufficient to extend a call, the Pulpit Committee shall remain in operation until such time as God's man has been found and called.
  
5. The Deacons shall be responsible to notify the candidate of the vote and make arrangements for his moving.
  
6. Upon assuming his duties he and his wife become members of the church.

#### B. Duties of the Pastor

1. Preach regularly at church services.
2. Administer the ordinances.
3. Act as moderator of church and deacon business meetings.
4. Serve as ex-officio member of all church committees with the right of choice as to serving on the committees.
5. Oversee the entire work of the church.
6. Serve as chief executive officer of the church.
7. Serve as the Chairman of the Church Oversight Council for Emmanuel Christian School.

#### C. Term of Office

1. He shall serve for an indefinite period of time with the right to terminate his services upon thirty days notice.

## D. Dismissal of the Pastor

1. If at any time the Pastor's behavior or his relationship to the church shall be deemed unsatisfactory, the Deacons shall discuss such matters with him and seek to solve the problem. If the relationship continues to be unsatisfactory, it shall be the responsibility of the Deacons to bring a recommendation to the church as to action required. Notification of such a church business meeting shall be made at least two regular services prior to the date. A simple majority of votes shall be required for the dismissal of a Pastor. The vote shall be by written ballot.

2. If the Pastor is dismissed, he shall vacate the pulpit immediately, but shall receive thirty days pay. If living in a parsonage, he shall vacate the parsonage within thirty days, or according to other arrangements made by the Deacons, with the approval of the church.

## E. Vacancy of Office of Pastor

In the absence of a Senior Pastor (resignation, death, or dismissal), the Deacons shall be authorized by this constitution to take the following steps:

1. Appoint necessary personnel to coordinate and organize the ministries of Emmanuel Baptist Church during this interim period. This includes pastoral ministries and oversight of the school. This may or may not be a member of the Pastor's Staff. These appointed leaders will be responsible to the Board of Deacons. Church members and staff will exhibit loyal and faithful support of this temporary leadership.

2. Recommend to congregation a method by which funds shall be procured to finance the search for a new Pastor and to supply the pulpit during that period.

3. Decide whether or not to recommend to the church an Interim Pastor or stated pulpit supply (regular preacher) for the interim period. If such a person is recommended, his duties shall be specified in his call.

4. Establish from among themselves (if no pulpit supply is appointed) a Pulpit Supply Committee whose chairman and personnel shall be separate from the Pulpit Committee. The Pulpit Supply Committee shall be responsible for all arrangements necessary in supplying preachers for the services of the church until a new Pastor arrives. The Pulpit Supply Committee shall be responsible to the entire body of Deacons. The Pulpit Supply Committee shall procure men for the pulpit who are doctrinally and ecclesiastically in agreement with the church.

## Section 2. The Senior Pastor's Staff (Associate Pastors)

1. According to the needs of the church with recommendation from the Pastor, Deacons and upon the vote of the congregation, pastors may be added to the paid church staff to assist in various aspects of the ministry. Unless otherwise designated, they shall be responsible directly to the Senior Pastor.

2. Such persons shall be called in similar manner as the Pastor except that a Pulpit Committee shall not be required. The search for such persons shall be directed by the Pastor or someone appointed by him. Persons considered shall:

- a. Uphold and support the church's Declaration of Faith and Constitution.
- b. Be a member of a baptist church.
- c. Not be involved with, nor sympathetic to any group or organization considered apostate by this church.
- d. Indicate that he will happily cooperate with any Baptist affiliations of this church.

3. The duties shall be shared with the congregation. The congregation shall be informed of any reassignment of the duties of the pastors at the next Business Meeting of the church.

4. Persons considered shall hold the doctrinal position of the church, shall meet the Scriptural requirements for service, and shall evidence godliness of life. All staff members and their spouses shall become members of Emmanuel.

5. The pastor's staff are directly responsible to the senior pastor in the performance of their duties. In the absence of a senior pastor, the pastor's staff are directly responsible to the Executive Committee. Loyalty to the church and its leadership is expected. Each staff member shall understand that continuance of his ministry at the church is subject to the senior pastor or in the absence of a senior pastor, to the Executive Committee.

### Section 3. Deacons

#### 1. Qualifications for Deacons

Deacons shall be male members of this church and shall reflect in their lives the qualifications set forth in I Timothy 3:8-13. They shall be men who are separated from worldly practices that would discredit the work of God.

He shall be in whole-hearted agreement with the church's doctrinal statement and Service Commitment and shall support the pastoral leadership.

#### 2. Number and term of service of Deacons

a. There shall be at least ten (10) Deacons for the first five hundred (500) members, with additional Deacons added as the ministry demands dictate as determined by the Senior Pastor as approved by the Deacons and approved by the congregation. The number of Deacons shall be presented to the congregation for approval two months before the annual business meeting.

b. Deacons may serve for two three-year terms. They shall not be eligible for re-election thereafter until at least one year has elapsed. Not more than one-third of the Deacons shall be full-time employees of the church/school or the spouse of a full-time employee of the church/school. Not more than one-third (plus one, if a remaining position exists) of the above shall be elected in any one year. Members of the pastoral staff shall not be eligible to serve as a Deacon.

c. When a Deacon is unable to complete his term of office, the nominee with the next highest number of votes from the preceding annual meeting shall be appointed to fill that vacancy.

This appointment is subject to the following terms:

1. If the appointment is made during the first 18 months of the Deacon being replaced, it shall be considered the same as a full three year term.
2. If the appointment is made during the last 18 months of the Deacon being replaced, the person being appointed shall be eligible for re-election.
3. If there are no nominees from the previous annual meeting, that office shall remain vacant until next annual meeting.

### 3. Election of Deacons

a. No later than March 15 members of the congregation shall be given the opportunity to submit in writing to the Nominating Committee the names of persons they suggest for consideration as candidates for the office of Deacon. The Nominating Committee shall consider these suggestions but shall not be bound by them.

b. The Nominating Committee shall consider carefully and prayerfully men whom they deem qualified to serve as Deacons, shall secure permission from any who are nominated, and shall present a ballot of recommended names to the church at its annual business meeting in June. The names of the nominees shall be publicly advertised within the church at least two Sundays prior to the election.

c. Nominations may not be made from the floor.

d. Elections shall be by written ballot.

#### 4. General duties of Deacons

It shall be the duty of the Deacons to work with and support the Pastor and the Pastor's Staff in the spiritual ministry of the church, to be mindful of the needs and opinions of the congregation, to listen carefully to their expression of same, and to communicate proper concerns to the Pastor and Deacons, to seek to reach the lost for Christ, to participate in the visitation of the church, to visit and help the sick and needy of the church, to administer the deacons' fund, and to assist the Pastor in guarding the purity and testimony of the church and in such other duties as may be requested by the Pastor or directed by the church.

#### 5. The Executive Committee

The Executive Committee shall be Trustees of the church for financial and legal responsibilities as required by the laws of the State of Ohio. The Executive Committee shall be composed of the Chairman of the Deacons, Vice-Chairman of the Deacons, the Church Clerk and the Treasurer. Every member of the Executive Committee shall be a Deacon of the church.

#### 6. Organization of Deacons

The Deacons will elect a chairman and other officers as deemed necessary. The Pastor may assign responsibilities to the Deacons as is necessary for the efficient operation of the church.

#### 7. Special Duties of the Deacons.

The Senior Pastor and the Deacons shall be responsible to see that the various areas of church ministry have capable leadership and oversight.

### Section 4. Service Commitment

The church shall maintain a current written "Service Commitment" to be implemented by the Pastor and Pastoral Staff. All members desiring to serve must be in agreement with the Service Commitment. Thereafter, the Service Commitment will be reviewed annually with each person serving.

ARTICLE VII  
COMMITTEES AND ORGANIZATIONS

Church Oversight Council

The Church Oversight Council (“CHOC”) shall oversee all committees and organizations of the church. The CHOC is composed of the senior pastor, who shall be the chairman, an associate pastor and three trustees of the church. Up to an additional two pastors may be appointed at the senior pastor’s discretion. The names and positions of those serving on the CHOC shall be presented to the congregation at a duly called Business Meeting.

Section 1. Nominating Committee

The Nominating Committee shall be composed of at least seven members of the church appointed by the senior pastor. This Committee shall prepare a list of candidates for the office of Deacon.

The election of Deacons shall take place at the Annual Business Meeting in June. The Committee shall follow the guidelines and procedures as outlined in ARTICLE VI, Section 3 Deacons.

Section 2. Other Committees

Other committees made necessary by the work of the church may be established by the CHOC. The CHOC shall inform the congregation the name of each committee, its purpose and duties and the members of the committee including the name of the chairman. This Report shall be presented to the congregation at a duly called business meeting, typically at the Annual Business Meeting in June.

### Section 3. Organizations

There may be formed separate non-profit corporations within the church as recommended by the pastors and deacons and approved by a vote of the congregation at a duly called Business Meeting. The CHOC shall oversee all separate non-profit corporations within the church.

- a. Emmanuel Christian School. Emmanuel Christian School is organized as a separate non-profit corporation. Emmanuel Christian School operates independently with church oversight through the CHOC.

## ARTICLE VIII MEETINGS

### Section 1. Worship Services

The church shall meet weekly on Sunday, the Lord's Day, unless special circumstances would prohibit the assembly. Normally there shall be a monthly service of fellowship around the Lord's Table. The ordinance of Baptism will also be observed as candidates are available. There may be other services as desired.

### Section 2. Business Meetings

#### 1. The Annual Business Meeting.

The Annual Business Meeting shall be held in June of each year before the 15th. The Annual Business Meeting shall be announced in at least two (2) previous Sunday morning services of Emmanuel Baptist Church immediately preceding the Annual Business Meeting.

Election of Deacons. The annual election of Deacons shall be held at the Annual Business Meeting. Deacons elected shall assume their duties on the following July 1st.

Fiscal Year. The fiscal year of Emmanuel Baptist Church shall begin on July 1st and end on June 30th of each year.

2. Special Business Meetings. Special Business Meetings may be held at any regular service of Emmanuel Baptist Church providing announcement of the meeting and its purpose has been made in at least two (2) previous Sunday morning services of the Special Business Meeting.

This announcement requirement shall not include the reception and or dismissal of members. The reception and or dismissal of members may be voted on by the congregation at any service without previous announcement of the meeting to be held for that purpose.

Special Business Meetings may be called by the Senior Pastor or Chairman of the Deacons or by written and signed petition of no less than twenty percent (20%) of the voting membership.

### 3. Rules for transaction of business

- a. Normally matters of business to be presented to the congregation shall come by way of recommendation from the Pastors and the Deacons.
- b. Church action at all business meetings shall be determined by a majority vote of the voting members present and voting except as otherwise specified in this constitution.
- c. The quorum shall consist of at least twenty percent (20%) of the voting members on the rolls of Emmanuel Baptist Church at the time of the meeting.
- d. The Executive Committee shall appoint a moderator to preside at all Business Meetings. The Moderator so appointed shall be a member in good standing of Emmanuel Baptist Church.
- e. Modified Robert's Rule of Order (as found in the Operations Manual of the church) shall be the parliamentary guide in all matters of business unless otherwise specified in this constitution.
- f. All votes shall be by written ballot. This requirement of a written ballot shall not apply to the reception and or dismissal of members.

ARTICLE IX  
FINANCES AND PROPERTY

Section 1. Church Finances

We believe that every member of this church should seek to give systematically, proportionately, sacrificially, and cheerfully of his substance to the Lord's work through the local church (II Cor. 8-9; Mal. 3:10). The sale of books, records, and other such items which are provided as a non-profit service to members and friends of the church shall not be considered in violation of this principle.

The annual budget of the church shall be prepared, recommended by the deacons to the church, and voted on at the Annual Business Meeting. Quarterly financial reports shall be made available to the church membership.

An annual financial statement review shall be made of the church accounts by an independent Certified Public Accounting firm.

Section 2. Emmanuel Baptist Church and Emmanuel Christian School Real Property

1. Ownership of Real Property

- a. The title to the real property of Emmanuel Baptist Church located at 4207 W. Laskey Road, Toledo, Ohio and Emmanuel Christian School located at 4607 W. Laskey Road, Toledo, Ohio is vested in The Emmanuel Baptist Church a.k.a. Emmanuel Baptist Church, an Ohio non-profit corporation.
- b. The Executive Committee members are the Trustees thereof.
- c. The Trustees of Emmanuel Baptist Church shall not purchase or dispose of any real property without the affirmative vote of the voting members of Emmanuel Baptist Church present at a duly called Business Meeting of Emmanuel Baptist Church.

## 2. Use of Real Property

- a. The real property of the church and school shall be used only for such functions that honor the Lord Jesus Christ and are consistent with the Declaration of Faith as stated herein this constitution and the Facilities Usage Policy.
- b. The Pastors shall establish rules governing the use of the real property. These rules shall be included in the Facilities Usage Policy.
- c. Gifts of real property may be accepted upon recommendation of the Trustees and vote of the church.

## ARTICLE X MISSIONS

In accordance with Matthew 28:19-20, Mark 16:15, and Acts 1:8, in fulfilling the Great Commission, the church shall aggressively carry out the New Testament program of worldwide evangelism. We are a Baptist church seeking to plant and build up churches of like precious faith. Therefore, all individuals and agencies supported shall be in full agreement with our Declaration of Faith.

Procedures for interviewing, evaluating, and recommending missionaries or mission agencies shall be prepared and kept current by the Missions Committee.

## ARTICLE XI LICENSING AND ORDAINING

As a sovereign Baptist church, the congregation has authority to license and to ordain.

### Section 1. Licensing

Any member who evidences a divine call to vocational ministry, may be recommended to the church for licensing after an examination by the Pastors and Deacons. He will uphold and support the Declaration of Faith as stated herein, and shall evidence godliness of life. He shall preach at least once before the church. The license shall be for a specific period of time and shall be void at the end of that period or upon the member's removal from the church membership.

### Section 2. Ordination

This church recognizes the fact that only God can call a man to the ministry of the gospel but believes it both Scriptural and wise to have such a man commended to the gospel ministry by a local church.

#### 1. Requirements for Ordination

Any candidate for ordination shall be: (1) one who evidences a divine call to vocational ministry; (2) a member in good standing of this church; (3) a person evidencing high moral character and consistent spirituality; (4) one who will uphold and support the Declaration of Faith as stated herein; (5) knowledgeable in the Scriptures and theology as evidenced through a public examination by a council called by the church for that purpose; and (6) active in Christian service.

## 2. Procedure of Ordination

Upon the recommendation of the examining council the church may proceed with a public ordination service.

## ARTICLE XII DISSOLUTION

The church shall be dissolved when its resident membership shall have been reduced to twenty (20). In the event of such dissolution, the property of Emmanuel Baptist Church, real and personal, and its assets shall be given to another church or churches or a mission agency or mission agencies or other non-profit organization or non-profit organizations of like precious faith as the church.

## ARTICLE XIII AMENDMENTS

This constitution may be amended at any regular or special business meeting of the church by 2/3 majority of the voting members present and voting, provided that written notice of the proposed amendment has been given or mailed or electronically communicated (such as email) to each voting member at least two weeks prior to the meeting, and that such a meeting has been announced on the two consecutive Sunday morning services of this church preceding the meeting.

SERVICE COMMITMENT FOR  
LEADERS AND WORKERS IN  
EMMANUEL BAPTIST CHURCH

As one serving in the ministries of Emmanuel Baptist Church, it is my desire to live a life honoring to Christ as I yield to the teaching of the Word of God by direction of the Holy Spirit working in my life.

Romans 12:1-2 "I beseech you therefore, brethren, by the mercies of God, that ye present your bodies a living sacrifice, holy, acceptable unto God, which is your reasonable service. And be not conformed to this world: but be ye transformed by the renewing of your mind, that ye may prove what is that good, and acceptable, and perfect, will of God." (Also, Romans 8)

THEREFORE, I WILL STRIVE TO:

1. Exemplify loyalty to my Pastor, Pastoral Staff, Mission and goals of my Church, and to my ministry.

I Thessalonians 5:12-13 "And we beseech you, brethren, to know them which labor among you, and are over you in the Lord, and admonish you; And to esteem them very highly in love for their work's sake. And be at peace among yourselves."

2. Uphold faithfully the church constitution and the membership covenant.

I Corinthians 1:10 "Now I beseech you, brethren, by the name of our Lord Jesus Christ that ye all speak the same thing, and that there be no divisions among you; but that ye be perfectly joined together in the same mind and in the same judgment."

3. Honor Christ with my appearance and apparel.

Romans 12:2 “And be not conformed to this world; but be ye transformed by the renewing of your mind, that ye may prove what is that good, and acceptable, and perfect, will of God.”

4. Discipline myself in the care of my mind and body, abstain from addictive and destructive substances, (except such drugs as are prescribed by a physician), as well as exercise discretion in entertainment.

I Corinthians 6:19-20 “What? know ye not that your body is the temple of the Holy Ghost which is in you, which you have of God, and ye are not your own? For ye are bought with a price: therefore glorify God in your body, and in your spirit, which are God’s.” (Also, I John 2:15-16)

The congregation of Emmanuel Baptist Church met on January 30, 2022 and declared this to be the date of this constitution with the latest revisions approved on this date. All prior revisions issued and approved previously have been hereby superseded and declared null and void.



**Emmanuel**  
baptist church  
loved, rescued, & given a purpose