

# SESSION FOUR:

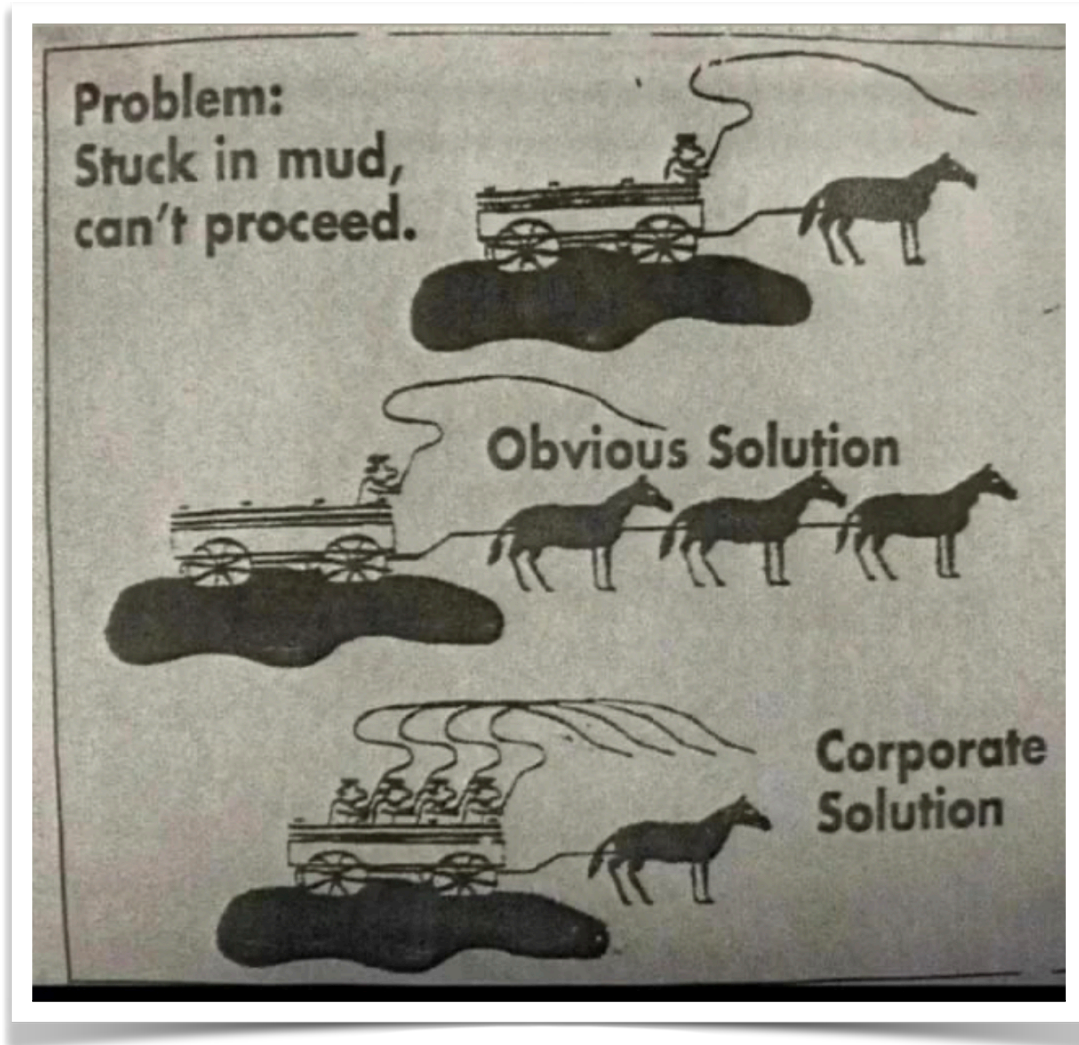
## The Springfield Baptist Church Structure



*“For God is not the author of confusion but of peace...Let all things be done decently and in order.”*

*I Corinthians 14: 33, 40*

## HOW OUR CHURCH IS STRUCTURED



The structure of the church should not be determined by culture, business, practices, or even denominational traditions.

**THE NATURE OF THE CHURCH DETERMINES ITS STRUCTURE!!**

## I. THE CHURCH IS A \_\_\_\_\_.

*“And they continued steadfastly in the apostles’ doctrine and fellowship, in the breaking of bread, and in prayers.”*

*Acts 2: 42*

**A top priority in a fellowship is \_\_\_\_\_ and \_\_\_\_\_.**

*“Endeavoring to keep the unity of the spirit in the bond of peace.”*

*Ephesians 4: 3*

*“Therefore let us pursue things which make for peace and the things by which one may edify one another.”*

*Romans 14: 19*

**ANY attitude that causes disunity is sin (gossiping, back stabbing, hatred, belittling, snobby attitudes)**

Colossians 3: 15; I Corinthians 1: 10; II Timothy 2: 14; Proverbs 17: 14; II Corinthians 13: 11; Philippians 1: 27, 2: 1 – 3; Colossians 2: 2; Philippians 4: 2; I Peter 3: 8; I Corinthians 14: 33; John 13: 34 – 35; II Timothy 2: 23; Romans 15: 5 – 6; Romans 12: 16 – 18; Colossians 3: 13 – 14; Psalm 133: 1

**IMPLICATION: A GOOD STRUCTURE PROMOTES UNITY AND DOWNPLAYS \_\_\_\_\_.**

## II. THE CHURCH IS A \_\_\_\_\_.

*“Finally, all of you be of mind having compassion for one another, love as brothers, be tenderhearted, be courteous.”*

*I Peter 3: 8*

*Galatians 6: 10; Hebrews 2: 10 – 12; I Peter 4: 17*

**SO WE OPERATE ON THE BASIS OF \_\_\_\_\_  
NOT \_\_\_\_\_.**

*“The elders who are among you I exhort, I who am a fellow elder and a witness of the sufferings of Christ, and also a partaker of the glory that will be revealed; Shepherd of the flock of God which is among you, serving as overseers, not by constraint but willingly, not for dishonest gain but eagerly.”*

*1 Peter 5: 1 – 2*

**III. THE CHURCH IS A \_\_\_\_\_.**

*1 Corinthians 12: 27; Ephesians 5: 23; Ephesians 1: 22 – 23; Colossians 1: 18, 2: 19*

We are a **Body** - not a business! We are an organism - and not organization!

**THEREFORE, WE SHOULD FUNCTION ON THE BASIS OF  
\_\_\_\_\_ NOT \_\_\_\_\_.**

*Romans 12: 4 – 8 – Spiritual gifts*

**AT SPRINGFIELD WE HAVE A SIMPLE STRUCTURE SO WE  
CAN MAXIMIZE \_\_\_\_\_  
AND MINIMIZE \_\_\_\_\_.**

## **OUR STRUCTURE**

**The People are the \_\_\_\_\_.**

**The Pastors are the \_\_\_\_\_.**

## Two main offices of the New Testament church:

1. \_\_\_\_\_
2. \_\_\_\_\_

## IV. THE CHURCH IS A \_\_\_\_\_.

(Jesus' favorite description of the Church)  
*John 10: 1 – 30; Matthew 26: 31; Matthew 25: 33.*

## THEREFORE, IT IS CARED FOR AND LED BY \_\_\_\_\_.

*“... 'Simon...do you love Me?' He said to Him, 'Yes Lord...' He said to him, 'tend My sheep.'”*

*John 21: 16 – 17*

Three different terms are used in the New Testament to refer to the same church leaders:

- **“Poimen”** Shepherd or pastor => responsible for feeding and protecting
- **“Presbuteros”** Elders => Spiritually mature
- **“Episcopos”** Bishops or overseers => Manage the church

***I Peter 5: 1 – 2; Acts 20: 17 – 18, 28; Titus 1: 5 – 7; I Timothy 5: 17***

# Leadership

## *Springfield Baptist Church*



*Where there is no guidance the people fall, but in abundance of counselors there is victory.*

*- Proverbs 11:14 (NAS)*

## Springfield Baptist Church is led by

- (1) A \_\_\_\_\_ (Acts 20:17, 28-30; 1 Timothy 5:17; Titus 1:5-7; 1 Peter 5:1-2);
- (2) The ministerial team ( \_\_\_\_\_ ) and church \_\_\_\_\_ (laity) are leadership teams that exist to be an extension of the authority of the office of pastor;
- (3) and \_\_\_\_\_, which serves as our lead servant team (Acts 6:1-6; 1 Timothy 3:8-13).

The two Biblical offices of the church are:

- (1) office of \_\_\_\_\_.
- (2) office of \_\_\_\_\_.

### Current Staff Body

#### **Ministry Assistant to the Pastor**

Tina Baker  
TinaBaker@Springfield-Baptist.com

#### **Custodian**

Mark Cook  
MarkCook@Springfield-Baptist.com

#### **Senior Pastor**

David Evans, Ph.D.  
DavidEvans@Springfield-Baptist.com

#### **Children's Minister**

Meagan Lafoy  
MeaganLafoy@Springfield-Baptist.com

#### **Associate Pastor of Music and Worship**

Jason Logan  
JasonLogan@Springfield-Baptist.com

#### **Associate Pastor of Youth**

Justin Wesson  
JustinWesson@Springfield-Baptist.com

#### **Weekday Preschool Director**

Mandy Willson  
MandyWillson@Springfield-Baptist.com

**\*\*For a list of Preschool employees, please refer to our website.**

***We are currently in a search process to fill two positions for which the staff persons retired.***

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# Deacon

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## **The Office of Deacon<sup>1</sup>**

The account of the Seven in Acts 6 is sometimes understood as the origin of the office of deacon (διάκονος, *diakonos*) mentioned in Paul's writings (compare Rom 16:1; 1 Tim 3:8; Hiebert, "Behind the Word 'Deacon,'" 155). Bock suggests that, although the qualifications for the deacon go beyond the requirements for the Seven listed in Acts 6, we may see a proto-deacon role here (see Bock, *Acts*, 262).

## ***Deacon Qualifications<sup>2</sup>***

Desired qualifications for those serving the office of deacon will be the qualifications set forth in the New Testament (such as those found in 1 Timothy 3: 8-13 as well as other scriptures). However, the specific understanding and application of New Testament references are the responsibility of the individual member. Each church member is charge with the responsibility to seek God's leadership in interpreting scriptural references regarding deacon qualifications when selecting a person for the office of deacon. The selection of an individual asserts their qualification and affirms their qualification.

Such desired qualifications are as follows:

1. He is full of the Holy Spirit (Acts 6:3,5) — Such men are spiritually minded and submissive to God's leadership.
2. He is full of wisdom (Acts 6:3) — Such men have spiritual knowledge and understanding that provide sound direction for the ministry of the church.
3. He is full of faith (Acts 6:5) — Spiritual men walk by faith and not by sight because they know and trust the God of the Word and believe in the Word of God.
4. He has a good reputation (Acts 6:3) — Such a man demonstrates integrity and honesty to others. He has a believable Christian life.
5. The man should be grave or dignified and worthy of respect (1 Timothy 3:8) — Such a man faces life seriously and there is a certain stateliness about him that commands respect.
6. He is a man who is not double-tongued, but is sincere in his speech (1 Timothy 3:8) — Such a man should speak with verbal honesty and integrity, not saying one thing to one person and something else to another.
7. He should exercise self control and abstain from questionable things for the sake of personal testimony and others (1 Timothy 3:8) — He realizes the importance of his Christian influence and is willing to limit his liberty for the sake of others.
8. He is not a greedy person (1 Timothy 3:8) — Such a man is free from the love of money and other earthly possessions.

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<sup>1</sup> Mark S. Krause, "[Seven, the,](#)" ed. John D. Barry et al., *The Lexham Bible Dictionary* (Bellingham, WA: Lexham Press, 2016).

<sup>2</sup> as found in the Springfield Baptist Church by-laws.



9. The man has a deep biblical commitment (1 Timothy 3: 9) — The man holds to the truths of the Christian faith with a clear conscience. He is not easily swayed from the truth because he strives to live what he knows.
10. He must first be tested and proven (1 Timothy 3:10) — The man must have proven over time that he is faithful and that his walk is credible.
11. He must also be beyond reproach and blameless (1 Timothy 3:10) — Such a man must display a lifestyle free from continual patterns of scriptural disobedience. There should be nothing in his life for which he could be accused and thus disqualified.
12. The man's wife should be a woman worthy of respect, not a malicious gossip, but temperate and faithful in everything (1 Timothy 3:11) — The spouse should be devoted to God and yielded to the Holy Spirit.
13. He should be the husband of only one wife (1 Timothy 3:12) — He should be devoted and faithful to his wife.
14. He should manage his children and his household well (1 Timothy 3:12) — Such a man should demonstrate leadership in his home life. He should have a well-ordered family life and well-behaved children (still under his authority).
15. He must recognize God-given spiritual leadership that is incumbent upon the office of the pastor and seek to submit to his leadership (Hebrews 13:7, 17).
16. He should practice "storehouse tithing" of his family income (Malachi 3:10).
17. He should do all he can to create and preserve unity and harmony in the church (Ephesians 4:1-3).

Please Note: Nominees must be at least twenty-five (25) years of age and a member of Springfield Baptist Church for at least two (2) years.

<p>What SBC Deacons do ...</p>
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... The deacons of SBC seek to be a brotherhood of committed Christian men praying for and loving each other and seeking to provide Godly service and leadership to Springfield Baptist Church.

... Pray at offering time during Worship services as assigned, and errand for ushers to gather the offering during this time.

... Participate in the widows and widowers program.

... Help serve the Lord's Supper.

... Participate in all church programs (ie. Reach Robertson, Senior Adult Banquet, Trunk or Treat, etc.).

... Attend all regular and special called deacon's meetings unless providentially hindered. The deacon vice chairman will contact all deacons who miss meetings as soon as possible.

... Pray daily for church staff, members and fellow deacons.

... Multiply the pastor's office by shepherding members in times of need.

## Deacon Covenant

1. We covenant, with God's help, to measure up to the best of our ability to the qualifications as set forth in 1 Timothy 3: 8-12.
2. We covenant with each other to the best of our ability to live holy Christian lives, not allowing our conduct to bring reproach on our church or the cause of Christ (Ephesians 4:1).
3. We covenant to support all of the programs of the church and be faithful in our attendance (Hebrews 10: 25).
4. We covenant to participate in storehouse tithing, giving regularly to support the church's efforts in the cause of Christ (Malachi 3:10; 2 Corinthians 9:8-11).
5. We covenant with each other to be fully cooperative with our pastor and staff in the mission and ministry of the church. To share in the responsibility of pastoral care of our church family (Ephesians 4:11-12; Philippians 2:3-4).
6. We covenant with each other to always refrain from destructive criticism toward our pastor, our church and its members, always willing to help in settling disputes in a quite Christian manner. To not be divisive in our church at any time (Ephesians 4:3-4; Philippians 2-5; James 4:11).
7. We covenant with each other to attend all deacons meetings unless providentially hindered (Hebrews 10: 25).
8. We covenant with each other to keep in confidence those things which, in the best interest of the church, should not be discussed outside the deacons meeting and body (Ephesians 4:29).

We covenant with each other to live out this covenant, to hold each other accountable in Christian love, and when necessary to seek to restore a brother deacon in the spirit of Galatians 6:1 (Psalm 103: 17-18).

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*Signature*

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*Printed Name*

## Current Deacon Body

### 1 YEAR

Mike Beshear	303 Stonewall Drive, Springfield	347-1658	beshearapp@aol.com
Mel Carr	318 Tivoli Trail, Springfield	696-1818 804-0307	melvc@bellsouth.net
Tony Cobb	204 Champion Drive, Springfield	828-4156	tonycobbcon@gmail.com
Jim Driver	3905 N. Lincoya Ct., Springfield	382-7096 973-6876	driver1990@comcast.net
Curtis Honts	4916 Thomasville Road, Chapmansboro 37035	685-3165 974-8636	curtis.honts@gmail.com
Ben Johnston	135 Eagle Pointe, Springfield	207-9366	blj5star@comcast.net
Tom Kerns	P.O. Box 1589, Springfield	476-0051	al1776gw@comcast.net
Phil Klober	2006 Alycia Way, Pleasant View, 37146	746-0706	pklober@klobereng.com

### 2 YEAR

Mike Cobb	4305 Nicks Dr. Springfield	504-6908	michaelcobb07@comcast.net
Drew Cobb	2610 Driftwood Dr. Springfield	533-6104	dcobb@solomonbuilders.com
Todd Ballard	3308 Legacy Dr. Springfield	955-0103	atoddballard@att.net
Tim Prowse	226 Sanctuary Ct. Springfield	418-8872	t.prowse@yahoo.com
Jay Johnson	312 Boren St. Springfield	830-1110	joejohnsonlaw@gmail.com
Crockett Parrish	403 N Pawnee Dr. Springfield	440-2371	alexcparrish@yahoo.com
Jon Graves	2011 Bryans Park Ct. Springfield	406-8509	jon@bluegrassrealty.com
Patrick Lindahl	119 Sam Davis Dr. Springfield	473-4027	Patlindahl26@yahoo.com

### 3 YEAR

Terry Burr	5155 Minnis Rd., Springfield	678-908-9390	tkburr629@gmail.com
John Edwards	6471 Hwy 41 N, Cedar Hill	305-2213	jedwardstn@gmail.com
Kevin Evetts	2561 New Cut Rd, Greenbrier	887-3639	kevin.evetts@nfib.org
Aaron Harris	3021 Derby Town Rd, Greenbrier	944-1269	a677h@bellsouth.net
Tommy Hoge	3727 Sloan Rd., Springfield	533-6934	tamsrt392@outlook.com
Steve Smith	2594 South Mt. Pleasant Rd, Greenbrier	479-7995	steven.a.smith52@gmail.com
Joseph Traughber	2024 St. Michaels Ln, Cedar Hill	804-8292	josephtraughber@bellsouth.net
Chris Williams	3657 Catholic Church Road, Cedar Hill	881-4374	williamschristian111964@gmail.com

## **Church Council**

### *Springfield Baptist Church*

I. Purpose: The church council is to assist Springfield Baptist Church in carrying out the Great Commission in the spirit of the Great Commandment. It is the organization through which the ministries and committees coordinate their activities. The council shall be responsible for managing and overseeing all facets of church function including, but not limited to calendar planning and priorities, coordinating and evaluating ministries priorities, fostering communication within the various ministries and committees. Note: The council does not replace the work of standing committees or ministries but works to enhance communication, coordination and collaboration.

II. Membership and Term of Office: Because of the nature and responsibilities of the church council, its membership and term of office shall fall outside the regular church committee policy. The council shall consist of the senior pastor and eight (8) non-staff members who are in good standing with the church, of whom shall be a minimum of 2 men and 2 women. The only default member shall be the chairman of the deacons, who shall serve a 1-year term on the council commensurate with his term as chairman of the deacons, all other members of the council shall serve a 3-year term, utilizing the same church year designated for other elected positions. A chairperson of the council shall be elected annually by members of the council. Should a member of the council vacate his or her term prior to the completion of the term, the council shall enlist a replacement to finish out the term.

- The initial church council shall be selected and nominated by the transition team and be voted on and approved by majority of the members of the church. Each member of the initial council, other than the chairman of the deacons, shall serve a full 3-year term with no rotation off during the initial term.
- After the initial term of the church council and thereafter, a portion of members of the council shall rotate off every year after serving their 3-year term. Any members rotating off the church council must take a minimum of 1 election cycle off from being re-elected from the annual church council election process; however, they may serve if the church council requests for them to replace a vacated position during an active term. Beginning with the 4<sup>th</sup> year, 3 council members shall rotate off the council and be replaced with 3 new members; beginning with the 5<sup>th</sup> year, 2 council shall rotate off the council and be replaced with 2 new members; beginning with the 6<sup>th</sup> year, 2 council members shall rotate off the council and be replaced with 2 new members. Prospective nominees for church council shall be nominated by the church body, voted upon by the church body, and receive at least a majority vote by the church body. Thereafter, prior to the appointment of the nominees to the church council, the nominees shall be vetted by an ad hoc

team consisting of the senior pastor, chairperson of the church council, and church moderator, who shall have the final authority to accept or decline the nominee for church council.

The senior pastor shall be a member of the council, but shall not have voting privileges. The senior pastor and/or appropriate staff designee shall represent the interest of the church staff before the council. The senior pastor sets the agenda for and conducts the council meetings. In the absence of the senior pastor the chairperson of the council will set the agenda and conduct the council meetings.

Each member of the council shall be assigned responsibility for various standing church committees. The council member shall not be the chairperson of assigned committees. Each council member shall represent the interests of the assigned committees before the council and shall be responsible for communicating and advocating the activities, interests and concerns of the assigned committees at each council meeting.

The council shall meet no less than monthly at a set date and time agreed upon and set by the council. Special called meetings may be conducted for matters that require immediate attention or cannot wait until the next regular scheduled meeting. A quorum for all council meetings shall be 75% of council members and a minimum of 6 votes is required to affirmatively pass a motion.

### III. Church Council Qualifications:

- A council member shall not have a spouse, parent, or child in another leadership position of the church (staff, committee chair, and/or council).
- A council member shall exhibit the spiritual gifts of service, leadership, and discernment in other areas of ministry and service within the church such as committees, ministerial, VBS, Mission Springfield, etc.
- A council member shall be an active member of SBC for a minimum of three (3) years.
- A council member shall exemplify those characteristics identified in the Church Council Covenant and be willing to commit himself/herself to God and the members of SBC by formally adopting the Covenant upon appointment to the council.

### IV. Principal Duties:

- Coordinate and synchronize the decision-making processes of the church to enhance better communication and coordination of ministries and resources.
- Collaborate with ministry and committee leaders to develop and implement a comprehensive program of worship, evangelism, missions, discipleship, enlistment, equipping, and stewardship necessary to carry out the Great Commission in the spirit of the Great Commandment.
- Make recommendations to the church related to ministries and church priorities, (all recommendations from committees or ministries must be

vetted and approved by the council before being presented to the church body for a vote).

- Preparing for approval by the church a calendar of activities for accomplishing the above objectives.
- The council shall report to the church at least once each quarter.
- Recommending and/or approving activities and procedures for the church programs and service organizations. All recommendations from committees or ministries must be vetted and approved by the council before being presented to the church body for a vote).
- Regularly evaluating the results of all programs, ministries, and activities and recommending changes where needed.
- Enhancing communication between church ministries and committees to avoid conflict, confusion and duplication.
- Administering church discipline as specified in the church by-laws.

## Church Council Covenant

Having agreed to serve as a member of the Church Council and being in agreement with the vision, mission, ministries and purpose of Springfield Baptist Church (SBC), I now commit myself to God and to the members of SBC to do the following:

- I commit to be faithful to:
  - God
  - My Family
  - The Church
- I commit to be a person of integrity by:
  - Maintaining honesty, respectability and confidentiality
  - Being humble, blameless and upright
  - Being an encourager
  - Being willing to collaborate with others
- I commit to be a person of prayer by:
  - Having a consistent daily prayer life
  - Seeking God's will to be revealed in all matters
  - Supporting the Council through my daily and consistent prayers
- I commit to seek God's wisdom by:
  - Daily Bible Study and reflection
  - Regular and active participation in the Bible Studies and Worship services at SBC
  - Seeking the guidance and power of the Holy Spirit in all things
- I commit to be a peacemaker by:
  - Being a good listener
  - Being a supportive advocate for the church Staff and the Council
  - Refusing to spread gossip
  - Being a cooperative member of the Council
  - Always seeking to diffuse conflict Biblically
- I commit to be a willing servant by:
  - Giving of my time, talent and resources
  - Giving at least a tithe of my income to SBC while supporting other missions and other causes of the church
  - Being willing to be equipped for ministry and to equip others
  - Walking the walk of the Christian faith
  - Discovering and using my spiritual gifts in the life of the church and beyond
- I commit to demonstrate accountability through continual spiritual growth by:
  - Being responsible to God, my family and SBC through my actions, words and deeds
  - Being accountable to the Council and to represent the best interest of the church
  - Leading out in service and ministry to the membership



## What are the Responsibilities?

The main responsibilities of the Church Council are gleaned from:

1. the \_\_\_\_\_ of the New Testament church,
2. Biblical responsibilities of the \_\_\_\_\_,
3. and the current committee structure of Springfield Baptist Church.

The purpose of a committee is to \_\_\_\_\_ the work of ministry and to \_\_\_\_\_ the expertise or willingness of the membership.

## Roles and Relationships of Committees

### **Article V: Paragraph 2 – Purpose**

1. Standing and select committees will be accountable for the exercise of authority as specifically delegated by the church.
2. The Assembly, by definition, will consist of all those eligible voting members of this church (quorum a minimum) who assemble together as a “committee of the whole.”
3. The Assembly will specifically deal with the selection of the deacon body, the pastor selection committee, pastoral team selection committees, and the election of messenger to denominational meetings.

### **Paragraph 3: - Relationships**

All committees of this church, whether select or standing, will be solely responsible to the church. They will be accountable for functional performance as herein specified and in the framework of the expressed desire of the church. No committee will have authority over any other committee. Appropriate cooperation between committees is expected and will be manifested.

## Decision Making

The *conception* of a decision is the job of the \_\_\_\_\_.

The *management* of the decision is the job of the staff member, committee member(s) and/or the council member(s).

The *oversight* of a decision is the job of the pastor and multiplied by the staff and church council.

### Two main Action Steps of the Church Council

1. \_\_\_\_\_
  - a. It is the job of Pastor to give oversight to all aspects of the church. Church council and staff multiply the office of pastor by providing more oversight than is possible for one individual.
  - b. Specifically, the church council member provides oversight in the particular areas of assignment. Generally, the church council provides oversight in all areas as to synergize all ministries by making them ...
    - i. ergonomic in its \_\_\_\_\_,
    - ii. and Gospel-centered in its \_\_\_\_\_.
  - c. Providing oversight means supervising a particular/assigned ministry and providing prayer coverage for that particular ministry.

2. \_\_\_\_\_

#### ***What type of information do we communicate? (Types of Information)***

- a. \_\_\_\_\_ (Never Ready OR Not Ready Yet)
  - i. Church Discipline Issues
  - ii. Nomination and/or voting information
  - iii. Description: Information that should be anonymous or confidential because the risk of damaging a person or people.

We need to be a place of redemption and not a place of Scarlet Letters.

iv. Psychology: A healthy organization corrects issues and creates opportunities in a redemptive manner. If sin, error or simple mistakes are communicated then stigmas and narratives are created that cannot be uncreated.

b. \_\_\_\_\_ (Never Ready OR Not Ready Yet)

i. Think tank ideas

ii. Dreaming

iii. Problem-solving

iv. Descriptions: Information caused by dreaming and problem solving that may not be the end result. Information that could lead to different substantial information or direction so it is not the final product to be communicated.

v. Psychology: A healthy organization has space for dreaming, incorrect thoughts, trailblazing, redemption, forgiveness, etc. To communicate at this level may commit someone to an idea that is not good or fully formed.

c. \_\_\_\_\_ (Ready for Communication)

i. Not Ready Yet

1. Information that may still need to be worked out before communicated to others.

ii. Ready

1. Information that has been dreamed and vetted.

Information that is ready to be communicated to others.

Typically, a church council meeting will \_\_\_\_\_ include the oversight/reporting of ministry along with prayer for that ministry.

## Three Understandings

**1st understanding:** Not a \_\_\_\_\_.

- The church council is not a position in the Bible like Pastor or Deacon.
- A council within the local church is a post Biblical concept.

**2nd understanding** (Comes from 1st Understanding): A group of people that has NO Biblical \_\_\_\_\_.

- A council set up in this manner has NO authority.
- The council is not about control but communication.
- They are not a decision-making body.

**3rd understanding** (Comes from 1st and 2nd Understanding): At most the council is an \_\_\_\_\_ and \_\_\_\_\_ of the Pastor Office.

- The council members are not to run the church but assist the pastor in extension and multiplication of his efforts and biblical authority.
- The only authority that they are allowed to have has to come from the Role of Pastor OR it will usurp God's intention of church governance.

**Springfield Baptist Church Council (Updated 2-2021)**  
 Senior Pastor, Seven (7) Congregation Elected Council Members, Deacon Chair

Church Council Areas of Responsibilities (3-year Commitment)

<b>Standing Committees</b>	<b>Church Ministries</b>	<b>Deacon Chair</b>
Budget and Finance	Bread Ministry	Deacon Body
Building and grounds	Celebrate Recovery	Homebound
By-Laws	College and Young Adult	Lord's Supper
Committee on Committee	English Language Learners	Ordinance
Kitchen Crew	Membership Class	Widow Ministry
Missions	Men's Ministry	
Nominating	Women's Ministry	
Personnel	Senior Adult Ministry	
Preschool Education		
Safety Team		
Special Events		
Tellers		
Transportation		
Ushers		

**Committee's Responsibilities evolving to staff responsibilities (due to hiring):**

Kitchen Crew, Missions, Preschool Education, Special Events, Bread Ministry, Celebrate Recovery, English Language Learners, Senior Adult Ministry, Lord's Supper, Ordinance

**Church Council Descriptors<sup>3</sup>**

- \* Senior Pastor is a non-voting member of the Church Council (no rotation).
- \* Deacon Chairman is a voting member of the Church Council (1-year rotation).
- \* Church Council will annually elect its chairperson and vice chair.
- \* Quorum is 75% of voting church council members (6 of 8).
- \* Six (6) affirmative votes minimum required to pass a motion.
- \* Senior Pastor sets the agenda and conducts the Council meetings.
- \* Senior Pastor and/or his staff designee represents the interest of the Church Staff.
- \* The church council is an extension and multiplication of the pastoral office.
- \* The church council member is to help oversee particular ministries of the church with a duty to collaborate, communicate and synergies all efforts of the church with the pastor, ministerial staff and other church council members.

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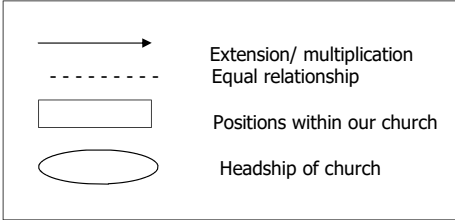
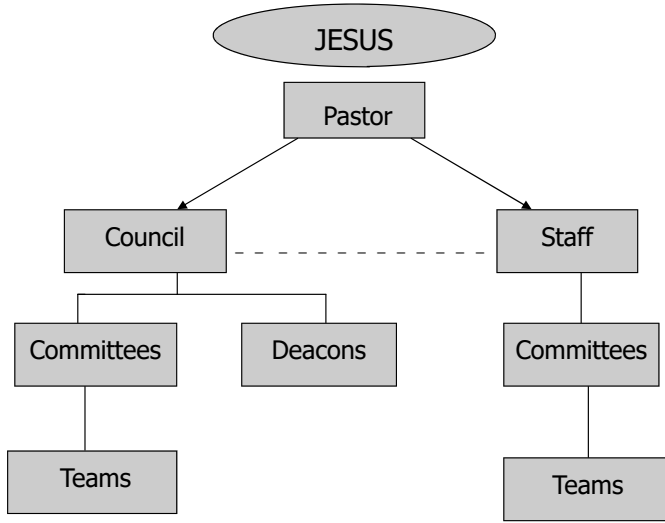
<sup>3</sup> Current and other potential committees and ministries assigned by the church.

# Organizational Chart

*Springfield Baptist Church*

Matthew  
18

Congregation



## Conflict Resolution within Church

Conflict resolution boils down to one simple fact ... fighting amongst one another accomplishes \_\_\_\_\_ for God's glory.

What are some ways secular businesses handle conflict within the workspace?

- 1.
- 2.
- 3.

What are some ways that you have personally seen conflict resolution take place within your family?

- 1.
- 2.
- 3.

What are some ungodly ways to handle conflict within the church family?

- 1.
- 2.
- 3.

### **Consider these passages:**

*You shall make an altar of earth for Me, and you shall sacrifice on it your burnt offerings and your peace offerings, your sheep and your oxen; in every place where I cause My name to be remembered, I will come to you and bless you.*

*- Exodus 20:24 (NAS)*

*And the seed whose fruit is righteousness is sown in peace by those who make peace.*

*- James 3:18 (NAS)*

*He must turn away from evil and do good; he must seek peace and pursue it.*

*- 1 Peter 3:11 (NAS)*

## Church Discipline Steps

Who	Steps	Action	Description	Scripture
Witness(s) <small>(Christian, church member, etc.)</small>	1	Privately	Privately show the fault of the sinful individual	Matthew 18: 15
	2	Witnesses	If sinful individual refuses to repent, take another witness with you.	Matthew 18: 16
	3	Notify	If sinful individual refuses to repent, take the matter to the church leadership.	Matthew 18: 17
Church Leadership	4	Remove	Remove sinful individual from ministry position(s), Bible Studies and fellowship. The sinful individual is to only participate in counseling with church leadership.	1 Corinthians 5: 2 - 13
	5	Forgiveness	A place of forgiveness and comfort should be created for the sinful individual if he/she decides to repent.	2 Corinthians 2: 5 - 8
	6	Warning	Do not associate with sinful individual. If you have contact with the sinful individual, then warn them as a brother.	Romans 16: 17 - 18; 2 Thessalonians 3: 14, 15
	7	Reject	Reject the sinful individual from the church body.	Titus 3: 10, 11; Matthew 18: 17b

### ***Three (3) Biblical Aspects to Remember:***

- There is a church \_\_\_\_\_:
  - Exodus 20:1-17; 1 Corinthians 5:11; 6:9-11; Ephesians 4:25-32; 5:1-21; Colossians 3:5-11.
  
- The goal of church discipline is the same as spiritual discipline: \_\_\_\_\_.
  
- As a Christian, if you are offended then no one but the offender should know unless it needs to move to step two. Otherwise it is considered \_\_\_\_\_.



# Miscellaneous ... but

## *Important Information*



*Though I have many things to write to you, I do not want to do so with paper and ink; but I hope to come to you and speak face to face, so that your joy may be made full.*

*- 2 John 1: 12 (NAS)*



2022 Budget Proposal

	<u>2021 Budget</u>	<u>2022 Proposed Budget</u>	<u>% of Budget</u>	<u>\$ Change</u>	<u>% Change</u>
<b>Personnel</b>					
<b>Salaries</b>					
51100 Ministerial Staff	\$ 331,476	\$ 339,242	26.2%	\$ 7,766	2.34%
51150 Administrative Staff	80,855	82,492	6.4%	1,637	2.02%
51200 Facilities Staff	31,200	31,834	2.5%	634	2.03%
51250 Accompanist	21,746	21,746	1.7%	0	0.00%
51260 Nursery Staff	16,000	16,000	1.2%	-	0.00%
51270 Intern Staff	6,500	2,000	0.2%	(4,500)	-69.23%
51300 Christmas Bonus	4,000	4,000	0.3%	-	0.00%
51400 Ministerial Housing	54,300	54,300	4.2%	-	0.00%
51490 Grant to Preschool	3,940	-	0.0%	(3,940)	-100.00%
<b>Total Salaries</b>	<b>550,017</b>	<b>551,614</b>	<b>42.7%</b>	<b>1,597</b>	<b>0.29%</b>
<b>Benefits</b>					
51500 Insurance Benefits	64,362	66,951	5.2%	2,589	4.02%
51520 Retirement Benefits	37,637	38,390	3.0%	753	2.00%
51550 Payroll Tax	22,189	22,588	1.7%	399	1.80%
51570 Background Checks	1,500	1,500	0.1%	-	0.00%
51590 Workers Compensation Ins	750	750	0.1%	-	0.00%
<b>Total Benefits</b>	<b>126,438</b>	<b>130,179</b>	<b>10.1%</b>	<b>3,741</b>	<b>2.96%</b>
<b>Total Personnel</b>	<b>676,455</b>	<b>681,793</b>	<b>52.7%</b>	<b>5,338</b>	<b>0.79%</b>
<b>Administrative Expense</b>					
51530 Cell Phone Allowance	2,700	2,700	0.2%	-	0.00%
52110 Accounting/Audit	16,000	12,000	0.9%	(4,000)	-25.00%
52200 Kitchen Supplies	5,000	5,000	0.4%	-	0.00%
52230 Dues & Subscriptions	500	400	0.0%	(100)	-20.00%
52250 Office Expense	12,000	14,000	1.1%	2,000	16.67%
52265 Baptist Reflector	600	400	0.0%	(200)	-33.33%
52270 Postage	4,000	4,000	0.3%	-	0.00%
52275 Offering Envelopes	2,500	2,500	0.2%	-	0.00%
52280 Copier Rental	9,600	9,600	0.7%	-	0.00%
52350 Equipment & Maintenance	7,100	5,000	0.4%	(2,100)	-29.58%
52360 Technology-Software	8,653	9,000	0.7%	347	4.01%
52380 Website	2,165	752	0.1%	(1,413)	-65.27%
54120 Merchant Fees	8,500	10,000	0.8%	1,500	17.65%
<b>Total Administrative Expense</b>	<b>79,318</b>	<b>75,352</b>	<b>5.8%</b>	<b>(3,966)</b>	<b>-5.00%</b>
<b>Facilities Expenses</b>					
52190 Insurance	34,788	26,000	2.0%	(8,788)	-25.26%
53110 Utilities	60,320	60,000	4.6%	(320)	-0.53%
53120 Waste Disposal	3,000	2,500	0.2%	(500)	-16.67%
53130 Cleaning Service	22,100	23,000	1.8%	900	4.07%
53140 Church Supplies	9,886	12,000	0.9%	2,114	21.38%
53150 Maintenance-HVAC	2,500	1,000	0.1%	(1,500)	-60.00%
53160 Maintenance-Facilities	40,960	41,664	3.2%	704	1.72%
53180 Pest Control	1,540	1,000	0.1%	(540)	-35.06%
53200 Vehicles	3,500	2,500	0.2%	(1,000)	-28.57%
<b>Total Facilities Expenses</b>	<b>178,594</b>	<b>169,664</b>	<b>13.1%</b>	<b>(8,930)</b>	<b>-5.00%</b>



.022 Budget Proposal

	<u>2021 Budget</u>	<u>2022 Proposed Budget</u>	<u>% of Budget</u>	<u>\$ Change</u>	<u>% Change</u>
<b>Security</b>					
Security Patrol	15,000	15,000	1.2%	-	0.00%
<b>Total Security Expense</b>	<b>15,000</b>	<b>15,000</b>	<b>1.2%</b>	<b>-</b>	<b>0.00%</b>
<b>Pastoral Expense</b>					
51530 Cell Phone Allowance	1,680	1,680	0.1%	-	0.00%
51540 Auto-Milage	4,600	4,600	0.4%	-	0.00%
52100 Ministry Related Exp	4,000	4,000	0.3%	-	0.00%
52325 Convention	4,470	4,070	0.3%	(400)	-8.95%
52340 Pulpit Supply	2,800	2,800	0.2%	-	0.00%
57100 Retreats	3,400	2,900	0.2%	(500)	-14.71%
57120 Staff Enrichment & Recognition	2,500	2,500	0.2%	-	0.00%
57570 Outreach	3,000	2,518	0.2%	(482)	-16.07%
57590 Leadership Development	1,200	1,200	0.0%	(1,200)	-100.00%
<b>Total Pastoral Expense</b>	<b>27,650</b>	<b>26,268</b>	<b>2.0%</b>	<b>(1,382)</b>	<b>-5.00%</b>
<b>Children's Ministry</b>					
51530 Cell Phone Allowance	900	900	0.1%	-	0.00%
51540 Auto-Milage	1,500	1,500	0.1%	-	0.00%
52100 Ministry Related Exp	1,800	1,800	0.1%	-	0.00%
Bibles	300	-	0.0%	(300)	-100.00%
Discipleship Supplies	3,000	2,800	0.2%	(200)	-6.67%
52160 Literature & Curriculum	800	500	0.0%	(300)	-37.50%
52220 Marketing & Promotion	1,250	1,000	0.1%	(250)	-20.00%
52240 Nursery Supplies	750	750	0.1%	-	0.00%
52260 Outreach/Evangelism	1,800	2,120	0.2%	320	17.78%
52315 Special Programs & Events	9,000	8,000	0.6%	(1,000)	-11.11%
52325 Convention	1,500	1,500	0.1%	-	0.00%
Supplies	500	500	0.0%	-	0.00%
57100 Camps	6,000	6,000	0.5%	-	0.00%
57125 Volunteer Appreciation	1,500	1,500	0.1%	-	0.00%
57200 Activities	3,000	2,800	0.2%	(200)	-6.67%
57250 VBS	5,000	5,000	0.4%	-	0.00%
<b>Total Children's Ministry</b>	<b>38,600</b>	<b>36,670</b>	<b>2.8%</b>	<b>(1,930)</b>	<b>-5.00%</b>
<b>Student's Ministry</b>					
51530 Cell Phone Allowance	900	900	0.1%	-	0.00%
51540 Auto-Milage	1,500	500	0.0%	(1,000)	-66.67%
52100 Ministry Related Exp	1,500	2,500	0.2%	1,000	66.67%
52115 Discipleship Studys	1,500	1,000	0.1%	(500)	-33.33%
52150 Literature & Curriculum	1,000	1,000	0.1%	-	0.00%
52220 Marketing & Promotion	1,000	1,000	0.1%	-	0.00%
52230 Ministry Contacts/Gifts	1,000	1,000	0.1%	-	0.00%
52260 Outreach	1,500	1,000	0.1%	(500)	-33.33%
52290 Teacher Resources	1,000	1,000	0.1%	-	0.00%
52315 Special Programs & Events	9,000	9,000	0.7%	-	0.00%
52325 Convention	1,500	1,500	0.1%	-	0.00%
52340 Supplies/Refreshments	2,250	2,168	0.2%	(82)	-3.64%
57100 Camps	8,000	7,500	0.6%	(500)	-6.25%
57200 Activities	-	-	0.0%	-	-
<b>Total Student's Ministry</b>	<b>31,650</b>	<b>30,068</b>	<b>2.3%</b>	<b>(1,582)</b>	<b>-5.00%</b>



2022 Budget Proposal

	<u>2021 Budget</u>	<u>2022 Proposed Budget</u>	<u>% of Budget</u>	<u>\$ Change</u>	<u>% Change</u>
<b>Music Ministry</b>					
51530 Cell Phone Allowance	900	900	0.1%	-	0.00%
51540 Auto-Milage	1,500	1,500	0.1%	-	0.00%
52100 Ministry Related Exp	2,200	2,000	0.2%	(200)	-9.09%
52150 Literature & Curriculum	4,000	3,200	0.2%	(800)	-20.00%
52230 Ministry Contacts/Gifts	500	500	0.0%	-	0.00%
52315 Special Programs/Events		-	0.0%	-	-
52320 Special Guests	1,500	-	0.0%	(1,500)	-100.00%
52325 Convention	2,500	2,500	0.2%	-	0.00%
52340 Pulpit Supply	800	800	0.1%	-	0.00%
52350 Equipment & Maintenance	3,000	3,000	0.2%	-	0.00%
52360 Technology-Software	1,440	1,550	0.1%	110	7.64%
57200 Activities	2,800	2,500	0.2%	(300)	-10.71%
57500 Christmas	2,700	2,600	0.2%	(100)	-3.70%
57525 Easter	1,600	2,000	0.2%	400	25.00%
<b>Total Music Ministry</b>	<b>25,440</b>	<b>23,050</b>	<b>1.8%</b>	<b>(2,390)</b>	<b>-9.39%</b>
<b>Worship/Media</b>					
52120 CD's/DVD's	290	-	0.0%	(290)	-100.00%
52130 Communion Supplies	400	500	0.0%	100	25.00%
52160 Decorations	1,000	1,000	0.1%	-	0.00%
52220 Marketing & Promotion	3,500	3,500	0.3%	-	0.00%
52500 Radio Broadcast	4,160	4,160	0.3%	-	0.00%
52510 Media Center	1,500	1,500	0.1%	-	0.00%
52520 AV Supplies	2,250	2,903	0.2%	653	29.02%
<b>Total Worship/Media</b>	<b>13,100</b>	<b>13,563</b>	<b>1.0%</b>	<b>463</b>	<b>3.53%</b>
<b>Education Ministry</b>					
51530 Cell Phone Allowance	900	900	0.1%	-	0.00%
51540 Auto-Milage	4,000	3,000	0.2%	(1,000)	-25.00%
52100 Ministry Related Exp	1,300	1,200	0.1%	(100)	-7.69%
52155 Literature-Sunday School	14,500	14,500	1.1%	-	0.00%
52160 Literature-Small Groups	1,500	1,425	0.1%	(75)	-5.00%
52260 Outreach	1,000	1,000	0.1%	-	0.00%
52290 Teaching Aids	350	200	0.0%	(150)	-42.86%
52315 Special Programs	800	700	0.1%	(100)	-12.50%
52325 Convention	1,500	1,500	0.1%	-	0.00%
52330 Training & Promotion	1,500	1,500	0.1%	-	0.00%
57320 Leadership Banquet	1,000	1,000	0.1%	-	0.00%
57340 Fellowships/Banquets	75	75	0.0%	-	0.00%
<b>Total Education Ministry</b>	<b>28,425</b>	<b>27,000</b>	<b>2.1%</b>	<b>(1,425)</b>	<b>-5.01%</b>
<b>Adult &amp; Community Groups</b>					
57220 Women's Activities	3,000	2,850	0.2%	(150)	-5.00%
57230 Men's Activities	2,000	1,900	0.1%	(100)	-5.00%
##### Young Adults	-	1,500	0.1%	1,500	-
57240 Senior Adults	1,000	950	0.1%	(50)	-5.00%
57360 Celebrate Recovery	1,200	1,140	0.1%	(60)	-5.00%
<b>Total Adult &amp; Community Groups</b>	<b>7,200</b>	<b>8,340</b>	<b>0.6%</b>	<b>1,140</b>	<b>15.83%</b>



2022 Budget Proposal

	<u>2021 Budget</u>	<u>2022 Proposed Budget</u>	<u>% of Budget</u>	<u>\$ Change</u>	<u>% Change</u>
<b>All Church Events</b>					
57550 Family Night Meal	4,800	4,560	0.4%	(240)	-5.00%
57570 Outreach	-	-	0.0%	-	-
57580 Recreation	1,000	950	0.1%	(50)	-5.00%
<b>Total Expenses</b>	<b>5,800</b>	<b>5,510</b>	<b>0.4%</b>	<b>(290)</b>	<b>-5.00%</b>
<b>Missions Ministry</b>					
52360 Technology-Software	1,500	1,500	0.1%	-	0.00%
55100 Benevolence	3,300	2,640	0.2%	(660)	-20.00%
55110 General Missions Projects	8,500	6,800	0.5%	(1,700)	-20.00%
55115 Servant Evangelism	3,000	2,400	0.2%	(600)	-20.00%
55130 Open Door PC	3,000	2,400	0.2%	(600)	-20.00%
55135 Food Pantry	-	-	0.0%	-	-
55140 United Ministries	2,000	1,600	0.1%	(400)	-20.00%
55150 Backpack Attack	2,900	2,300	0.2%	(600)	-20.69%
55160 Mission Springfield	4,000	3,000	0.2%	(1,000)	-25.00%
55170 Night to Shine	4,000	3,000	0.2%	(1,000)	-25.00%
55300 Cooperative Program	131,754	129,309	10.0%	(2,445)	-1.86%
55310 Rob Co Baptist Assoc	26,350	25,862	2.0%	(488)	-1.85%
<b>Total Missions</b>	<b>190,304</b>	<b>180,811</b>	<b>14.0%</b>	<b>(9,493)</b>	<b>-4.99%</b>
<b>Total Budgeted Expenses</b>	<b>1,317,536</b>	<b>1,293,089</b>	<b>100.0%</b>	<b>(24,447)</b>	<b>-1.86%</b>

# The Southern Baptist Convention Budget

**56      2021 SOUTHERN BAPTIST CONVENTION BOOK OF REPORTS**

**Recommendation 5: 2021-22 SBC Cooperative Program Allocation Budget**

The Southern Baptist Convention Executive Committee recommends the Southern Baptist Convention meeting in Nashville, Tennessee, June 15-16, 2021, adopt the 2021-22 SBC Cooperative Program Allocation Budget in the amount of \$190,000,000 as follows:

**2021-22 PROPOSED SBC COOPERATIVE PROGRAM ALLOCATION BUDGET**

	<b>2021-22 Budget Allocation</b>	<b>2021-22 % of Total Allocation</b>
<b>World Mission Ministries:</b>		
International Mission Board	\$ 95,678,180	50.41%
North American Mission Board	<u>43,255,420</u>	<u>22.79%</u>
Total World Mission Ministries	<u><b>138,933,600</b></u>	<u><b>73.20%</b></u>
<b>Theological Education Ministries:</b>		
Seminaries--		
Gateway	3,564,312	1.88%
Midwestern	7,627,303	4.02%
New Orleans	6,601,538	3.48%
Southeastern	7,018,454	3.70%
Southern	10,152,132	5.35%
Southwestern	<u>6,640,421</u>	<u>3.50%</u>
Historical Library and Archives	41,604,160	21.92%
Total Theological Education Ministries	<u>455,520</u>	<u>0.24%</u>
<b>42,059,680</b>	<u><b>22.16%</b></u>	
<b>Christian Ethics and Religious Liberty Ministries:</b>		
Ethics & Religious Liberty Commission	<u>3,131,700</u>	<u>1.65%</u>
<b>Facilitating Ministries:</b>		
SBCEC & SBC Operating Budget	<u>5,675,020</u>	<u>2.99%</u>
<b>Total Budget Allocation</b>	<u><b>189,800,000</b></u>	<u><b>100.00%</b></u>
<b>Special Priority Allocation:</b>		
SBC VISION 2025 Initiative	<u>200,000</u>	
<b>Total</b>	<u><b>\$ 190,000,000</b></u>	

Any overage of gifts received above the Cooperative Program Allocation Budget will be distributed as follows: Initial 10% of the overage to be used to support the SBC VISION 2025 initiative with the balance of the overage to the other distributees in accord with the percentages approved for them in the Cooperative Program Allocation Budget, and that such a distribution of overage continue until duly amended.

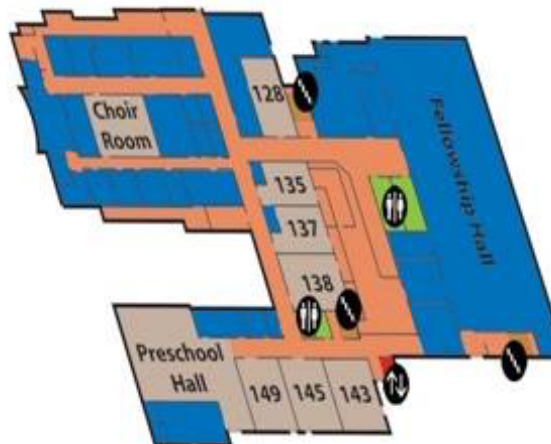
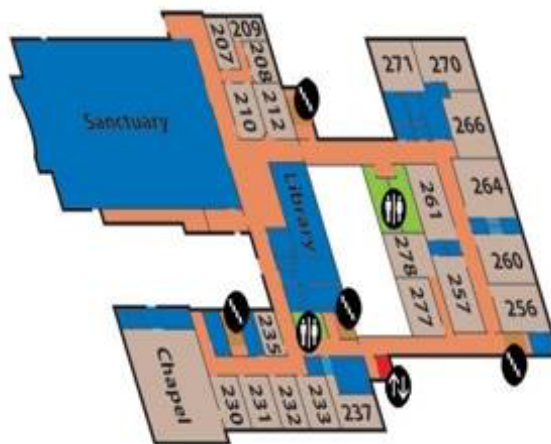
## Sample Annual Calendar "in flux"

### Springfield Baptist Church Yearly Calendar

1/1/2022

	Sunday Services Special Events	Lord's Supper Business Mtg	Member Class	Church Council	Deacon Body	Committees & Sunday School	Personnel Committee	Budget & Finance
January		Membership Meeting						
February	Sr. Adults Dinner			Nominating Vetting	Soup-n-Bowl			
March	Annie Armstrong			Vote New Term				
April	Easter Activities	Membership Meeting			Announcement	Announcement		
May	Graduation				Congregational Nominations	CoC & Nominating		
June	VBS Camps				Vetting	Vetting		
July	Reach Robertson County	Membership Meeting			Vote	Vote		Budget Preparations
August	RCBA Med/Dental				Ordination		Annual Reviews	Recommendations to Finance
September					SBC Committees' Start of New Calendar Year			
October	Fall Festival	Membership Meeting			Senior Adults Banquet			Mailed Out Discussions
November	Operation C.C. SBC Thanksgiving							Vote by Called Mtg
December	Lottie Moon Advent Season							

# Building Map





## Sunday School Classes

Room	Ages	Teacher
Coed-Ed	233/ 50's-70's	Onstott
Adult	320/ 40's-60's	Goodman
	321/ 35-55	Williams
	322/ 40's- 50's	Baker
	324/ All	Converse
	309/ 30's- 40's	Krisle
	237/ All	Woodall
	353/ 30's-40's	Fowler/Baker
	323/ All	Stewart
	Preschool Hall/ All	Kerns/Apple
	313/Singles 40's-60's	Ralston
	237/ 20's-30's	Woodall
	305/ Young Adults	Galluzzi
	Men's	230/ 70's-80's
3rd Floor Near 309/ 50's-60's		Fowler
Women's	232/ 70's-90's	Bibb, Cobb, Hogan
	212/ 60's-70's	Barnes
	210/ 60's-70's	Bell
	207/ 40's-60's	Gallagher
Special Friends	315/ Special Needs	Carr/Campbell
Students	364/ 6th-8th Girls	Student leaders
	357/ 6th-8th Boys	Student leaders
	363/ 9th-12th Girls	Student leaders
	366/ 9th-12th Boys	Student leaders
Children	264/ K-1st Grades	Children leaders
	260 / 2nd & 3rd	Children leaders
	256 / 4th & 5th	Children leaders
Preschool	261/ 3's- & 4's	Preschool leaders
	257/ 2 year olds	Preschool leaders
Nursery	2nd Floor	

## Our Affiliations

We are affiliated with the \_\_\_\_\_ County Baptist Association of the \_\_\_\_\_ Baptist Convention of the Southern Baptist Convention.

### WHAT IT MEANS TO BE A MEMBER

The difference between “*attenders*” and “*members*” can be summed up in one word: \_\_\_\_\_.

**At Springfield, we recognize the need for a formal membership. We ask you to commit to membership for four reasons:**

**A \_\_\_\_\_ Reason: Christ is committed to the Church.**

*“...Christ loved the church, and He gave His life for it.”*  
*Ephesians 5: 25*

**A \_\_\_\_\_ Reason: It is an antidote for society.**

We live in an age where very few want to be committed to anything...a job, a marriage, or a country. This attitude has even produced a generation that is unchurched and morally bankrupt. Membership swims against the current of America’s amoral plunge. It is an unselfish decision. Commitment always builds character.

**A \_\_\_\_\_ Reason: It defines who can be counted on.**

Every team must have a roster. Every school must have an enrollment. Every business has a payroll. Every army has an enlistment. Even our country takes a census and requires voter registration. Membership identifies our family.

A \_\_\_\_\_ **Reason: It produces spiritual growth.**

The New Testament places a major emphasis on the need for Christians to be accountable to each other for spiritual growth. You cannot be accountable when you are not committed to any specific church family.

## **WHAT IS EXPECTED OF ME AS A MEMBER?**

At Springfield, we never ask our members to do more than the Bible clearly teaches. We only expect our members to strive to do what the Bible expects every Christian to do. These responsibilities are spelled out in the Membership Covenant.

**Springfield Baptist Church**  
**Church Membership Covenant**  
*As found in our by-laws*

We are a community of believers in God as revealed in Jesus Christ as Lord. We believe in the authority of the Bible, the equality of all members, unity in diversity, and the priesthood of all believers. In communion with and through the power of the Holy Spirit, we seek to follow the way of Jesus Christ and share the Good News of the Lord God through worship, education, evangelism, ministries, and missions. As an autonomous Baptist church, we value our heritage as Baptists and the freedom it allows us to minister along side other Christian groups, both Baptists and non-Baptists. We express our love for all in gratitude for the love God has shown to us.

At this time and this place, as members of this fellowship called Springfield Baptist Church, our only calling is to be the people of God. We are here by choice for the specific purpose of worshipping God and ministering in the name of the Lord Jesus Christ.

As the Scripture declares in Galatians 3:28, “There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus.” We are one in Jesus Christ. As all stand equal under God, so they are in the congregation. Every brother and sister in a minister of the Gospel.

As a member of this fellowship, and as a child of God, I commit myself to seek to attain these privileges and responsibilities:

- I will attend regularly and support faithfully the opportunities for worship and education provided by this congregation;
- I will offer to know and love other members of this fellowship, and I am willing to be known and loved by them;
- I will respect the right of all members to express their beliefs. Although we may not always agree, I will respect the beliefs of others and will work for unity of spirit and purpose as fellow Christians in this fellowship;
- I will enlist and welcome guest to this fellowship, and will help them feel a part of our community of faith;
- I will pray for myself and others so that we may grow in relationship to Christ and to each other;
- I will take seriously my spiritual gifts and actively share them in ways that will strengthen this fellowship;
- I will give systematically a sacrificial percentage of my income and possessions to support financially our church's ministries in gratitude for the grace of God and the ministry of this fellowship;
- I will be open to listening and responding to God's word as it comes to me in all areas of life in various forms;
- I will take seriously my responsibility in training and educating our children and youth in Biblical truths, with the hope that they will affirm their Christian heritage, declare their faith in Christ, and live accordingly;
- I will be an example of Christ in the world, being just, merciful, and honest in my dealings and faithful in my obligations with all people;
- I will cooperate with believer everywhere within the larger body of Jesus Christ; and
- I will be aware of the depth and extent of human needs both in my immediate community and in the world at large. I will obey the commands given in the Great Commission, and will support the efforts of this fellowship in spreading the God News of Jesus Christ.

With God's help and with the help of my brothers and sisters in this fellowship called Springfield Baptist Church, I make this covenant.

# THE SPRINGFIELD BAPTIST CHURCH MEMBERSHIP COVENANT

(Personal Copy)

**“Having received Christ as my Lord and Savior and been baptized, and being in agreement with Springfield’s statements, strategy, and structure, I now feel led by the Holy Spirit to unite with the Springfield Baptist Church family. In doing so, I commit myself to God and to the other members to do the following:**

## **1. I WILL PROTECT THE UNITY OF MY CHURCH**

**...By acting in love toward other members**

**...By refusing to gossip**

**...By following and supporting the leaders**

*“We then who are strong ought to bear with the scruples of the weak, and not to please ourselves.”*

*Romans 15: 1*

*“Now may the God of patience and comfort grant you to be like-minded toward one another, according to Christ Jesus.”*

*Romans 15: 5*

*“... love one another fervently with a pure heart.”*

*I Peter 1: 22*

*“Let no corrupt communication proceed out of your mouth, but what is good for necessary edification, that it may impart grace to the hearers.”*

*Ephesians 4: 29*

*“Obey those who rule over you, and be submissive, for they watch out for your souls, as those who must give account. Let them do so with joy and not with grief, for that would be unprofitable for you.”*

*Hebrews 13: 17*

## **2. I WILL SHARE THE RESPONSIBILITY OF MY CHURCH.**

**...By praying for its growth**

**...By inviting the unchurched to attend**

**...By warmly welcoming those who visit**

*“We give thanks to God always for you all, making mention of you in our prayers.”*  
*I Thessalonians 1: 2*

*“Then the master said to the servant, ‘Go out into the highways and hedges, and compel them to come in, that My house may be filled.’”*  
*Luke 14:23*

### **3. I WILL SERVE THE MINISTRY OF MY CHURCH**

**...By discovering my gifts and talents**

**...By being equipped to serve by my pastors, ministers, deacons and lay leaders**

**...By developing a servant’s heart**

*“As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God.”*

*I Peter 4: 10*

*“God gave some to be pastors and teachers to prepare God’s people for works of ministry, so that the body of Christ may be built up.”*

*Ephesians 4: 11 – 12*

*“Let nothing be done through selfish ambition or conceit, but in lowliness of mind let each esteem others better than himself. Let each of you look out not only for his own interests, but also for the interest of others.”*

*Philippians 2: 3 – 4*

### **4. I WILL SUPPORT THE TESTIMONY OF MY CHURCH**

**...By attending faithfully**

**...By living a Godly life**

**...By giving and tithing regularly**

*“Not forsaking the assembling of ourselves together...but exhorting one another...”*  
*Hebrews 10: 25*

*“Only let your conduct be worthy of the gospel of Christ...”*  
*Philippians 1: 27*

*“Now concerning the collection for the saints...on the first day of the week let each one of you lay something aside, storing up as he may prosper, that there be no collection when I come.”*

*I Corinthians 16: 1 – 2*

*“Bring all the tithes and offerings in to the storehouse, that there may be food in My house, and test me now in this. If I will not open for you the windows of Heaven and pour out for you such blessing that there will not be room enough to receive it.”*

*Malachi 3: 10 – 11*

SIGNED: \_\_\_\_\_

DATE: \_\_\_\_\_

**So what is next step for you?**

- You have completed the membership classes.
- When you are voted upon by the membership in the next business meeting, then you will be a member of Springfield Baptist Church.
- It is time to grow and plug in.
- Check out the list of ministry areas, utilizing your passion, giftedness and experience, plug into an area by contacting one of the leaders today.

# **THE SPRINGFIELD BAPTIST CHURCH**

## **MEMBERSHIP COVENANT**

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SIGNED: \_\_\_\_\_ DATE: \_\_\_\_\_

Session that I have attended: 1  2  3  4

Print: \_\_\_\_\_

Address: \_\_\_\_\_

Home phone number: (        ) \_\_\_\_\_

Mobile phone number: (        ) \_\_\_\_\_

E-mail: \_\_\_\_\_

Social Media Handle: \_\_\_\_\_

Social Media Handle: \_\_\_\_\_

Birthday: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Primary Ministry: \_\_\_\_\_

Secondary Ministry: \_\_\_\_\_

Spiritual Gifts: (1) \_\_\_\_\_ (2) \_\_\_\_\_  
(3) \_\_\_\_\_ (4) \_\_\_\_\_

Other family member: \_\_\_\_\_ Member (Yes / No)

Other family member: \_\_\_\_\_ Member (Yes / No)

Other family member: \_\_\_\_\_ Member (Yes / No)