



INVESTIGATING
MEMBERSHIP?



We proclaim Him,

admonishing and teaching everyone with all wisdom, so that we may present everyone perfect in Christ. To this end I labor, struggling with all his energy, which so powerfully works in me.

-Colossians 1:28-29 (NIV)

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We are glad

you are considering joining us in advancing God's Kingdom through the ministry of Lakeland Baptist Church. At Lakeland we consider becoming part of a local church one of the primary ways Christians grow and impact the world for our Savior.

It is through the Church that we find community that will last forever. It is through the Church we discover God's eternal purpose for us. It is through the Church that we receive and give communion with both our Lord Jesus and his family. We do not consider belonging to the local church an option for those who claim the name of Christ.

This packet is designed to help you get acquainted with our family at Lakeland Baptist Church.

There are many churches in our community that express faith in Christ and each one does it in a slightly different way. This packet is designed to help you understand what we believe and how we practice the faith that was once delivered to the saints over two thousand years ago.

Know that as you are considering this adventure of joining your life with us here at Lakeland we are praying for you that our great God and Savior will guide you by his mighty hand to clearly discern if this is the place for you.

We pray that it will become not just a place to join but a place where you will find and discover a growing joy in Christ through serving with others as we express the many varied spiritual gifts that God has given us here at Lakeland.

Please read over the information contained in this packet and ask whatever questions you may have. Then if God so leads we will be glad to meet with you if you want to consider joining with us.

For the glory of God and the Good of His Church,

Pastor Phil Nelson



Mission and values

Our mission is to communicate the joy and peace of knowing Christ to all peoples.

We exist for the purpose of sharing the greatest news. Without the knowledge of Jesus, life as God intends it is not possible. Billions of people live and die without ever hearing the news we have been privileged to hear and commit our lives to. The question then becomes, just how do we accomplish this at Lakeland? We seek to advance the kingdom of our Christ here at Lakeland through following these Nine Values

- 1. The Bible is our ultimate authority.**
- 2. The Gospel is our priority. We will advance the gospel of our Lord by the lives that we live.**
- 3. We will live lives that are redemptive and redeeming.**
- 4. We celebrate our freedom in Christ.**
- 5. Continuous and contagious joy in Christ will be our life.**
- 6. We will live lives of radical generosity.**
- 7. We will be a house of prayer for all peoples.**
- 8. We will live as Biblically centered families.**
- 9. Every tribe, tongue, people, and nation will be our mission.**

What we Believe

The Baptist Faith and Message

Adopted June 14, 2000

I. The Scriptures

The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.

Exodus 24:4; Deuteronomy 4:1-2; 17:19; Joshua 8:34; Psalms 19:7-10; 119:11,89,105,140; Isaiah 34:16; 40:8; Jeremiah 15:16; 36:1-32; Matthew 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16ff.; 17:11; Romans 15:4; 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21.

II. God

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

A. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

Genesis 1:1; 2:7; Exodus 3:14; 6:2-3; 15:11ff.; 20:1ff.; Leviticus 22:2; Deuteronomy 6:4; 32:6; 1 Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3,15; 64:8; Jeremiah 10:10; 17:13; Matthew 6:9ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Romans 8:14-15; 1 Corinthians 8:6; Galatians 4:6; Ephesians 4:6; Colossians 1:15; 1 Timothy 1:17; Hebrews 11:6; 12:9; 1 Peter 1:17; 1 John 5:7

B. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin.

He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever

Genesis 18:1ff.; Psalms 2:7ff.; 110:1ff.; Isaiah 7:14; 53; Matthew 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16,27; 17:5; 27: 28:1-6,19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18,29; 10:30,38; 11:25-27; 12:44-50; 14:7-11; 16:15-16,28; 17:1-5, 21-22; 20:1-20,28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5,20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3,34; 10:4; 1 Corinthians 1:30; 2:2; 8:6; 15:1-8,24-28; 2 Corinthians 5:19-21; 8:9; Galatians 4:4-5; Ephesians 1:20; 3:11; 4:7-10; Philippians 2:5-11; Colossians 1:13-22; 2:9; 1 Thessalonians 4:14-18; 1 Timothy 2:5-6; 3:16; Titus 2:13-14; Hebrews 1:1-3; 4:14-15; 7:14-28; 9:12-15,24-28; 12:2; 13:8; 1 Peter 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Revelation 1:13- 16; 5:9-14; 12:10-11; 13:8; 19:16.

C. God the Holy Spirit

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Saviour, and effects regeneration. At the moment of regeneration He baptizes every believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

Genesis 1:2; Judges 14:6; Job 26:13; Psalms 51:11; 139:7ff.; Isaiah 61:1-3; Joel 2:28-32; Matthew 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10,12; Luke 1:35; 4:1,18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17,26; 15:26; 16:7-14; Acts 1:8; 2:1-4,38; 4:31; 5:3; 6:3; 7:55; 8:17; 39; 10:44; 13:2; 15:28; 16:6; 19:1-6; Romans 8:9-11,14-16,26-27; 1 Corinthians 2:10-14; 3:16; 12:3-11,13; Galatians 4:6; Ephesians 1:13-14; 4:30; 5:18; 1 Thessalonians 5:19; 1 Timothy 3:16; 4:1; 2 Timothy 1:14; 3:16; Hebrews 9:8,14; 2 Peter 1:21; 1 John 4:13; 5:6-7; Revelation 1:10; 22:17.

III. Man

Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God, and fell from his original innocence whereby his posterity inherit a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

Genesis 1:26-30; 2:5,7,18-22; 3:9; 6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18,23; 5:6,12,19; 6:6; 7:14-25; 8:14-18,29; 1 Corinthians 1:21-31; 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11.

IV. Salvation

Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Saviour, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

A. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace. Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Saviour.

B. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer unto a relationship of peace and favor with God.

C. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

D. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

Genesis 3:15; Exodus 3:14-17; 6:2-8; Matthew 1:21; 4:17; 16:21-26; 27:22-28; 6; Luke 1:68-69; 2:28-32; John 1:11-14,29; 3:3-21,36; 5:24; 10:9,28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Romans 1:16-18; 2:4; 3:23-25; 4:3ff.; 5:8-10; 6:1-23; 8:1-18,29-39; 10:9-10,13; 13:11-14; 1 Corinthians 1:18; 30; 6:19-20; 15:10; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; 5:22-25; 6:15; Ephesians 1:7; 2:8-22; 4:11-16; Philippians 2:12-13; Colossians 1:9-22; 3:1ff.; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1-12; 8,14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20; 21:1-22:5.

V. God's Purpose of Grace

Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves; yet they shall be kept by the power of God through faith unto salvation.

Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7, 19-22; Isaiah 5:1-7; Jeremiah 31:31; Matthew 16:18, 19; 21:28-45; 24:22, 31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45, 65; 10:27-29; 15:16; 17:6, 12, 17-18; Acts 20:32; Romans 5:9-10; 8:28-39; 10:12-15; 11:5-7, 26-36; 1 Corinthians 1:1-2; 15:24-28; Ephesians 1:4-23; 2:1-10; 3:1-11; Colossians 1:12-14; 2 Thessalonians 2:13-14; 2 Timothy 1:12; 2:10, 19; Hebrews 11:39-12:2; James 1:12; 1 Peter 1:2-5, 13; 2:4-10; 1 John 1:7-9; 2:10; 3-7

VI. The Church

A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation each member is responsible and accountable to Christ as Lord. Its scriptural officers are pastors and deacons. While both men and women are gifted for service in the church, the office of pastor is limited to men as qualified by Scripture.

The New Testament speaks also of the church as the Body of Christ which includes all of the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation

Matthew 16:15-19; 18:15-20; Acts 2:41-42, 47; 5:11-14; 6:3-6; 13:1-3; 14:23, 27; 15:1-30; 16:5; 20:28; Romans 1:7; 1 Corinthians 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Ephesians 1:22-23; 2:19-22; 3:8-11, 21; 5:22-32; Philippians 1:1; Colossians 1:18; 1 Timothy 2:9-14; 3:1-15; 4:14; Hebrews 11:39-40; 1 Peter 5:1-4; Revelation 2-3; 21:2-3.

VII. Baptism and the Lord's Supper

Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Saviour, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper.

The Lord's Supper is a symbolic act of obedience whereby members of the church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.

Matthew 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; 20:7; Romans 6:3-5; 1 Corinthians 10:16, 21; 11:23-29; Colossians 2:12

VIII. The Lord's Day

The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should include exercises of worship and spiritual devotion, both public and private. Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ.

Exodus 20:8-11; Matthew 12:1-12; 28:1ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3, 33-36; John 4:21-24; 20:1, 19-28; Acts 20:7; Romans 14:5-10; 1 Corinthians 16:1-2; Colossians 2:16; 3:16; Revelation 1:10.

IX. The Kingdom

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

Genesis 1:1; Isaiah 9:6-7; Jeremiah 23:5-6; Matthew 3:2: 4:8-10,23: 12:25-28: 13:1-52; 25:31-46; 26:29; Mark 1:14-15; 9:1; Luke 4:43; 8:1: 9:2: 12:31-32: 17:20-21: 23:42: John 3:3: 18:36; Acts 1:6-7; 17:22-31; Romans 5:17; 8:19; 1 Corinthians 15:24-28: Colossians 1:13; Hebrews 11:10,16; 12:28; 1 Peter 2:4-10; 4:13; Revelation 1:6,9; 5:10; 11:15; 21-22.

X. Last Things

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord

Isaiah 2:4: 11:9; Matthew 16:27: 18:8-9: 19:28: 24:27,30,36,44: 25:31-46: 26:64: Mark 8:38; 9:43-48; Luke 12:40,48; 16:19-26; 17:22-37: 21:27-28; John 14:1-3; Acts 1:11; 17:31; Romans 14:10; 1 Corinthians 4:5; 15:24-28,35-58; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-18; 5:1ff.; 2 Thessalonians 1:7ff.; 2; 1 Timothy 6:14; 2 Timothy 4:1,8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7ff.; 1 John 2:28; 3:2; Jude 14; Revelation 1:18; 3:11; 20:1-22:13.

XI. Evangelism and Missions

It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life, and is expressly and repeatedly commanded in the teachings of Christ. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ.

Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-10; 24:14: 28:18-20: Luke 10:1-18: 24:46-53; John 14:11-12; 15:7-8,16; 17:15; 20:21; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Romans 10:13-15; Ephesians 3:1-11; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3: 11:39-12:2: 1 Peter 2:4-10; Revelation 22:17.

XII. Education

Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

Deuteronomy 4:1,5,9,14; 6:1-10' 31:12-13; Nehemiah 8:1-8; Job 28:28; Psalms 19:7ff.: 119:11; Proverbs 3:13ff.; 4:1-10; 8:1-7,11; 15:14; Ecclesiastes 7:19; Matthew 5:2: 7:24ff.: 28:19-20: Luke 2:40 1 Corinthians 1:18-31; Ephesians 4:11-16; Philippians 4:8; Colossians 2:3,8-9; 1 Timothy 1:3-7; 2 Timothy 2:15: 3:14-17; Hebrews 5:12-6:3: James 1:5: 3:17.

XIII. Stewardship

God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4,19-21; 19:21; 23:23; 25:14-29; Luke 12:16-21.42: 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Romans 6:6-22; 12:1. 2; 1 Corinthians 4:1-2; 6:19-20; 12: 16:1-4; 2 Corinthians 8-9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19.

XIV. Cooperation

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

Exodus 17:12; 18:17ff.; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1ff.; Acts 1:13-14; 2:1ff.; 4:31-37; 13:2-3; 15:1-35; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.

XV. The Christian and the Social Order

All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Jesus Christ. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness truth, and brotherly love. In order to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12; 27:17; Psalm 101:5; Micah 6:8; Zechariah 8:16; Matthew 5:13-16,43-48; 22:36-40; 25:35; Mark 1:29-34; 2:3ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Romans 12-14; 1 Corinthians 5:9-10; 6:1-7; 7:20-24; 10:23-11:1; Galatians 3:26-28; Ephesians 6:5-9; Colossians 3:12-17; 1 Thessalonians 3:12; Philemon; James 1:27; 2:8

XVI. Peace and War

It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war. The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace.

Isaiah 2:4; Matthew 5:9,38-48; 6:33; 26:52; Luke 22:36,38; Romans 12:18-19; 13:1-7; 14:19; Hebrews 12:14; James 4:1-2.

XVII. Religious Liberty

God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom no ecclesiastical group or denomination should be favored by the state more than others.

Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

Genesis 1:27; 2:7; Matthew 6:6-7, 24; 16:26; 22:21; John 8:36; Acts 4:19-20; Romans 6:1-2; 13:1-7; Galatians 5:1, 13; Philippians 3:20; Timothy 2:1-2; James 4:12; 1 Peter 2:12-17; 3:11-17; 4:12-19.

XVIII. The Family

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 covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race.

The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

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. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127: 128: 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6, 15; 23:13-14; 24:3; 29:15, 17; 31:10-31; Ecclesiastes 4:9-12; 9:9; 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; Colossians 3:18-21; 1 Timothy 5:8, 14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7

LAKELAND BAPTIST CHURCH CONSTITUTION

Preamble:

We establish this constitution to preserve the principles of our faith and to govern this body in an orderly manner. We intend for this constitution to preserve the freedom of conscience of each church member and the freedom of action of this body in relation to other churches.

I. Name:

This body will be known as "*Lakeland Baptist Church*" of Carbondale, Illinois.

II. Purpose:

The purpose of Lakeland Baptist Church is to develop a spiritually mature body of believers characterized by a confident faith in Jesus Christ, an unshakeable hope in the promises of scripture, and a visible love for God and others.

With this purpose in mind we voluntarily join together and commit ourselves to:

- Worship God in meaningful and creative ways
- Preach and teach the truths of scripture
- Equip our members for Christian discipleship
- Share the good news of salvation with the lost in our community, our nation and our world
- Promote and support mission efforts at home and abroad, and
- Encourage one another and minister to one another's physical, emotional, spiritual and social needs.

III. Statement of Basic Beliefs:

Because we believe the Bible is the inspired word of God, without error, this church accepts the Bible as its sole authority in matters of faith and practice. Our understanding of Biblical truth is in essential accord with The Baptist Faith and Message, adopted by the Southern Baptist Convention in 2000.

IV. Polity

The government of this church is vested in the body of believers who compose it. Persons duly received by the members will constitute the membership (Article VI). We believe that God has given to the individual members of this church various gifts which they are to use to serve the congregation. This constitution will specify the ways in which the church comes to identify members with such gifts and to authorize them to act on its behalf in specific leadership roles, as individuals as well as members of councils or committees. All such individuals or groups created and empowered by this constitution or by special action of the church will report to and be accountable to the church as a whole unless otherwise specified by official church action.

V. Cooperative Relationships

This church is subject to the control of no other ecclesiastical body, but it recognizes and sustains obligations of mutual counsel. This church will cooperate with and support the Southern Baptist Convention, the Illinois Baptist State Association, and the Nine Mile Association.

Should a division of membership occur, title to the church property assets owned by the church, and possession of these will remain with the group cooperating with and holding the doctrinal position of the churches of the Southern Baptist Convention. In the event that both groups claim to hold the doctrinal position of the Southern Baptist Convention, the Director of Missions of the Nine Mile Association will be asked to arbitrate the dispute.

VI. Church Membership

Section 1. General

This is a Baptist church under the lordship of Jesus Christ. The membership retains unto itself the exclusive right of self-government in all phases of the life of this church including the exclusive right to determine who will be members of this body and the conditions of such membership.

This church is intended to be a loving community of Christians who:

- Regularly attend the weekly corporate worship services.
- Participate in the various small groups focused on Bible study, discipleship, missions, Christian service, etc.
- Participate in the governance of the congregation.
- Share the work the congregation has chosen to do.
- Contribute to the financial support of the body.
- Care for one another in times of need.

Section 2. Acceptance of New Members

This mission minded church welcomes men and women from all ethnic backgrounds. Any person who professes faith in Jesus Christ, gives testimony of post conversion baptism by immersion, and is in essential accord with the Baptist Faith and Message 2000 (Article III) may initiate a request for membership by contacting the Pastor, one of the Deacons, or the Church Secretary. The candidate will participate in an orientation class and receive one on one counseling from a new member counselor approved by the Pastor and Deacons. Potential members must also complete a criminal background check in compliance with an agency selected by Lakeland Baptist Church. The church requires consent of a parent or legal guardian before accepting a minor as a member.

After these preliminaries are complete, the church will take official action on the request for membership at a regularly scheduled business meeting. A 75% vote of those church members voting will be required to elect a new member.

Section 3. Withdrawal of Membership and Discipline

Membership in this church can be ended by the individual member or by the church. An individual can withdraw membership by joining another church, by requesting (in writing) that membership be cancelled, or by death.

It will be the practice of this church to take every reasonable measure to assist any troubled member. Counselors approved by the Pastor and Deacons will be available for counsel and guidance. The attitude of members toward one another will be guided by a concern for redemption.

Should some serious condition arise which causes a member to become a liability to the general welfare of the church, the Pastor and the Deacons will take every reasonable measure to resolve the problem in accordance with Matthew 18:15-20. If it becomes necessary for the church to take action, a vote of at least 75% of the members present at a specially called meeting, is required to exclude a member. All such proceedings will be pervaded by a spirit of Christian kindness and forbearance.

In accordance with the procedure of Section 2, the church may restore to membership any person previously excluded, upon suitable evidence of the excluded person's repentance and reformation in accordance with 2 Corinthians 2:5-11.

VII. Church Officers

The officers of this church will be the Pastor, other members of the pastoral staff, if any, the Deacons, the moderator (if there is no pastor) the clerk, the Treasurer and the Trustees. All who serve as officers of the church will be members of the church.

Section 1. The Pastor

The Pastor is responsible for leading this body to function as a New Testament church. The Pastor will lead the congregation, the organizations, and the officers to perform their tasks, in accordance with scripture and this constitution. The Pastor is to be the spiritual leader of the church. He is expected to lead the church in worship, to teach the truths of the Bible, and to preach the gospel boldly to believers and non-believers. The Pastor is to minister to the church members and other persons in the community by personal interaction in times of need.

The Pastor will ordinarily serve as Moderator in all business meetings. The Pastor, or his designee, will serve as an ex-officio member of all committees. The heavy responsibilities of a pastor are never ending and cannot be enumerated in any job description. Such service to a local church must come from a sense of God's calling to the task. In turn, the response of the church should be a sense of gratitude to God for providing His gift of pastoral leadership to the local congregation.

Filling the Office of Pastor

When a vacancy occurs, the church will call a new Pastor by using the following procedure. As a first step, the church will select a Pastor Search Committee having five members chosen in such a manner as to have the full support and confidence of the membership. This committee will include at least two men and at least two women. The committee will not contain two or more members with close family relationships (spouse, child, parent, sibling, etc.) or other relationships (business partners, employer- employee pairs, etc.) that may be regarded as inappropriate and thereby reduce the confidence of the church in the resulting recommendations.

The Pastor Search Committee will be chosen at a business meeting called especially for this purpose. The date for this committee selection will be set by the Deacons and announced at least one week previously in a written communication to the membership.

The business meeting to select the Pastor Search Committee will begin with a period of prayer. After this each member present will vote for up to eight individuals from a list of the church membership. These ballots will be combined with absentee ballots, if any.

The two individuals of each gender who receive the highest number of votes will be elected provided they each receive more than 50% of the votes cast. From the remaining, the individual with the highest number of votes will also be elected, provided he or she also received at least 50% of the votes. In the event there is a conflict of interest, the individuals involved will be asked to resolve the issue by withdrawing one or more of the names.

The Moderator for the meeting will adjudicate if this cannot be done by the individuals. In the not unexpected event that the above process fails to produce five members for the Pastor Search Committee, the church members present will vote again. The new ballot will list twice the number of names that are still needed to complete the Pastor Search Committee. These will be those eligible individuals with the greatest number of votes on the initial ballot who did not receive more than 50% of the votes. The new ballot will allow additional committee members to be selected as described above. This process will be repeated, as needed, until all five members have been selected, with each such member of the Pastor Search Committee having the support of a majority of the church members doing the selection.

The Pastor Search Committee will prayerfully seek the guidance of the Holy Spirit and the church as it prepares a detailed description of the pastoral needs and spiritual opportunities of the church. The Committee will then solicit nominations for Pastor and arrange for the screening and interviewing of candidates. At the Committee's discretion, a candidate will be invited to preach at a regular worship service of the church and to meet with the church members.

As a final step of the selection process, the committee will prayerfully recommend one name to the church at a business meeting called especially for that purpose and announced at least one week in advance in a written communication to the membership. Absentee ballots will be available for those unable to attend. If a quorum of at least 60% of the membership is present and if at least 80%, including absentee ballots, of those voting agree with the committee's recommendation, the candidate will be offered the position of Pastor. If a quorum is not present, or if the committee's recommendation is rejected by more than 20% of those voting, or if such an offer is rejected by the candidate, then the Pastor Search Committee will reassess the matter, and at some later time make another recommendation to the church in the same manner.

Vacating the Office of Pastor

Once chosen by the church, the Pastor will serve until the relationship is terminated by his request or the church's request. The Pastor may relinquish the office of Pastor by submitting a written letter of resignation to the church, after discussing the matter with the Personnel Advisory Committee. Ordinarily at least two weeks' notice will be given to the church at the time of resignation.

Likewise, the church may vote to dismiss the Pastor. This extraordinary action must be done in such a manner as to maintain respect for the office of Pastor, to provide due process for the individual(s) involved, and to solicit wise counsel of established church leaders. A decision to dismiss the Pastor will take place only at a business meeting called especially for that purpose and announced a minimum of one week previously in a written communication to the membership. A motion that has the effect of dismissing the

Pastor will be ruled to be out of order at any other business meeting of the church (Article XI Section 6). Such a meeting will be called by the Church Clerk when presented with either (a) a written request signed by a majority of the Personnel Advisory Committee and a majority of the Deacons or (b) a petition signed by at least 40% of the membership. The Moderator for this meeting will be selected from the members present by majority vote, and will be someone other than the Pastor. The vote to dismiss the Pastor will be by secret ballot, and the Pastor will be dismissed if a majority of those voting choose to do so. The Pastor so excluded from the office will be compensated with at least one month's salary and benefits to be rendered in not more than thirty days. In an instance of gross misconduct by the Pastor, termination will be immediate.

Section 2. Ministerial Staff Members

Ministerial staff members will be called and employed as the church determines the need for such services. A job description will be written by the Personnel Advisory Committee with the help of the Pastor and submitted to the church for approval.

Ministerial staff will be recommended to the church by the Pastor and a Search Committee comprised of a pastoral representative, a Personnel Advisory Committee representative and three at large members elected by the church, and will be called by church action. The three at large members of the Search Committee will be chosen at a business meeting called especially for this purpose. The three at large members will be selected in like manner as a Pastor Selection Committee (Section 1). There will be at least two males and two females on the committee. Once chosen by the church, the Ministerial Staff member will serve until the relationship is terminated by his or her request or the church's request. At the time of resignation it is expected that two weeks' notice will be given to the church. The church may vote to vacate such positions upon recommendation of the Pastor and the Personnel Advisory Committee, such termination being immediate and the compensation conditions being the same as for the Pastor:

Section 3. Non-ministerial Staff Members

Non-ministerial staff members (including interns) will be employed as the church determines the need for their services. The Pastor, after consultation with the Personnel Advisory Committee, the supervising staff member, and related committees, will make recommendations to the church concerning the employment and termination of such employees.

Section 4. The Deacons

The Deacons are responsible for assisting the Pastor in promoting the spiritual well-being of the church. Their duties will include assisting the Pastor in family ministry, preparations for baptism, overseeing preparations and serving of the Lord's Supper, counseling of new members, providing for worship and leadership in the absence of the Pastor, and facilitating various volunteer service ministries of the members of the church.

A Deacon will serve a three-year term beginning following election. Deacons may be elected to serve consecutive terms. Deacons who do not wish to stand for election at a given term will inform the Church Clerk, who will in turn advise the church at the time of the balloting.

Deacon election will be held at the Spring business meeting. A written communication will be provided one month in advance of the election. The Pastor and Deacons will recommend to the congregation the number of Deacons to be selected. After prayer and a suitable review of scriptural qualifications, the Church Clerk will distribute ballots listing the church membership. Each member present will indicate as many individuals on the ballot that he or she feels qualified to serve the church as a Deacon.

The Church

Clerk will be responsible for providing absentee ballots prior to the meeting for those unable to attend. The Pastor (or Moderator if there is no Pastor) and the chairman of the Deacons will count the ballots. To be selected as a Deacon, a person must be named on at least 50% of the ballots cast, must be ordained or ordainable by an ordaining council consisting of the Pastor and the Deacons, and must be willing to serve. The Pastor and Deacons will select the specified number of Deacons after due consideration of the congregational vote. The Pastor (or Moderator if there is no Pastor) and the chairman of Deacons will contact the persons chosen by the congregation concerning their duties as a Deacon, their willingness to serve, and their biblical suitability for ordination (if not already ordained). The only results of the process to

be made public are the names of the individuals who have been so chosen. A suitable worship service will be held to ordain any person selected as a Deacon but not yet ordained.

Should a Deacon be unable to carry out the responsibility as a servant of the church the Pastor and the active Deacons will provide counsel in a timely manner. If the conduct in question is not satisfactorily corrected, the Deacon may be removed from office by a vote of at least 60% of the Deacons and Pastor at a regularly scheduled Deacons meeting.

Christian ministry is an essential part of church membership, and the Deacons and Pastor will be responsible for initiating, recognizing, and facilitating volunteer service ministries that are best done in the name of and with the approval of the church. This might include the selection of Yokefellows to assist the Deacons in family ministry, the selection and training of male and female counselors for new members and for members in need, the recognizing of women who provide meals in times of crisis, the recognizing of teams who conduct worship services at prisons or nursing homes, a group of teens who provide yard maintenance for the elderly, a first responder team organized to provide assistance following a major storm or other natural disaster, a group of women who provide assistance to new mothers within the congregation, etc. The Deacons and Pastor will provide suggestions for shaping such ministries and seek church approval when this is beneficial.

Section 5. Church Moderator

The Moderator will preside over the business meetings of the church. The Pastor will serve as Moderator unless otherwise determined by the church. When the church is without a Pastor, a Moderator will be elected to serve for an extended term at the pleasure of the church. In the absence of the Moderator, the Clerk will call the church to order and preside for the election of a Moderator for that meeting.

Section 6. Church Clerk

The church will elect a Clerk annually. The Clerk will be responsible for keeping a suitable record of all official actions of the church, except as otherwise stated in this document. The Clerk will preserve on file all communications, written official reports, and financial records.

The Clerk will be responsible for keeping a register of names of members, with dates of admission, dismissal, death, or erasure, together with a record of baptisms. The Clerk will issue letters of dismissal voted by the church. Every year, the Clerk will revise the list of members after consultation with the Pastor and Deacons. The Clerk will give required notice of all meetings where notice is necessary, as indicated in this constitution. The Clerk will prepare absentee ballots as provided for in this constitution. The Clerk will be responsible for preparing the annual letter of the church to the Nine Mile Association.

The church may delegate some of the clerical responsibilities to a Church Secretary who will assist the elected Clerk. All church records are church property and will be kept in the church office.

Section 7. Church Treasurer

The church will elect annually a Treasurer as its chief financial officer. The Treasurer will be bonded, the church paying for the bond. It will be the duty of the Treasurer to receive, preserve, and pay out all money or things of value paid or given to the church. The Treasurer, with the help of the Church Secretary, will maintain an itemized account of all receipts and disbursements and report to the church at a regularly scheduled

business meeting. These accounts will be maintained in the church office as official records. Whenever possible, an accountant with experience with nonprofit/church accounting should be hired by the church. The Treasurer will oversee this work in a timely manner so as to protect the financial interests of the church. The Church Accountant will be approved annually by the church. The Treasurer's report and records will be examined annually by a person or persons designated by the church, other than the Treasurer, Church Secretary, or Church Accountant.

Section 8. Trustees

Six Trustees will serve as legal officers for the church. They will hold in trust the church property. The Trustees will serve three-year terms on a rotation basis, with two Trustees being elected each year by the church.

Upon a specific vote of the church to authorize some specific action, they will have the power to buy, sell,

mortgage, lease, or transfer any church property. When the signatures of Trustees are required, they will sign legal documents involving the sale, mortgage, purchase, or rental of property, or other legal documents related to church- approved matters.

After consultation with the Church Council, the Trustees will make recommendations to the church concerning policies for the use of the church property. No activity can be held on the church property without the prior approval of the Trustees.

This church affirms that all marriage ceremonies performed in the name of this church and any related celebrations or activities allowed in its facilities shall be for marriages in accord with its doctrinal beliefs (Article III). Church ministers and staff will engage only in marriage ceremonies in keeping with this church's adopted biblical theological definition of marriage. No marriage ceremony or related activity will be held without prior approval of the Pastor, the Deacons, and the Trustees.

The Trustees will attend to maintenance of the church buildings and grounds within the budget allocations without further authorization from the church. In the event that estimated costs of a project exceed budget allocations, or should budget receipts be in arrears, they will request advice and consent from the church before proceeding or abandoning the projects.

The Trustees will report on the state of the church property at least once each year at a regularly scheduled business meeting.

VIII. Church Committees

The regular committees of this church will be a Nominating Committee, a Personnel Advisory Committee, a Stewardship and Finance Committee, a Missions Committee, a Worship Committee, a Fellowship Committee, and four Discipleship Committees focused on Children, Youth, College Students, and Adults.

Special Committees may be selected and approved by the church as described in Section 8 below.

Section 1. Nominating Committee

The Nominating Committee will coordinate the staffing of all church leadership positions filled by volunteer workers, including regular committees, and replacements for individuals to fill any unexpired terms that may occur throughout the church year. This committee will consist of three members serving three year terms on a rotation basis, with one new member selected each year by the church during a regular business meeting.

The following procedure will be used to select a member of this committee. nominating ballot listing the church membership will be prepared by the Clerk to facilitate tabulation. Each member at the meeting (and those voting by absentee ballot), if any, will indicate up to five individuals they believe are well qualified to serve as a member of the Nominating Committee. The ballots will be tabulated (as other business is conducted during the meeting). The individual with the most votes will be deemed to be elected if he or she receives at least 50% of the votes cast. In the event of a tie or if no one receives at least 50% of the votes cast, a run-off election will be held by secret vote between the top two candidates from the nomination ballot.

The Nominating Committee will nominate persons for all of the remaining church leadership positions specified by this constitution and filled by volunteer workers. This will be done in consultation with the Pastor, the leadership of committees where new members are to be elected, the Director of Discipleship, etc. The Nominating Committee will seek to identify and to use the varied gifts God has provided for the church to carry out its mission in our community. The Nominating Committee will select and consult with the individuals chosen for positions of service within the church. Those who accept the invitation to serve will be presented to the church for election during a regular business meeting.

From time to time the Nominating Committee may come to recognize the need for an additional volunteer leadership structure within the church. After consultation with the Pastor and Deacons, and with the Church Council such a proposed new structure can be presented to the church for its approval along with recommendations for persons to carry out the proposed responsibilities

Section 2. Personnel Advisory Committee

The Personnel Advisory Committee will be charged with the duty of promoting a harmonious working relationship among the church, the Pastor, and other employees of the church. This committee will consist of three members serving three-year terms on a rotation basis, with one new member elected each year by the church.

The Personnel Advisory Committee will conduct an annual review of the Pastor and paid staff which will be done prior to the preparation of the annual budget using a suitable performance evaluation. This Committee will assist the Pastor in balancing his preaching, care-giving and administrative responsibilities. This Committee will assist the Pastor and staff in planning long-range professional development. This Committee will assist the Pastor in evaluating the performance of the other employees of the church.

This Committee will assist the church in formulating personnel policies, and make annual recommendations to the Stewardship and Finance Committee concerning the compensation package of each employee. This committee will serve in an advisory capacity only.

Section 3. Stewardship and Finance Committee

The Stewardship and Finance Committee will be responsible for financial affairs of the church. This Committee will consist of three members serving three year terms on a rotation basis with one being elected each year. In addition, the Treasurer will be an ex- officio member of this committee.

Each October the Stewardship and Finance Committee will formulate a unified church budget for the following calendar year. It will promote responsible financial stewardship and foster an awareness of church financial affairs throughout the year.

The Stewardship and Finance Committee may recommend necessary changes to the budget when circumstances make this desirable. It will be responsible for counting the monies given to the church. It will work with the Treasurer and Accountant in the preparation and presentation to the church of required reports regarding the financial affairs of the church.

The Stewardship and Finance Committee will be responsible for establishing Standard Operational Procedures and maintaining changes to the Standard Operating Procedures for receiving, preserving, and paying out monies for all financial actions of the church. These procedures will be reviewed at least annually unless, it is deemed important to make a change prior to annual review. These Standard Operating Procedures shall be made available to any member of the church upon request.

Section 4. Missions Committee

The Missions Committee will promote church wide interest in, knowledge of, and involvement with Christian missions. This Committee will consist of three members serving three year terms on a rotation basis with one being elected each year.

The Missions Committee will work with the Pastor and staff to give emphasis to worldwide missions. This Committee will recommend to the church suitable goals for the major denominational mission offerings each year (Lottie Moon, Annie Armstrong, State Missions, World Hunger, Baptist Children's Home, Baptist Global Response, etc.) In addition, it will identify and, with the church's approval, lead the church in direct mission projects at the local, state, national, and international levels.

Section 5. Worship Committee

The Worship Committee will promote the good stewardship of the worship resources of the church, including technicians, musicians, instrumentalists, and all worship artists.

This Committee will consist of three members serving three year terms on a rotation basis with one being elected each year. In addition, the Pastor, (or his designate), and the Worship Leader, if any, will serve on this committee.

The Worship Committee will assess the worship needs of the church and set objectives and priorities for the personal and corporate worship experience of the church.

Section 6. Fellowship Committee

The Fellowship Committee will plan and coordinate all church-wide socials, meals and banquets. The Fellowship Committee will consist of five members elected annually.

Section 7. Discipleship Committees

The church will carry out its Great Commission responsibility for making disciples 'locally and fostering interest, awareness, and active participation in regional and international missions by providing age appropriate Christian education for its members and their guests. This will include interactive Bible teaching, promotion of the elements of Christian discipleship, study of our Christian and denominational heritage, analysis of contemporary ethical issues, promotion of mission awareness and opportunities for active participation, etc.

The church will elect annually a Director of Discipleship to coordinate all of these activities. The church will also elect annually a Media Library Director to maintain a library with materials for facilitating and enriching such ministries. The church will elect annually three person committees to plan and coordinate suitable discipleship activities for Children, for Youth, for College Students, and for Adults. These four committees will regularly meet individually and collectively (as needed) to carry out their responsibilities.

Section 8. Special Committees

Special Committees will be elected by the church to accomplish a definite purpose specified by the church. Such committees can be proposed by the Nominating Committee, the Church Council, the Deacons or the Pastor (or Moderator if there is no Pastor). Unless otherwise specified by church action, all members of such committees will be members of this church.

IX. Church Council

The Church Council will serve the church by leading, planning, coordinating, and evaluating the activities and worship programs of the church. The members shall be the Clerk, a representative from the Deacons, a representative from the Trustees, the Director of Discipleship, representatives from each of the four Discipleship Committees, and representatives from each of the Stewardship and Finance, Missions, Worship, and Fellowship Committees.

The Church Council will plan the church calendar with major events being fixed at an annual planning session and minor adjustments made on a month-to-month basis. It will work with the Pastor in setting long-range spiritual, financial, and ministry goals for the church. The Church Council will regularly report its activities to the church and seek appropriate approval of those recommendations as needed.

X. Church Ordinances

Section 1. Baptism

This church practices baptism by immersion for any person who has received Jesus Christ as Savior by personal faith, who professes Him publicly and who indicates a commitment to follow Him as Lord. The Pastor or a person chosen by the Pastor and Deacons will counsel each candidate.

Baptism will be administered as an act of worship during a public worship service of the church. The Pastor (or some other person chosen by the Pastor and Deacons) will administer the baptism. The church requires the consent of a parent or legal guardian before baptizing a minor.

Section 2. The Lord's Supper

The church will observe the Lord's Supper at least quarterly. Anyone in attendance who professes Jesus Christ as Savior and Lord will be invited to participate. The Pastor and Deacons will oversee the preparation and distribution of the elements.

XI. Church Meetings

Section 1. Regular Worship Services

The church will meet regularly for the worship of Almighty God. Services will include prayer, praise, preaching, instruction, and evangelism. The Pastor, or a designee (approved by the Pastor or by the Deacons if there is no Pastor), will direct the services for the church members and for all others who may choose to attend.

Section 2. Special Worship Services

Revival services and any other church meetings deemed helpful to the advancement of the church's objectives will be placed on the church calendar with the approval of the Pastor and the Church Council.

Section 3. Regular Business Meetings

The church will hold regular quarterly business meetings. The agenda for such meetings will include:

- Open with prayer
- Call to order
- Reading of the minutes of the last meeting, including any actions since the last meeting
- Reports from church officers
- Reports from committees
- Consideration of business held over from the last meeting
- New Business
- Close with prayer, and
- Recess, (when applicable), and/or adjournment.

Section 4. Special Business Meetings

The church may hold a special business meeting called by the Pastor (or Moderator if there is no Pastor) to consider matters of special nature and significance. A one-week notice must be given for any specially called business meeting unless extreme urgency renders such notice impractical. Such a notice of the meeting must be given in such a manner that all members have opportunity to know the subject, date, time and place of the meeting. A special meeting to discuss either the calling or dismissal of a pastor must be held in accordance with the procedures specified in Article VII.

Section 5. Quorum

A quorum consists of those members who attend the business meeting, provided it is a regularly scheduled meeting or one that has been properly called. Supermajorities are required for a quorum in cases where a Ministerial staff member is to be called (Article VII) or where an amendment to this constitution is to be approved (Article XIV).

Section 6. Respect for Leadership Structures

Although the governance of this Baptist church is vested in the body of its membership, this constitution prohibits actions at a business meeting that violate due process or that purposely bypass the leadership structures that have been approved by the church. For example, the Trustees hold in trust the church property, so a motion to sell a portion of the church property without Trustee approval is out of order. A motion to dismiss the Pastor is out of order apart from the due process specified in Article VI. The Stewardship and Finance Committee is responsible for formulating a unified church budget. It is appropriate for the church to question and make adjustments to a proposal for an annual budget, but once the budget is adopted a motion to make significant changes in the budget without the approval of this committee is out of order. The Nominating Committee is responsible for presenting a roster of volunteer workers to the church. Once approved, a motion to dismiss a volunteer leader without the recommendation of this committee would be out of order.

In exceptional cases, the position of a Church Committee or Church Officer can be overruled by the church if this is supported by a joint recommendation of both the Deacons and the Church Council.

Section 7. Parliamentary Rules

Robert's Rules of Order, Newly Revised, 2011 is the parliamentary authority governing the conduct of all business meetings of Lakeland Baptist Church.

XII. Standard Operational Procedures

The church will maintain Standard Operational Procedures to include church policies, procedures and organization charts depicting lines of responsibility in the administration of the church. The Standard Operational Procedures will be kept in the church office and made available for use by any member of the church. The Church Secretary will maintain the Standard Operational Procedures. The Church Council (or a Special Committee appointed specifically for this purpose) will review the Standard Operational Procedures at least biannually, with authority to recommend changes for the church to consider. Any church member or

church committee may suggest changes in the Standard Operational Procedures for the Church Council to consider.

XIII. Amendments

A proposal to amend this Constitution may be presented in writing by any member to the Church Clerk who will forward it to the Deacons and to the Church Council for consideration. If both of these bodies approve the proposed amendment a copy will be mailed to the membership for a scheduled vote during a business meeting. The proposal will be approved if at least 60% of the members are present at this business meeting and at least 60% of the members (including those using absentee ballots) vote for its adoption.

LAKELAND BAPTIST CHURCH

Organized to Serve

2023-2024

Definition: A Baptist Church is an *organized* body of baptized believers. Note:
All positions must be approved by the church.

STAFF

Pastor	Phil Nelson (selected by a Pastor Search Committee and approved by the church)
Worship & Tech Pastor	Jacob McPheron (selected by the Pastor and the Personnel Advisory Committee and elected by the church)
Office Administrator	Scott Foster (selected by the Pastor and the Personnel Advisory Committee)
Church Clerk	Cathy Ziegler (2023) (selected by the Nominating Committee)
Church Custodian	Vicki Willis (selected by the Personnel Advisory Committee)
Summer Intern	??? (2023) (selected by the Pastor and the Personnel Advisory Committee)

PERSONNEL (paid positions)

Personnel Advisory Committee (selected by the Nominating Committee)

Lee Stevenson (2023) Chair

Beth Smith (2024)

Troy Clendenin (2025)

PERSONNEL (volunteer positions)

Nominating Committee (elected by the church)

Ellen Anderson (2023)

Brian Adams (2024)

David Kammler (2025) Chair

FINANCIAL MANAGEMENT

Church Treasurer - Claudia Blackman (2023)

(selected by the Nominating Committee)

Church Accountant – Simplify Church

(selected by the Stewardship and Finance Committee)

Stewardship and Finance Committee (selected by the Nominating Committee)

Pam Stevenson (2023)

Gary Rodvelt (2024) Chair

Toby Samples (2025)

Counting Team (selected by the Stewardship and Finance Committee): Claudia Blackman, Meredith Imboden, Gary Rodvelt, Beth Smith, Cathy Ziegler

BUILDING AND GROUNDS

Trustees (selected by the Nominating Committee)

Chris Clausen (2023)

Linda Rodvelt (2023)

Matt Anderson (2024)

Mike Jessup (2024) Chair.

Randall Johnson (2025)

Nancy Johnson (2025)

Lawn and Landscape Team (volunteers): Belisario Aguilar, Richard Hall, Nancy Johnson, Randall Johnson (chair) Toby Samples

Building and Maintenance Team (volunteers): Matt Anderson (chair), Richard Hall, Lauren Johnson, Randall Johnson, Gary Rodvelt, Linda Rodvelt, Lee Stevens

WORSHIP

Worship Committee (selected by the Nominating Committee)

Jacob McPheron, Worship & Tech Pastor (ex officio)

Maria Jessup (2023) Chair

Joanna Samples (2024)

Jackson Sprague (2025)

Worship Team (volunteers): Jacob McPheron, Gary DeHart, Hannah Pellman, Ellen Anderson, Kathy Anderson, Lainey Morris, Maria Jessup, Melanie Nelson, Michael Jessup,

Myra Anderson, Pam Stevenson, Thomas Jessup, Alana Joines, Ryan Brand, Hannah Brand

Tech Team (volunteers): Lauren Johnson (Chair), Ehric Johnson, Jacob McPheron, Toby Samples, Isabelle Tilford, Jonah Adams, Lydia Nelson, Nick Pellman, Emmalee McPheron, James Samples, Jake Anderson, Thomas Jessup

Visual Arts Team (volunteers): Nick Pellman, Isabelle Tilford, Toby Samples, James Samples, Jonah Adams

First Impressions Team (volunteers): Matt Anderson, Ellen Anderson, Maria Jessup, Randall Johnson, Melanie Nelson, Sherri Rich, Jason Rich, Joanna Samples, Jennifer Sixtos, Noe Sixtos, Beth Smith, Dana Tabor, Jackson Sprague, Rose Sprague, Brian Adams

Intercessory Prayer Team (volunteers): Brian Adams, Belisario Aguilar, Linda Rodvelt (coordinator), , Marian Leftwich, Melanie Nelson, Vicki Willis, Cathy Ziegler

Prayer Counselors (Deacons and Worship Committee): Brian Adams, Belisario Aguilar, Maria Jessup, Mike Jessup, Melanie Nelson, Phil Nelson, Linda Rodvelt

MISSIONS

Missions Committee (selected by the Nominating Committee)

Joanna Samples (2023) Chair

Belisario Aguilar (2024)

Emmalee McPheron (2025)

International Ladies Ministry Team: Ruth Kammler (Coordinator),

BCM Luncheon Team: Ruth Kammler (Coordinator)

WMU Team: Ruth Kammler (Coordinator)

SERVICE MINISTRY

Deacons (elected by the church and approved by the currently serving deacons)

Brian Adams (2023)

Belisario Aguilar (2023)

Matt Anderson (2024)

Lauren Johnson (2024) Vice Chair

David Kammler (2024) Chair

Gary Rodvelt (2024)

Mike Jessup (2024)

Toby Samples (2024)

Rick Smith (2025)

Lee Stevenson (2025)

Lord's Supper Preparation: Matt Anderson, Toby Samples

Baptism Preparation: Belisario Aguilar, Matt Anderson

Benevolence: Lauren Johnson, Toby Samples, Mike Jessup

Member Care Team (volunteers): Ellen Anderson, Mike Jessup, Ruth Kammler, Melanie Nelson, Linda Rodvelt, Dana Tabor

FELLOWSHIP

Fellowship Committee (selected by the Nominating Committee)

Martha Aguilar, Ellen Anderson (Chair), Sandy Johnson, Alana Joines, Sheri Rich, Beth Smith

Setup, Prepare & Serve Team (volunteers): Trisha Adams, Belisario Aguilar, Martha Aguilar, Matt Anderson, Claudia Blackman, Richard Hall, Maria Jessup, Melanie Nelson, Heather Odom, Gary Rodvelt, Joanna Samples, Lee Stevenson, Pam Stevenson

EVENT PLANNING AND ADMINISTRATION

Church Council

Pastor: Phil Nelson

Worship & Tech Pastor: Jacob McPheron

Church Clerk: Cathy Ziegler

Deacon Representative: David Kammler

Trustee Representative: Mike Jessup

Associate Director of Sunday School: Claudia Blackman

Stewardship & Finance Representative: Gary Rodvelt

Missions Representative: Joanna Samples

Intercessory Prayer Coordinator: Linda Rodvelt

Worship Representative: Maria Jessup

Fellowship Representative: Ellen Anderson

Youth Representative: Brian Adams

Children's Representative: Rose Sprague

Personnel Representative: Lee Stevenson

DISCIPLESHIP

Director of Discipleship (selected by the Nominating Committee)

_____?

Associate Director of Sunday School (selected by the Nominating Committee):
Claudia Blackman (2023)

Nursery Coordinator: Joanna Samples and Emmalee McPheron

Morning Worship Child Care: Brian Adams, Ellen Anderson, Matt Anderson, Maria Jessup, Joanna & Toby Samples, Sherri & Jason Rich

Sunday Bible Study Teachers

Preschool: Joanna Samples, (Myra Anderson, Lydia Nelson)

Kindergarten - 2nd grade: Vicki Willis (Jonah Adams)

3rd grade - 6th grade: Rose Sprague (Matt Anderson, James Samples)

7th – 12th grade: Brian Adams, Chris Clausen, (Phil Nelson, Jackson Sprague)

College: _____?

Young Women & Mothers: Melanie Nelson, (Maria Jessup)

Co-ed Adult: David Kammler, (Gary Rodvelt)

Co-Ed Adult: Rick Smith, ()

Co-Ed Adult: Linda Rodvelt, ()

Media Library Team (selected by the Nominating Committee)

Ruth Kammler (Director), Pam Stevenson

Weekday Bible Study Leaders:

Wednesday Night Adult: Phil Nelson

Thursday Night College Fellowship: Nick & Hanna Pellman

Friday Morning Women: Jean Provart, Claudia Blackman

Saturday Men's Breakfast: Brian Adams, Gary Rodvelt

Youth Discipleship Committee (Selected by the Nominating Committee)

Chris Clausen (2023)

Brian Adams (2024) Chair

Ellen Anderson (2025)

Youth Discipleship Leaders: ?

Children Discipleship Committee (selected by the Nominating Committee)

Rose Sprague (2023) Chair

Martha Aguilar (2024)

Connie Clendenin (2025)

College Students Discipleship committee (selected by the Nominating committee)

_____ ? (2022)

_____ ? (2023)

_____ ? (2024)

Adult Discipleship Committee (selected by the Nominating Committee)

_____ ? (2022)

_____ ? (2023)

_____ ? (2024)

LAKELAND MEMBERSHIP PROFILE QUESTIONNAIRE

TESTIMONY:

Provide a short description of how and when you received Christ as Lord and Savior

What evidence has there been in your life since your conversion that indicated a genuine conversion?

Why do you believe God is leading you to join the mission of Lakeland Baptist Church?

COUNSELED BY: _____ DATE: _____

► I am coming today to:

Profess that I have repented of my sins, believed on the Lord Jesus Christ as my Lord and Savior and wish to make a public witness of my faith through believer's baptism. Parental consent is required for a minor child.

(Parents signature) _____

Join this church body by confession that I have repented of my sins, believed on the Lord Jesus Christ as my Lord and Savior and following conversion have been previously baptized by immersion in another church.

LAKELAND MEMBERSHIP PROFILE QUESTIONNAIRE

NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP CODE: _____

HOME PHONE: _____ (CHECK IF UNLISTED _____)

WORK PHONE: _____ CELL PHONE: _____

E-MAIL: _____

BIRTHDAY: ____/____/____ WEDDING ANNIVERSARY: ____/____/____

OCCUPATION: _____

EMPLOYER: _____

COLLEGE STUDENT: Y N SCHOOL: _____

COLLEGE MAJOR: _____

FAMILY INFORMATION

SPOUSE NAME: _____

CHILDS NAME	DATE OF BIRTH
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_____	_____
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_____	_____
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_____	_____
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_____	_____
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AFFIRMATION OF MEMBERSHIP TO LAKELAND BAPTIST CHURCH 2023

I am reaffirming my commitment to Christ as Lord and to this local body of believers. Convinced by the Spirit of God I now pledge my life to the mission and values of Lakeland Church.

As God gives me grace, I will center my life around the following mission: "Communicating the joy and peace of knowing Jesus to all peoples."

I will order my life by the following values of Lakeland Church:

1. The Bible is our ultimate authority.
2. The Gospel is our priority. We will advance the gospel of our Lord by the lives that we live.
3. We will live lives that are redemptive and redeeming.
4. We celebrate our freedom in Christ
5. Continuous and contagious joy in Christ will be our life
6. We will live lives of radical generosity.
7. We will be a house of prayer for all peoples.
8. We will live as Biblically centered families
9. Every tribe, tongue, people, and nation will be our mission.

I, _____
commit myself to the mission and values of Lakeland Church.

SIGNED: _____ DATE: _____





AFFIRMATION OF BASIC DOCTRINES

The members of LBC believe the Bible is the inspired word of God, without error, and accept the Bible as their sole authority in matters of the faith and practice. The members understanding of Biblical truth is in essential accord with The Baptist Faith and Message adopted by the Southern Baptist Convention in 2000.

I am in essential accord with the BFM 2000.

SIGNED: _____ DATE: _____

AFFIRMATION OF CHURCH POLITY

Every church has a system of governance that provides for the selection of leadership, the admission of members, the collection and disbursement of funds, the administration of the church ordinances, etc. The governance of LBC is vested in the body of believers who compose it. We believe that God has given to the individual members of this church various gifts which they are to use to serve the congregation. The LBC Constitution (adopted on July 10, 2016) specifies the ways in which the church comes to identify members with such gifts and authorize them to act on its behalf in specific leadership roles, as individuals as well as members of councils or committees.

I accept the authority of the LBC Constitution and agree to promote the unity of the church by working in accordance with the structures and procedures it specifies.

SIGNED: _____ DATE: _____

POLICY FOR SEXUAL ABUSE

Lakeland Baptist Church:

1. Will not employ a convicted sex offender;
2. Will not allow a convicted sex offender to work as a volunteer in contact with minors;
3. Will not continue to employ any person who unlawfully concealed from law enforcement information regarding the sexual abuse of any person by an employee or volunteer of the church; and
4. Will promptly comply with all local, state, and federal mandatory reporting laws for sexual abuse.



BACKGROUND CHECK REQUIREMENT

Lakeland Baptist Church (LBC) is a community of families. We have babies, preschool children, elementary and secondary school children, college students, adults and senior adults. We worship with one another, disciple one another, care for one another, and interact with one another in a variety of social settings. Our Pastor and Deacons insist that we take every reasonable precaution to protect our congregation and prevent anyone from causing harm to a vulnerable individual within our fellowship.

Our Southern Baptist Convention and our liability insurance carrier recommend that our church conduct a background check on every individual the church authorizes to minister to minors. Since every member of our church has occasion to interact with the minors of our fellowship, our BC Constitution mandates a background check as part of the membership application process. If there are issues raised by this background check, they will be investigated by our Pastor and Deacons who have the authority to discuss these matters with the applicant and to withdraw the application if they feel that this is in the best interest of the church.

I understand that a background check is required for membership to BC and that the results may affect my membership candidacy and status.

SIGNED: _____ DATE: _____



AUTHORIZATION FOR RELEASE OF INFORMATION

This document requests your authorization to release information related to your personal history to Lakeland Baptist Church (LBC) in order to perform a background check. The purpose of this background check is to help provide a safe environment for anyone involved with LBC, especially minors. All of the information gathered will be handled by the Church Pastor and Deacons, with authority in these matters, and their agents. In addition, you have the right to make a written request to the Church to disclose the nature and scope of any information gathered and to dispute inaccurate information with the reporting agency.

I authorize Lakeland Baptist Church to periodically solicit personal background information related to my potential interactions and service as a Church member or volunteer. I understand that LBC may obtain information about me from a variety of sources.

I authorize the release of information about me from any person, agency, entity, registry or organization that possesses information about my motor vehicle driving record, criminal record and involvement in legal proceedings to LBC. Examples of these sources may include, but are not limited to, the Illinois Department of Health and Human Safety, a law enforcement entity, a background verification agency, a database or registry, a criminal report, a county court report, etc.

I authorize LBC, at its discretion, to make inquiries of my character and general reputation. Examples of these inquiries may include, but are not limited to, an employment history, personal references, interviews of persons with knowledge of my character, etc.

If needed, I will provide assistance and additional information to LBC.

PRINT FULL NAME:

SOCIAL SECURITY NUMBER

DRIVERS LICENSE NUMBER AND ISSUING STATE

DATE OF BIRTH

CURRENT HOME ADDRESS

OTHER NAMES BY WHICH YOU ARE KNOWN OR HAVE BEEN KNOWN

SIGNED: _____

DATE: _____

