

**BY-LAWS**  
**FOR**  
**EAGLE HEIGHTS BAPTIST CHURCH**

*(Proposed April 2026)*

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MISSION STATEMENT

Eagle Heights Baptist Church exists to serve, reach, and disciple people with the life-changing gospel of Jesus Christ.

“Let nothing be done through strife or vainglory; but in lowliness of mind let each esteem others better than themselves.”

Philippians 2:3 KJV

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**ARTICLE I**  
**CHURCH MEMBERSHIP**

**Section 1. General**

This is a sovereign Baptist Church under the Lordship of Jesus Christ. The membership retains unto itself the exclusive right of self-government in all phases of the spiritual and temporal life of this Church.

The membership reserves the exclusive right to determine the conditions of membership.

**Section 2. Church Membership**

Any person may offer himself as a candidate for membership in this Church. All such candidates shall be presented to the Church at any regular Church service for membership in any of the following ways:

1. By profession of faith in the Lord Jesus Christ and immersion baptism
2. By promise of a letter of recommendation from another Southern Baptist Church.
3. By restoration upon a statement of prior Biblical conversion experience and immersion baptism in a Baptist Church of like faith and order.

**NOTE: The Church reserves the right to counsel with any candidate prior to accepting them for membership.**

The criterion for Church membership shall be as follows:

1. Biblical salvation - Acts 4:12; 1 John 5:11-12
2. Biblical Baptism - Matthew 28:19-20; Acts 9:18; Acts 16:33
3. Accepting of the doctrinal principles of the Church which includes agreement to accept the Constitution and By Laws as the standard for membership in good standing. (1 Timothy 4:6-13; 2 Timothy 3:16; 2 John 9-10)

**Section 3. Rights of Members**

Every member of the Church who is present is entitled to vote on all elections and on all questions submitted to the Church.

Every member of the Church who is biblically qualified is eligible for consideration by the membership as candidates for elective offices in the Church.

Younger children that are members of Eagle Heights Baptist Church will be allowed to vote at the discretion of their parents.

**Section 4. Termination of Membership**

Membership shall be terminated in the following ways:

1. Death of the member
2. Lettered to another Baptist Church
3. Exclusion by action of this Church
4. Dropped upon request of the member

**Section 5. Discipline**

It shall be the practice of this Church to emphasize to its members that every reasonable measure will be taken to assist any troubled member. The pastor, other members of the Church staff and deacons are available for guidance. The attitude of members toward one another shall be guided by love and a concern for reconciliation rather than punishment. {Galatians 6:1-3; Matthew 18:15- 17; Titus 3:9-11; 2 Corinthians 2:5-11}

Should some serious condition exist which would cause a member to become a liability to the general welfare of the Church, the pastor, **pastoral council**, and the deacons will take every reasonable measure to resolve the problem in accordance with Matthew 18:15-17, Galatians 6:1, and Titus 3:1-10. If it becomes necessary for the Church to take action to exclude a member a 2/3 vote of the members present is required; and the Church may proceed to declare the person to be no longer in the membership of the Church. All such proceedings shall be pervaded by a spirit of Christian kindness and forbearance.

The Church may restore to membership any person previously excluded, upon request of the excluded person, upon evidence of the excluded person's repentance and reformation, the recommendation of the Senior Pastor and Deacons and by a 2/3 vote of the members present.

## **ARTICLE II**

### **CHURCH OFFICERS, COMMITTEES, AND STAFF**

All who serve as officers of the Church and those who serve as permanent staff or on Church Committees shall be members of this Church.

#### **Section 1. Church Officers**

~~The Church Officers are charged with leading the staff and congregation in achievement of the Church's stated mission and caring for the Church's members and others closely associated with the Eagle Heights Baptist Church fellowship community.~~ **The Church Officers are charged to ensure Eagle Heights Baptist Church functions lawfully, responsibly, and effectively by providing leadership, oversight, and administration and ensures the church conducts its business in an orderly and transparent manner.** The officers of this Church shall be the Senior Pastor, the Chairman of the deacons, the Church Clerk, the treasurer, and the trustees. The Senior Pastor will serve as Chairman of the Church Officers. If the Church has a vacancy in the Senior Pastor position, the Chairman of the Deacons will serve as Chairman of the Church Officers. Detailed procedures for selection of the above positions can be found in the Policy and Procedures Manual.

#### **Section 2. Pastoral Council**

**Eagle Heights Baptist Church recognizes the Biblical role of the Pastoral ministry. In accordance with the meaning of the work and practice in the New Testament, their task is to serve with the Senior Pastor in performing the pastoral ministry tasks of (1) shepherding and caring for the spiritual well-being of the congregation. (2) teaching, guiding, and equipping believers, providing leadership and nurturing their faith. (3) protecting the flock from false teachings, offering encouragement, and serving as examples of Christ-like living (see Ephesians 4:11-13, 1 Peter 5:2-3, and Acts 20:28). If the Church has a vacancy in the Senior Pastor position, the Pastoral Council will have the authority to lead the church in pastoral functions. Detailed procedure for the nomination and selection of the Pastoral Council can be found in the Policy and Procedures Manual.**

#### **Section 3. Deacons**

Eagle Heights Baptist Church recognizes the Biblical role of the deacon ministry. In accordance with the meaning of the work and practice in the New Testament, deacons are to be servants of the church. Their task is to serve with the pastor and staff in performing the tasks of (1) serving the church and its members in the achievement of its mission, and (2) care for the Church's members and other persons in the Eagle Heights Baptist Church fellowship community Detailed procedure for the nomination and selection of deacons, and their term of service can be found in the Policy and Procedures Manual.

#### Section 4. Staff

Eagle Heights Baptist Church shall maintain an appropriate, qualified ministerial staff as recognized and needed and elected by the congregation under the guidance and direction of the Personnel Committee. Detailed procedures for the selection of staff are found in the Policy and Procedures Manual.

- Eagle Heights Baptist Church requires and reserves the right to hire or terminate employment based on religious, Biblical Standards as outlined in its Constitution and By- Laws and Policy and Procedure Manual.
- All staff-level employees must be born-again believers in Jesus Christ and adhere to the doctrines of this Church.
- The staff team is to have a working relationship which is based on Christian love, encouragement, understanding, cooperation, and respect. (Hebrews 3:13)
- The Eagle Heights Baptist Church Senior Pastor and all associate Pastors must be male according to 1 Timothy 2:12; and must meet the pastoral standard outlined in 1 Timothy 3:1-7, Titus 1:6.
- Eagle Heights Baptist Church will not hire anyone associated with ideologies that are contrary to the scriptures - 1 Corinthians 6:9-10. If an employee is found to be living a lifestyle prohibited in these scriptures and refuses to repent, their employment shall be terminated by the Personnel Committee.

#### Section 5. Church Committees

To facilitate the work of Eagle Heights Baptist Church, there shall be ministry Committees. All Church committees will be established by the Church and committee members will be approved by the membership. The committee member nomination process and structure is identified in the Policy and Procedures Manual

Definitions:

1. Standing: Permanent Committees required to complete ongoing Church business. Examples, but not an exhaustive list, would be the Trustees, Personnel Committee and Nominating Committee, etc.
2. Ad-Hoc: Temporary or short term Committees created for a specific purpose to meet specific needs within the church. Once the assignment has been accomplished, an Ad Hoc committee will be dissolved. Examples, but not an exhaustive list, would be a Search Committee, a Building Committee and the Constitution Committee, etc.

### ARTICLE III

#### Church Program Organizations

Eagle Heights Baptist Church shall maintain programs deemed necessary by the congregation and staff for evangelism, Biblical spiritual growth and Biblical discipleship. All organizations related to the Church programs shall be under Church control, all committee members shall be elected by the Church and report regularly to the Church, and all program activities shall be subject to Church coordination and approval. The Church shall provide the human resources (either staff or volunteer) for the appropriate advancement of these programs.

## **ARTICLE IV**

### **Church Ordinances**

#### **Section 1. Baptism**

This Church shall receive for baptism any person who receives Jesus Christ as Savior by personal faith, who professes Him publicly, and who indicates a commitment to follow Christ as Lord.

1. Baptism shall be by immersion in water. (Romans 6:4)
2. The Senior Pastor, or whomever the Church shall authorize, shall administer baptism.
3. Baptism shall be administered as an act of worship during any worship service of the Church.
4. A person who professes Christ but is not baptized after a reasonable length of time shall be consulted by the pastor and/or staff or deacons.

#### **Section 2. The Lord's Supper**

The Church shall observe the Lord's Supper quarterly, as scheduled by the Senior Pastor. The Senior Pastor and deacons or their designee shall administer the Lord's Supper, the deacons being responsible for the physical preparations. (1 Corinthians 11:21-31)

Eagle Heights Baptist Church practices "closed" communion.

"Closed" communion is defined as follows:

- 1.A baptized believer and member of Eagle Heights Baptist Church or
- 2.A born again believer and member of a fellow Church of like faith and order.

NOTE: It is the responsibility of the Senior Pastor or the Chairman of the Deacons to announce at the beginning of the Lord's Supper those who are qualified to partake. It is the responsibility of the parents to instruct and supervise their small children. (It is highly encouraged that small children sit with their parents during the Lord's Supper.) (1 Corinthians 11:27)

## **ARTICLE V**

### **Church Meetings**

#### **Section 1. Worship Services**

The Church shall meet regularly each Sunday and any other time designated in the Policy and Procedure Manual. The purpose of meeting together may be for worship, prayer, praise, preaching, instruction, and evangelism. The pastor or his designee shall direct the formal services for all the Church members and for all others who may choose to attend.

#### **Section 2. Special Services**

Revival services and any other Church meetings essential to the advancement of the Church's objectives shall be scheduled by the Senior Pastor and placed on the Church calendar.

#### **Section 3. Church Moderator**

The Church shall elect a moderator who will preside over the business meetings of the Church body. The Senior Pastor in consultation with the Church Officers shall recommend this individual for election at the Fourth Quarter Business Meeting. The moderator's term of office will be one year. The moderator will work with the

Senior Pastor, Church Administrator, Church Officers, Church Committees, and Staff in order to ensure that all business meetings are handled decently and appropriately. In the absence of the moderator, the Chairman of the Deacons shall preside; or in the absence of both, the business meeting shall be postponed.

#### Section 4. Regular Business Meetings

The Church shall hold Quarterly Business Meetings. Minutes shall be taken at every business meeting and made available to members upon request. Monthly reports of finances, membership updates, statistics, etc., shall be made available to the members.

#### Section 5. Special Business Meetings

The Church may conduct meetings in addition to the Quarterly Business Meetings to consider matters that require Church decisions or are of special nature and significance. A one week notice must be given for the specially called business meeting unless extreme urgency renders such notice impractical. The notice shall include subject the date, the time and place; and it must be given in such a manner that all voting members have opportunity to know of the meeting.

#### Section 6. Quorum

The quorum consists of those members who attend the business meeting, provided it is a stated meeting or one that has been properly called. If the attending Church Officers determine that there is not a sufficient number of members at a particular business meeting to properly enact business, the meeting will be rescheduled.

#### Section 7. Parliamentary Rules

The conduct of business meetings shall be done decently and in order (1 Corinthians 14:40). Biblical principles, parliamentary procedures, Christian love, and Godly character shall serve as the guiding factors. Conduct contrary to these shall be unacceptable. The moderator shall have the prerogative to reschedule the meeting if conduct at a meeting should become unacceptable.

### **ARTICLE VI**

#### Church Finances

##### Section 1. Budget

Eagle Heights Baptist Church shall operate on an annual budget. The annual budget must be approved by the congregation. The Budget is based on a combination of estimated expenses, the previous years' offerings received, current attendance in Sunday morning services, and faith that God will provide to accomplish His purpose.

The Church relies on tithes and offerings as its principal source of income. *"Ascribe to the Lord the glory due His name; bring an offering and come into His courts."* (Psalm 96:8). It is understood that membership in this Church involves financial obligation to support the Church and its cause with regular, proportionate tithes and offerings. Detailed procedures for creating a budget, presenting the budget to the congregation, designating funds, and acceptable accounting procedures are found in the Policy and Procedures Manual. (Malachi 3:10-11; Leviticus 27:30-32)

## ARTICLE VII

### Church Policies and Procedures

The Church will establish clearly defined policies and procedures that support the Constitution and By-Laws of Eagle Heights Baptist Church. A Policy and Procedures Manual will be kept in the Church office and be made available to members upon request. Once each year the Policy and Procedures Manual will be reviewed by the Church Officers **and the Pastoral Council** to ensure all policies and procedures continue to support the Constitution and By-laws, are current and are being followed by the committees and staff. ~~A report on the accuracy and proper use of~~ **Any changes to the Policy and Procedures Manual will** ~~may~~ **be given presented** to the congregation at ~~the Fourth~~ **any** Quarterly Business Meeting. **Changes to the Policies and Procedures shall be accepted by a majority vote of the church members present.** ~~If, based on the Church Officers report to the congregation, changes are needed in either staff or committee actions or changes are needed in the Policy and Procedures Manual, those~~ **Changes, once accepted** will be ~~made and implemented in the first quarter following the Fourth Quarter Business Meeting.~~

## ARTICLE VIII

### Changes in the Constitution and By-Laws

Changes in the constitution or by-laws may be proposed at any regular business meeting of the Church provided each member shall have been presented the changes in writing at least one week prior to the business meeting at which time the changed will be discussed. The vote on the proposed changes will be at a subsequent business meeting not sooner than one calendar month after the initial presentation. Amendments to the constitution require a two-thirds vote of the Church voting members present to pass. Amendments to the by-laws shall have a concurrence of a two-thirds of the members present and voting.