

THE

CONSTITUTION

OF

ALASKA BAPTIST CHURCH

PART ONE: WHO WE ARE (Approved: 7-31-2002)

PART TWO: WHAT WE BELIEVE (Approved: 8-20-2023)

PART THREE: HOW WE DO MINISTRY (Approved: 02-16-2025)

This material has been developed for the use of the Alaska Baptist Church and is intended to serve as a summary statement describing who we are, what we believe and how we conduct ministry.

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Preamble

We, the members of the Alaska Baptist Church, as a body of baptized believers in the Lord Jesus Christ adopt for our government and plan of worship and service the following Constitution, and rescind all previous action contrary thereto.

PART ONE:

WHO WE ARE

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PART ONE: WHO WE ARE

Article 1 – Name

This church is currently known as the *Alaska Baptist Church*, Caledonia Michigan. The current mailing address of the Alaska Baptist Church is 7240 68th Street SE, Caledonia, MI 49316-9525.

Article 2 – Purpose

The purpose of this church shall be to glorify the Lord Jesus Christ by: worshiping Almighty God in accordance to Holy Scripture; by proclaiming the gospel of Jesus Christ in the world after the pattern of the Great Commission; by faithfully teaching and instructing believers, encouraging the development of consistent Christian character; by promoting missionary/evangelistic enterprises at home and abroad; and by contributing to the growth and development of Christian fellowship, within the church and with others of like precious faith.

Article 3 – Doctrine

This church accepts the Bible (the sixty-six books of the Old and New Testaments) as its sole basis for doctrine and practice. The doctrinal statement provided in this Constitution is intended to summarize but not exhaust the doctrinal position of this local assembly. We are in agreement with the doctrinal statement published by the General Association of Regular Baptist Churches.

Article 4 - Polity

The government of this local assembly is vested in the body of believers who compose it and shall be ordered and regulated in accordance with Holy Scripture. It is subject to the control of no other ecclesiastical body, but recognizes and sustains the obligation of mutual counsel and cooperation common among Baptist churches.

Article 5 – Denomination

The ecclesiastical denomination with which we share a common doctrinal and political heritage is Baptist.¹ Alaska Baptist Church has been duly recognized as a Baptist Church by the General Association of Regular Baptist Churches, with whom we freely affiliate.²

Article 6 - Incorporation

Alaska Baptist Church of Alaska is incorporated in the State of Michigan and is recognized as a non-profit ecclesiastical organization by both Federal and State authorities and is subject to all the rules and regulations consistent with being a Non-profit Ecclesiastical Organization pursuant Act 054-1899 since September 13, 1934 (EIN 38-2503286).

Article 7 – Covenant

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

We engage, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church in knowledge, holiness, and comfort; to promote its prosperity and spirituality; to give it a sacred preeminence over all institutions of human origin; to contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the gospel through all nations.

We also engage to maintain family and private devotion to Christ; to educate our children in the things of Christ; to seek the salvation of our families and acquaintances; to be just in our dealings, faithful in our engagements, and exemplary in our conduct; to avoid bitterness, rage and anger, brawling and slander, along with every form of malice (c.f., Eph. 4:31); and to be zealous in our efforts to advance the Body of Christ, the Church.

We further engage to watch over one another in brotherly love; to remember each other in prayer; to aid each other in sickness and distress; to cultivate Christian sympathy in feeling and courtesy in speech; to be slow to take offense, but always ready for reconciliation, and mindful of the rules of our Savior, to secure it without delay.

We moreover engage that when we remove from this place, we will unite with some other church, where we can carry out the spirit of this covenant and the principles of God's Word.

PART TWO:

WHAT WE BELIEVE

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PART TWO: WHAT WE BELIEVE

The following doctrinal statement is intended to act as a summarization of what we believe and teach as a local church. Scripture references are listed by article and superscript number as endnotes of this document.

Article 1 – The Holy Scriptures

We believe in the divine inspiration and therefore, the absolute authority¹ and sufficiency² of Holy Scripture, consisting of the thirty-nine books of the Old Testament³ and the twenty-seven books of the New Testament⁴ as originally written; that all Scripture is verbally (each word)⁵ and plenarily (sum total of all the words) inspired by God;⁶ that it is the very product (i.e. breath) of God, produced through the instrumentality of men superintended by the Holy Spirit,⁷ and is therefore infallible and inerrant in all matters of which it speaks.⁸ Furthermore, we believe that the Bible is the completed revelation of God.⁹ As our properly basic belief, we believe the Bible to be a “God-breathed word” and therefore, absolute truth, constituting the normative standard for ethics/morality, the standard by which all human philosophies, conduct, creeds and opinions must be tried.¹⁰

Article 2 – The Triune God

We believe there is only one living and true God.¹ God is self-revealing (self-disclosing)² and sovereign,³ an eternal,⁴ infinite,⁵ immutable,⁶ Spirit,⁷ who is omnipotent,⁸ omniscient⁹ and omnipresent,¹⁰ the Creator and supreme Ruler of heaven and earth;¹¹ inexpressibly glorious in holiness,¹² righteousness,¹³ love¹⁴ and justice,¹⁵ worthy of all possible worship (adoration),¹⁶ honor,¹⁷ confidence¹⁸ and praise;¹⁹ that in the unity of the Godhead there are three uncreated, divine Persons: the Father, the Son and the Holy Spirit;²⁰ who are coeternal,²¹ coexistent (sharing a common consciousness),²² and coequal in every divine perfection²³ while executing distinct but harmonious offices (different function) in the great work of redemption.²⁴

Article 3 – God the Father

We believe that God the Father is an infinite, eternal, divine person, having no beginning and no ending, equal in power and glory with God the Son and God the Holy Spirit, and partakes of the same divine essence (being) and nature (deity);¹ that He was active in creation, though not the expressed Agent;² that in His relation to the Trinity He is the first Person:³ the eternal Father of Jesus Christ,⁴ and (along with God the Son) is the eternal source of the Holy Spirit;⁵ and in relation to believers He is their everlasting heavenly Father;⁶ to whom we address our prayers,⁷ and from whose hand we receive every good and perfect gift.⁸

Article 4 – God the Son: Jesus Christ

We believe that Jesus Christ is God the Son: an infinite, eternal, divine person, having no beginning and no ending,¹ equal in power and glory with God the Father and God the Holy Spirit, partaking of the same divine essence (being) and nature (deity);² that He was the divine Agent in creation;³ that in His relation to the Trinity He is the second Person: the eternal Son of God and God the Son;⁴ that God the Father and God the Son are the eternal source from which the Holy Spirit proceeds;⁵ that in His relation to man He is the only Mediator⁶ between God and man and the only Savior of mankind;⁷ that He is God incarnate;⁸ that He was conceived of the Holy Spirit and born of a virgin;⁹ that He was without sin (incapable of sinning) and lived a sinless life;¹⁰ and that His death was vicarious (to substitute for another) and expiatory (to fully satisfy or atone) on behalf of man.¹¹ We believe that Jesus Christ rose bodily from the dead three days after being crucified and buried in a tomb,¹² that He demonstrated Himself to be alive being seen for forty days by many witnesses;¹³ and that He ascended into Heaven¹⁴ and is presently seated at the right hand of God the Father where He intercedes¹⁵ on behalf of the believer.

Article 5 – God the Holy Spirit

We believe that the Holy Spirit is an infinite, eternal, divine person, having no beginning and no ending, equal in power and glory with God the Father and God the Son, partaking of the same divine essence (being) and nature (deity);¹ that He was active in the creation, though not the expressed Agent;² that in His relation to the Trinity, He is the third Person; that He eternally proceeds from God the Father and God the Son;³ that in relation to Jesus Christ – He bears testimony to His person and work;⁴ that in His relation to the unbelieving world He restrains evil until God's purpose is fulfilled;⁵ that He convicts the world of sin, righteousness and of judgment;⁶ that He bears witness to the written, completed truth of the gospel expressed in preaching and witness;⁷ that He is the Agent in the new birth,⁸ and constitutes the sphere into which the Church is corporately baptized (united together in Christ);⁹ that His works include sealing,¹⁰ indwelling,¹¹ empowering,¹² giving gifts,¹³ guiding and teaching,¹⁴ illumining,¹⁵ bearing witnesses,¹⁶ sanctifying,¹⁷ helping, comforting¹⁸ and interceding¹⁹ on behalf of believers. Furthermore, we believe that there is a difference between being *filled with the Spirit* and having the *fullness of the Spirit*; that every believer receives from God the Holy Spirit in His *fullness* at salvation (when regenerated);²⁰ that the command to *be filled with the Spirit* is the individual responsibility of believers to walk in obedience to God, yielding fully to Him whereby the Spirit is able to control and empower them for service.²¹

Article 6 – Spiritual Gifts

We believe the purpose of all *supernatural gifts* (1 Corinthians 12:1-12) was to credential and identify the Apostles during the time interval between the ascension of Christ and the completion of the New Testament Canon; that all of the *supernatural gifts* were limited to the Apostles and to the Apostolic Age (2 Corinthians 12:12) and therefore, are not needed, necessary nor operative today.¹

We believe that all of the *gifts* listed in Romans 12 are *natural abilities* in contrast to the Apostolic, *supernatural gifts*; that they are distributed among all believers throughout the Church Age; that their successful exercise is dependent upon personal discipline and development on behalf of the believer, and that their purpose is the edification of the body of believers in the local church.²

We believe that the gifts listed in Ephesians 4:11-12 are to be distinguished from those listed in 1 Corinthians 12 and Romans 12 in that these *gifts* are “entity gifts.” They are divinely called *individuals*, namely, Apostles, and Prophets, Missionaries (i.e., Evangelists), and Pastor-teachers (i.e., Pastors/Elders); that these gifts are individuals whom God has called to minister in the local church; that the Apostles and Prophets were of the Apostolic Age; and that Missionaries and Pastor-teachers (i.e. Bishops: Elders/Pastors) are individuals called by God to minister in the church throughout the Church Age.³

Article 7 – Creation

We believe the biblical account of the creation of the material universe; that the biblical account is neither allegory nor myth, but a literal, historical account of the direct, immediate creative acts of God (*ex nihilo*) without any evolutionary process.¹ We believe that everything that exists, that is not God, was created by God for His purpose and pleasure; and that apart from Him nothing could come into existence, has come into existence, nor could continue to exist.²

Article 8 – Angels

We believe that God individually created all angels as immortal, extraterrestrial, spirit beings;¹ that they are personal,² powerful³ and highly organized;⁴ that they were all originally created in a state of holiness;⁵ that when Lucifer (Satan) rebelled against God,⁶ a great host of angels followed after him in his defection;⁷ that consequently all angels were confirmed in their condition whether holy or unholy;⁸ that unholy angels (demons) constitute the demonic emissaries of Satan assisting him in his opposition to God, His work, and His people;⁹ that believers are warned against the danger of Satan's relentless effort to destroy them;¹⁰ that believers are commanded to take up the full armor (panoply) of God;¹¹ that Satan may be resisted¹² and

temptation overcome through personal submission to the Holy Spirit and obedience to the Word of God;¹³ that holy angels are the servants and ministers of God performing God's will and providing special care for believers.¹⁴ Furthermore, we believe that Satan and his angels (demons), are under the sovereign authority of God;¹⁵ and having been judged by God in the cross (death) of Jesus Christ,¹⁶ will be eternally confined to the Lake of Fire.¹⁷

Article 9 – Satan (The Devil)

We believe in the reality and personality of Satan, the Devil;¹ that he is a finite created spirit being;² that he was originally created as Lucifer,³ but through pride and rebellion fell from his original angelic state and became the enemy of his Creator and all who are His children;⁴ that he is the unholy god of this age⁵ and the ruler of all the powers of darkness;⁶ the prince and the power of the air,⁷ and is the spirit that is operative in the disobedient;⁸ that Jesus Christ was manifested in order to destroy the works of the Devil;⁹ that the death of Jesus Christ secured his eternal condemnation; therefore he is destined for divine retribution and will spend eternity confined in the Lake of Fire.¹⁰

Article 10 – Man

We believe that God created man and that man (mankind) is not the product of an evolutionary process;¹ and was created in a state of creaturely righteousness and perfection, and in a state of conditional immortality, having been created in the unmarred image and likeness of his Creator;² We believe that our Creator established human gender biologically in fixed, binary categories: male and female. Seeking to confuse or change the God-given distinction of the two genders violates God's creative design and revealed will.³ We believe that Adam and Eve were the progenitors of the entire human race;⁴ that life begins at conception;⁵ that human life is to be valued above all other created forms of life;⁶ that God alone has the sovereign right to give and or to take human life;⁷ that the sixth commandment prohibits anyone from taking the life of another without divine sanction;⁸ and therefore elective abortion, suicide and any form of assisted suicide is morally wrong.⁹ Furthermore, we believe that by voluntary transgression, Adam rebelled against his Maker and fell from his sinless and happy state;¹⁰ that all mankind participated in Adam's rebellion and transgression and consequently share in Adam's condemnation whereby, apart from saving grace and faith, are deserving of condemnation, without defense or excuse;¹¹ and is totally incapable of remedying their sinful state or reconciling themselves to God.¹²

Article 11 – Marriage and Family

We believe that marriage is an institution ordained of God;¹ that marriage is to be a heterosexual, monogamous, intentionally lifelong, covenant relationship between a man and a woman;² that the one-flesh relationship of husband and wife is one of unity with a difference;³ that the husband, is to occupy a place of headship and the wife a place of helper;⁴ that their individual value is the same – having been created in the image and likeness of God;⁵ that marriage is the proper context for raising children and that parents are to raise their children in the nurture and admonition of the Lord⁶ by teaching them the Word of God⁷ and by mentoring them in the Christian life;⁸ and that children are to honor and obey their parents.⁹ Furthermore, we believe that believers should not marry non-believers.¹⁰

Article 12 – Divorce

We believe that although God intended marriage to be a permanent, lifelong covenant relationship between one man and one woman,¹ that divorce is a moral option for those who suffer at the hands of an unrepentant spouse guilty of committing flagrant, marriage-covenant-breaking acts against them;² that in the sight of God, acts of sexual infidelity and unfaithfulness, physical and emotional abuse, and neglect and abandonment of one spouse against another are considered adulterous acts and therefore, may be considered as moral grounds for divorce.³ For divorce that resulted from the kinds of immoral acts listed above, the innocent person in the divorce has a moral right to remarry another morally eligible person. The person guilty of committing such adulterous acts is to be considered culpable for the divorce, and therefore, does not have the moral right to

remarry.⁴ Furthermore, we believe that God is merciful, and abundant in His grace toward us and that those who for hardness of heart toward their spouse either divorced or were divorced may upon sincere repentance, secure God's forgiveness⁵ and evidencing the fruits of repentance regain the moral right to remarry.⁶

Article 13 – The Plan of Salvation

We believe God created all things, including man, for His glory, purpose and pleasure;¹ that man was created with the emotional, intellectual and volitional ability² to live in fellowship with God, to walk with Him, serve Him faithfully, to enjoy Him and to be the special object of God's love.³ However, because of man's willful defection from God and his disobedience to the command of God, man lost (fell from) his original place of fellowship and communion with God, and sin now separated him from God.⁴ All the evil, pain and suffering, and all the injustice in the world today is predicated upon man's defection from God and the inevitable effect of sin and sinful beings in the world today.⁵ Though man defected from God, God nonetheless, has set His heart upon man, desiring that all men (mankind) be reconciled to Him.⁶ The heart and love of God for man was expressly demonstrated in Jesus Christ, who came into the world to redeem man, by paying the price for man's sin; making it possible for man to be restored to favor and fellowship with God.⁷ This divine act of love was demonstrated in the voluntary, substitutionary death of Jesus Christ on the cross.⁸ God who is not willing that any should perish but that all should come to repentance and faith in the Lord Jesus,⁹ has provided and offers eternal salvation for as many as will come to Him, repent of their sins and accept Him as their Savior and Lord.¹⁰

Article 14 - Grace and Salvation

We believe salvation is by grace through faith in Christ alone;¹ that the salvation of sinners is divinely initiated and wholly of grace through the mediatorial office of Jesus Christ;² that by His substitutionary death on the cross He fully satisfied the just demands of a holy and righteous God regarding sin;³ that repentance of sin and faith in the Lord Jesus Christ is the only condition of salvation;⁴ that repentance is a change of mind and purpose toward God prompted by the Holy Spirit and is an integral part of saving faith;⁵ and that saving faith is expressed by a personal acceptance of Jesus Christ as Savior and Lord.⁶

Article 15 – Regeneration and the New Birth

We believe that in order to become a Christian (saved), sinners must be born again;¹ that the new birth is a new creation in Christ Jesus;² that it is instantaneous and not a process;³ that in the new birth the one dead in trespasses and in sins receives everlasting life from God;⁴ that regeneration (new life) is brought about by the Holy Spirit the moment one believes in Jesus Christ;⁵ that the new creation is brought about by our sovereign God in a manner above our comprehension, by the power of the Holy Spirit in connection with divine truth.⁶ Furthermore, we believe that proper evidence of the new birth appears in the manifestation of the fruit of the Spirit, faith, good works and newness of life.⁷

Article 16 – Justification and Security of the Believer

We believe that justification is that judicial act of God, whereby He declares the believer righteous in His sight, based upon the imputed righteousness of Jesus Christ;¹ that it is bestowed, not in consideration of any work of righteousness which we have done, but solely by grace through faith in His substitutionary death on the cross;² that forgiveness of sins past, present and future is secured in and through His once-for-all sacrifice for sin;³ that there is therefore no condemnation (judgment) remaining against the believer.⁴ Furthermore, we believe that all who are truly born again⁵ are completely (fully) saved⁶ and forever secured (kept)⁷ in their salvation by the power of God the Father for Jesus Christ.⁸

Article 17 – Sanctification and Conversion

We believe that *sanctification* is the divine setting apart (Lit., “to make central”) of the believer unto God, fully and permanently accomplished at the moment of salvation;¹ that *conversion* is a personal and progressive experience of every believer throughout one’s Christian life, brought about through the providential work of the Holy Spirit in conjunction with the Word of God, whereby the believer is progressively conformed (converted) into the image of Jesus Christ.² Furthermore, we believe that this conversion process is guaranteed to be perfected (completed), subsequent to death, at which time every believer will experience their full adoption as sons of God.³

Article 18 – The Church

We believe that the New Testament Church is composed of local organized congregations of immersed believers, and is not Judaism continued and enlarged; that each local congregation is to be associated by covenant of faith and fellowship of the gospel; observing the ordinances of Christ;¹ governed by His laws and exercising the abilities, rights and privileges vested in them by His Spirit and His Word;² that there are two offices: Bishop (Elder/Pastor)³ and Deacon,⁴ whose qualifications, claims and duties are clearly defined in the Scriptures. We believe the purpose of the local church is to include meeting together on a regular basis for corporate worship of God in accordance with Holy Scripture; to nurture believers through various discipleship ministries and communal fellowships encouraging one another in the Christian life;⁵ and to faithfully bear witness of Jesus Christ to all men, throughout the world as we have opportunity.⁶ We also believe that each local church has the responsibility of self-government free from the interference of any hierarchy of individuals or organizations;⁷ that it is mutually beneficial for churches of like faith and practice to fellowship together as brothers and sisters and fellow-laborers in Christ for the glory of Christ, the encouragement of believers and the furtherance of the gospel.⁸

Article 19 - The Priesthood of the Believer

We believe in the priesthood of every believer;¹ that every born-again believer is a priest of God and may enter into His presence² through Jesus Christ;³ that with the help of the Holy Spirit, every believer has the privilege and responsibility to study,⁴ understand⁵ and obey the commands of God revealed in the Scriptures.⁶

Article 20 – Two Ordinances: Believers’ Baptism and the Lord’s Supper

We believe that Christian baptism is the single immersion of a believer in water,¹ as a solemn and beautiful emblem of identification with the crucified, buried and risen Savior, through Whom we died to sin and rose to a new life;² that baptism is to be performed under the authority of the local church;³ and that it is a reasonable prerequisite to the privileges of church membership.⁴ Furthermore, we believe the Lord’s Supper is to be celebrated, as often as desired by the Lord’s people;⁵ that it is a solemn commemoration of our Lord’s death; and that it should be preceded by solemn self-examination.⁶

Article 21 – Separation: Personal and Ecclesiastical

We believe in obedience to the biblical command to separate ourselves unto God from worldliness¹ and ecclesiastical apostasy,² that we are to live moral and upright lives as the children of God³ and ambassadors of Jesus Christ;⁴ that we are to abstain from all forms of sexual immorality,⁵ including all premarital⁶ and extramarital⁷ sexual relationships and all forms of homosexual behavior;⁸ that we should possess our bodies in sanctification and honor;⁹ that drunkenness,¹⁰ abusive use of prescription drugs and or the use of illicit drugs are strictly forbidden in Scripture.¹¹ Furthermore, we believe that the local church as a corporate representative of Christ has a solemn responsibility to separate herself from other ecclesiastical groups which do not hold to the fundamentals of the Christian faith, and or by whose fellowship would require us as a church to compromise our stand for Christ as we understand to be the teaching of Scripture.¹²

Article 22 – Future Things: Eschatology

We believe in the secret pre-tribulational return (Rapture) of Jesus Christ for His Bride the Church, an imminent event at which time the dead in Christ shall be raised in glorified bodies, and the living in Christ shall be given glorified bodies without tasting death, and both resurrected and raptured saints will be caught up together to meet the Lord in the air,¹ being spared the coming wrath of the Tribulation;² that at the *Judgment Seat of Christ* the works, words, thoughts and motives of service rendered by believers to Jesus Christ will be examined by Him, resulting in gain or loss of reward.³ We believe in the pre-millennial return (Revelation) of Jesus Christ in power and great glory, being accompanied by His saints, He will bring to a close the Great Tribulation period;⁴ that He will judge the nations of the earth,⁵ bind and cast Satan to the abyss,⁶ and establish His Millennial Kingdom upon the earth⁷ whereby He will fulfill all the prophecies associated with the Abrahamic Covenant to Israel as a nation;⁸ that after the thousand-year reign of Christ (Millennial Kingdom), Satan will be loosed for a short time⁹ and will instigate and lead the nations of the earth in a final worldwide rebellion against Christ;¹⁰ that judgment will come from heaven in the form of fire whereby all those in rebellion will be consumed;¹¹ and that immediately following that judgment by fire, the lost (non-believers) from all ages will be summarily resurrected to stand before the Lord Jesus at the *Great White Throne*,¹² at which time they will all be judged according to their works¹³ and condemned. Furthermore, they shall all be cast into the *Lake of Fire*¹⁴ along with Satan, the Beast and the False Prophet;¹⁵ and that there shall be no end to their confinement and torment.¹⁶

Article 23 – The Righteous and the Wicked

We believe that there is a radical and essential difference between the righteous and the wicked;¹ that only those who are justified by faith in Jesus Christ and sanctified by the Holy Spirit of our God are truly righteous;² that all such as continue in unrepentance and unbelief are wicked in His sight and deserving of condemnation.³ Furthermore, we believe that this distinction holds among men both in and after death,⁴ in the everlasting felicity of the saved⁵ and the everlasting conscious suffering of the lost in the Lake of Fire.⁶

Article 24 – Civil Government

We believe that civil government is of divine appointment for the well-being and good-order of human society; to restrain evil and punish lawbreakers;¹ that believers are to fulfill their tax obligation to governmental authorities;² that magistrates are to be prayed for, conscientiously honored, and obeyed,³ except in those things opposed to the will of Jesus Christ as revealed in Scripture.⁴

PART THREE:

HOW WE DO MINISTRY

(Revised/Approved: 02/16/25)

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PART THREE: HOW WE DO MINISTRY

(Church Polity: Bylaws)

The following statement of governing bylaws have been adopted in order to direct the development of Christian ministry in this church and reflects our biblical understanding of the divine mission of the Church as taught in Scripture.

Article 1 – Membership

Section 1 – Eligibility

The membership of this church shall consist of persons who are eighteen years old and older; who profess faith in Christ as their personal Savior, give evidence of a change of heart, who have been baptized by immersion, agree with the doctrinal position of this church (see Abbreviated Doctrinal Statement – Appendix A) and are willing to cooperate as a body together in accordance with this Constitution. A person who belongs to a secret organization or ungodly group is not eligible for church membership.

Section 2 – Application

All applications for membership shall be made to the Pastor(s). Each applicant shall publicly make known their desire, attend a membership instruction class, and give testimony to the Deacons. The Deacons shall make inquiry into the spiritual fitness of the applicant, and, if found satisfactory, recommend them to the church for membership.

Section 3 – Admission

Members may be received into the church by a majority vote at any Regular or Special Business Meeting of the church. Membership shall begin at the time of the church vote. Public acknowledgment of the vote shall be made during the following Lord's Day Morning Worship Service, and the right hand of fellowship shall be extended to each new member.

Section 4 – Responsibilities

Membership is always accompanied by responsibility. The New Testament is filled with instruction regarding the work and responsibilities of the local church. Members of Alaska Baptist Church are expected to use their talents, abilities and opportunities for Christian service as God provides them, for His glory, the building up of fellow believers and evangelizing the lost. Members are expected to attend the services of the church and faithfully support the work of the church through prayer and financial support of the church.

Section 5 – Active Membership

Scripture instructs believers to be faithful in church attendance. Members who fail to attend the Sunday Morning Worship Services over an extended period of time shall be pursued by the Pastor(s) and/or Deacons to determine why they have shown a lack of interest in the church. The Deacons shall review the membership list quarterly. Members who have willfully absented themselves from the Sunday Morning Worship Services for six (6) months or more may be removed from membership by recommendation of the Deacons and approval of the church members. Exceptions should be made in regard to serious illness, disability, age, education, travel, missionary service, military service, work, and any other good and sufficient reason.

Section 6 – Associate Membership

Temporary residents and/or home-based missionaries who are members in good standing of churches whose doctrinal views are in accord with this church may, upon recommendation of the Deacons and a favorable vote of the church, be accepted as Associate Members.

Church members who are physically unable to attend Sunday Morning Worship Services (e.g., shut-ins, students away at school, missionaries, those serving in the military) shall be moved to associate membership upon recommendation of the Deacons. Exceptions should be made in regard to any good and sufficient reason.

Associate Members do not have voting privileges in Business Meetings and cannot be Deacons, Church Officers, or Ministry Team leaders.

Associate Members who are physically able to attend Sunday Morning Worship Services regularly and desire to become Active Members shall be moved to Active Membership upon recommendation of the Deacons.

Section 7 – Removal from Membership

A person shall be removed from church membership for the following reasons:

- A. By physical death
- B. By request– Members in good standing (i.e., not under discipline—see Article 1, Section 8) may submit a written request to the Pastor(s) and/or Deacons to be removed from membership. They will be removed from membership on the date the request was received. Church members will be informed of the removal at the next regular Business Meeting.
- C. By inactivity (see Article 1, Section 5)
- D. By joining another church– Church members will be informed of the removal at the next regular Business Meeting.
- E. By church discipline– Members who knowingly live in willful and continued disobedience to God shall be disciplined according to the biblical steps outlined in Article 1, Section 8. As the final step of the process, they will be removed from membership. Once the Pastor(s) become involved in the discipline of a member, a request to be removed from membership will not be honored until the matter is resolved.

Section 8 – Discipline of Members

God commands believers to demonstrate special loyalty and concern for one another. Discipline is a way to express genuine love and to practice accountability in the body of Christ. Therefore, the entire discipline process shall include self-examination, prayer, and a spirit of gentleness. It shall be motivated by and carried out in love, with the goal of complete restoration of the disobedient believer to fellowship with God and the church body. All matters of discipline shall be conducted in the spirit of Matthew 18:15-20 and Proverbs 18:13, 17.

- A. The Informal Process
 - 1. If a member is caught in sin that hinders spiritual growth and witness for Christ, another member aware of the sin is responsible to go alone to confront and restore the offending member. It is the responsibility of each member to quickly make reconciliation.

2. If the offending member is unrepentant, the confronting member shall ask one or two additional church members to help resolve the issue.

B. The Formal Process

1. If the offending member is still unrepentant, the issue shall be brought to the Pastor(s) and Deacons. They shall listen and review the issue to determine what biblical action must take place for God to be glorified and His saints to be edified. If necessary, the issue may need to be presented to the entire church, and members will be asked to confront and restore the offending member. No offense shall be heard by the church until previous biblical steps have been followed. Exceptions shall be made for public sins that require public repentance and restitution.
2. The offending member under formal discipline is automatically released from any office or position, cannot speak at Business Meetings, and is deprived of the right to vote at Business Meetings
3. The offending member can be restored back into fellowship after public repentance of the sin before the church. Restoration to church membership does not immediately restore one to an office held prior to formal discipline.
4. If the offending member remains unrepentant and refuses to be restored, the church shall remove the individual from membership.
5. After the unrepentant individual is removed from membership, all relationships with that person are only for the purpose of reconciliation and restoration.

Article 2 – Meetings

Section 1 – Fiscal Year

The fiscal year of the church shall be January 1 through December 31.

Section 2 – Sunday Services

The Pastor(s) and Deacons shall be responsible for the scheduling and developing of weekly services of the church for the purpose of worshiping God, giving of praise, offering of prayer, proclamation of the gospel, Bible study, and Christian fellowship.

Section 3- Weekday Ministries (Programs)

The Pastor(s) and Deacons shall be responsible for the development and scheduling of programs/ministries focused on discipleship, encouragement, and church fellowship. These programs/ministries shall be developed and organized in conjunction with various ministry teams under the leadership of the Pastor(s) and approved by the Deacons and/or the church membership. All programs/ministries shall be reviewed regularly for the purpose of developing and maintaining effective ministries.

Section 4 – Special Services

The Pastor(s) and the Worship and Service ministry team along with the assistance of Deacons and related ministry teams shall be responsible for developing and scheduling various Special Services for the purpose of encouraging and contributing to the overall spiritual growth of the church by promoting missions, evangelism, marriage, spiritual renewal, personal stewardship and discipleship.

Section 5 - Annual Budget Meeting

An Annual Budget Meeting shall be scheduled previous to the beginning of the fiscal year. The purpose of this meeting will be to present and to approve a budget before the new fiscal year begins. A two-week public notification (including at least one Sunday Morning Worship Service) shall be given prior to the meeting.

Section 6 - Annual Business Meeting

An Annual Business Meeting shall be scheduled during the month of January. The purpose of the Annual Meeting shall be to:

- A. Elect/appoint Deacons.
- B. Give a report of the previous year's ministry activity.
- C. Approve and publish adjustments to the church membership list.
- D. Clarify goals and plans for the coming year.

Section 7 - Quarterly Business Meetings

Quarterly Business Meetings shall be held during the months of January, April, July, and October. A two-week public notification (including at least one Sunday Morning Worship Service) shall be given prior to these meetings. All business to be transacted at Quarterly Business Meetings must be announced at least two weeks prior to these meetings. The financial reports will be distributed to the members every quarter. The First Quarterly Business Meeting (January) of the fiscal year is also the Annual Business Meeting.

Section 8 – Special Business Meetings

A Special Business Meeting may be called by the Pastor(s), the majority of the Deacons, or twenty-five (25%) percent of the Active Membership of the church asking for the same. A two-week public notification (including at least one Sunday Morning Worship Service) shall be given prior to these meetings (four weeks prior if involving a Constitution change) with the express nature of the business to be addressed. No business shall be transacted other than that for which the meeting has been called to address.

Article 3 – Polity (Governance)

Section 1 – Moderator

The Senior Pastor shall preside over the Business Meetings of the church, except in matters considered in which he is personally involved. In the absence of the Pastor, or in such instances in which he is personally involved, he shall yield his position as moderator, to the Chairman of the Deacons, or in his absence, to the Vice-Chairman of the Deacons, and in his absence, to the Clerk of the Deacons.

Section 2 - Rules Governing Business Meetings

Items of business to be brought to the church shall be submitted to the Pastor(s) and to the Deacons in writing at least six (6) weeks prior to the Business Meeting for review, approval and for proper notification of the same to the church membership.

Section 3 - Voting Eligibility

To be eligible to vote on the business of the church one must be an Active Member of Alaska Baptist Church.

Section 4 - Majority Rule

All church business transacted requires a majority vote of Active Members present and voting, unless otherwise stated in this constitution, or a higher percentage if desired by express vote of the majority in a Business Meeting.

Section 5 - Quorum Requirements

25% of the Active Membership of the church is the required quorum for most business transacted. 40% is the required quorum for a Constitution change. 65% is the required quorum for calling and appointing a pastor.

Section 6 - Rules of Order

Questions of order shall be settled by the customary rules governing deliberating bodies, as given in *Robert's Rules of Order*, excepting where said rules are contrary to this Constitution.

Section 7 – Parliamentarian

The Chairman of the Deacons shall act as the Parliamentarian in all matters in which parliamentary procedure is questioned or consulted.

Article 4 – Pastor(s):

The term Pastor (and/or Elder) as used in this Article and throughout this Constitution refers to the man/men who fill the New Testament office of Bishop in this church.

Section 1 – Nature and Purpose

The biblical nature and purpose of the office of Bishop (Elder and/or Pastor) are summarized in 1 Timothy 3:1-7; and Titus 1:5-9. Accordingly, Elders (Overseers/Pastors) are to be Spirit-filled, servant-minded men, recognized (ordained) by the church as men called by God and given by Christ to the church in order to provide administrative leadership, spiritual guidance and to minister the Word of God.

Section 2 – Qualifications

The biblical qualifications of Pastors are those given in 1 Timothy 3:1-7 and Titus 1:5-9.

Section 3 – General Responsibilities

- A. The Pastor's responsibilities are, according to the Scriptures, the giving of himself to prayer, the ministry of the Word, the administration of the ordinances, the pastoral oversight of the flock, and the general guidance of the spiritual welfare of the church.

- B. In addition to his usual pastoral responsibilities, the Pastor shall be moderator at all Business Meetings of the church except in matters in which he is personally involved. He shall be an *ex-officio* member of all ministry teams of the church. He shall have the privilege of calling for a Special Business Meeting of the church and/or any particular ministry team when he deems necessary.
- C. Personnel of the church whose work is of a spiritual/ministerial nature (i.e., Associate and/or Assistant Pastors, Administrative Assistants/Secretaries, including all paid/unpaid Staff) shall be under the direct supervision of the Pastor.
- D. For legal purposes, the Senior Pastor shall act as President of the Trustees of the church.

Section 4 – Call and Appointment

The office of Elder/Bishop (i.e., Pastor) is to be occupied by men called of God and duly ordained or pursuing ordination, by a local church to lead and oversee the ministries of the church. Those called and appointed to serve as Pastors (Elders/Bishops) should be highly regarded for their work's sake, as those who will ultimately give an account of their stewardship to the Lord. Therefore, the office should not be lightly formed nor rudely severed. The church may choose their Pastor(s) as herein provided:

- A. Search Team: In the event that the pastoral office is vacated, an *ad hoc* Pulpit Committee shall be appointed by the Deacons acting together and shall be responsible for seeking out viable pastoral candidate(s) who meet the above stated qualifications, and make appropriate recommendations to the Deacons.
- B. Deacon Interview: The Deacons, acting together, shall consider the recommendation(s) of the *Pulpit Committee*, and schedule and convene an interview(s) with the candidate.
- C. Speaking Engagements: Upon the recommendation of the Pulpit Committee and the approval of the Deacons, at least two (2) speaking engagements shall be scheduled, including at least one Lord's Day Worship Service, by which approved candidates can speak to and have opportunity to meet the members of the church.
- D. Church Vote: The Deacons, acting together, shall recommend to the church membership one pastoral candidate at a time. The Pastor shall be selected (elected) by the congregation in a duly scheduled Special Business Meeting for which announcement and order of business has been made by a public reading (announcement) during at least two Sunday Morning Services prior to the Special Business Meeting, and/or each member may be notified by mail, at least seven days prior to the scheduled Special Business Meeting calling for a vote (election).
- E. Required Vote: To approve a motion presented by the Deacons, to extend a call to a prospective pastoral candidate, the motion must be approved by a minimum three-fourths (75 %) majority of voting members present and voting.
- F. Extending a Call: Upon the approval of the church to extend a call to a particular candidate, the Chairman of the Deacons shall contact the candidate and inform him of the vote of the church. The Deacons, acting together with the Finance Team, shall appoint an *ad hoc* committee to represent the church in the process of developing and negotiating a reasonable, comprehensive compensation plan which may be offered to the candidate. The plan once developed shall be presented to the Deacons and be subject to the approval of the church Membership. Upon the approval of the church, the Chairman of the Deacons, acting on behalf of the church, shall present to the candidate, the proposed compensation plan along with a current Job Description for the candidate's prayerful consideration and the Lord's leading.

Section 5 – Dismissal of a Pastor

- A. Resignation of a Pastor: In the event that a Pastor determines the leading of the Lord away from his present ministry, he shall present his resignation, in writing, to the Deacons and shall give the church at least one month's notice of his leaving. These terms may be revised by mutual agreement.
- B. Termination of a Pastor: A Pastor subject to church discipline may be terminated by a minimum three-fourths (75%) vote of the church at a Special Business Meeting called for that purpose. The church shall give at least one month's severance pay and at least one month's extended residence privilege in the parsonage if requested. These terms may be revised by mutual agreement.

Article 5 – Deacon(s)

The term Deacon as used in this Article and throughout this Constitution, refers to the man/men who fill the New Testament office of Deacon.

Section 1 – Nature and Purpose of Deacons

The biblical nature and purpose of the office of Deacon are summarized in Acts 6:1-6. Accordingly, Deacons are to be Spirit-filled, servant-minded men, appointed by the church to assist the Pastor(s) (Elder(s)) in the development and enactment of ministry.

Section 2 – Qualifications

The biblical qualifications for Deacons are summarized in 1 Timothy 3:8-13. Accordingly, Deacons are to be godly men, demonstrating personal moral integrity and consistency in the managing of a Christian marriage and home. In keeping with the generalized qualifications stated in 1 Timothy 3:8-13, to be eligible for the office of Deacon, candidates must be a male, married, at least twenty-one (21) years old, and an Active Member of the church for at least one year.

Section 3 – Organization

The Deacons, under the leadership and guidance of the Pastor(s), shall assist the Pastor(s) in the administrative and spiritual responsibilities of the church. The only executive board of the church shall be comprised of the sum total of Deacons, serving together with the Pastor(s).

Section 4 – Deacon Officers

As part of the first regularly scheduled monthly Deacons' meeting following the Annual Business Meeting of the church, (January), the Deacons shall elect from their number a Chairman, Vice-Chairman and Secretary (Clerk).

Section 5 – Deacon Trustees

For legal purposes, each year, the Deacons, acting together, shall appoint three Deacons to function as Trustees of the church. One of the Deacon Trustees must also serve on the Finance Team.

Section 6 – General Responsibilities

The general responsibilities of Deacons include:

- A. Appointing Church Officers: Each year the Deacons shall appoint from among the Deacons and/or from the Active Membership of the church qualified, willing individuals to fill the responsibilities of: Church Clerk, Church Treasurer, Assistant Treasurer, Financial Secretary, and Christian Education Director (if filled by a non-staff person).
- B. Appointing/Approving Ministry Teams and/or Committees: Each year, the Deacons, acting together, shall determine and appoint/approve various committees and their members as necessary to meet the needs of the ministries of the church.
- C. Appointing Ministry Team Liaisons: Each year, the Deacons shall assign/appoint Deacons to the various committees (Ministry Teams) of the church.
- D. Attending Monthly Meetings: The Senior Pastor, along with the Deacon Chairman and Deacon Vice-chairman, shall plan and schedule monthly meetings of the Deacons to pray for and to review the business and spiritual matters of the church.
- E. Ministering to the Congregation: Under the leadership of the Pastor(s), Deacons shall be expected to participate in and be responsible for developing and enacting an effective Deacon Caring Ministry.
- F. Encouraging the Pastor(s): Deacons shall take responsibility for caring for and encouraging the Pastor(s) of the church.
- G. Disbursing Benevolent Funds: The Pastor(s), along with the Deacons, shall be responsible for the use and disbursement of the Benevolent Fund of the church.
- H. Appointing Messengers: As the need arises, the Deacons, acting together, shall have the responsibility of appointing an appropriate number of delegates (messengers), to represent the church at Association meetings, church councils, or other occasions which require representation. Messengers do not have authority to bind or commit this church by any of their actions while acting as messengers.
- I. Approving Policies: The Pastor(s) and Deacons shall be responsible for developing, reviewing and maintaining church policies, not specified within or governed by this Constitution (see Part Three: How We Do Ministry).

Section 7 – Appointment

- A. Nominating Committee: The Deacons, acting together, shall appoint an *ad hoc* committee composed of the Deacon Chairman, Deacon Vice-chairman, Deacon Secretary/Clerk and at least two other, non-Deacons, Active Members of the church, to function as a Nominating Committee. They shall compile a list of qualified candidates from the Active Membership of the church to be submitted to the Pastor(s) and the Deacons for their approval.
- B. Pastoral and Deacon Approval: The list of nominees for Deacon shall be reviewed and/or adjusted by the Pastor(s) and/or Deacons in order to approve a final list.
- C. Nominees Contacted: All approved nominees shall be contacted by letter for the purpose of informing the importance and function of Deacons, to answer general questions regarding Deacon service and to encourage the nominee to prayerfully consider accepting their nomination.

- D. Public Notice: The names of all candidates for Deacon who have accepted a nomination shall be recorded and announced publicly, at least two weeks prior to the Annual Business Meeting calling for their election.
- E. Church Approval: A majority vote of each nominee shall be necessary to be appointed to the office of Deacon. Nominees shall be voted upon individually by ballot.

Section 8 – Number and Term of Service

- A. Number of Deacons: The church shall seek to have as many Deacons as there are qualified and willing men to serve.
- B. Term of Service: Deacons will be expected to serve single terms of three (3) years, beginning February 1 following their appointment (i.e., January). Deacons will be permitted to serve two (2) consecutive three-year terms, after which, they will be required to step down for one year before being eligible for re-appointment.

Section 9 – Meetings

- A. The Deacons shall schedule regular monthly meetings together with the Pastor, for the purpose of prayer and consideration of the spiritual welfare of the church, and for executing the responsibilities delegated to them by the church.
- B. A Special Meeting of the Deacons may be called at the discretion of the Pastor, and/or the Deacon Chairman and two other Deacons.

Section 10 – Quorum

A simple majority of the members of the Deacons shall constitute a quorum to do church business.

Article 6 – Church Officers

Section 1 – Church Officers

Each year the Deacons, acting together, shall appoint qualified individuals to serve as Church Officers: (1) Clerk, (2) Treasurer, (3) Assistant Treasurer and (4) Financial Secretary.

Section 2 – Eligibility and Limitations

To be eligible to serve as a church officer, one must be an Active Member for at least one year, twenty-one years old or older, and have a positive Christian testimony. No member shall hold more than one officer position at a time. No paid staff or Assistant/Associate Pastor of the church shall hold an officer position in the church.

Section 3 – Term of Service

Church Officers shall be appointed to serve on an annual basis. Their term of service shall begin February 1 following the Annual Business Meeting (January). Church Officers will be permitted to serve six (6) consecutive annual terms, after which they will be required to step down for one year before being eligible for re-appointment.

Section 4 – General Responsibilities

- A. Church Clerk: The general responsibilities of the church Clerk, working together with the Administrative Assistant in the church office shall include:
 - 1. Recording the minutes and maintaining an accurate, permanent record of all Business Meetings of the church.
 - 2. Maintaining an accurate record of all baptisms.
 - 3. Maintaining a current up-to-date record of the Membership of the church,
 - 4. Documenting and distributing the minutes of all Business Meetings.
- B. Church Treasurer: The general responsibilities of the Treasurer, working together with the Administrative Assistant in the church office or an outside financial firm shall include:
 - 1. Maintaining an accurate, permanent record of all income and expenses of the church.
 - 2. Authorizing individuals to review, approve, and sign checks being dispersed by the church.
 - 3. Authorizing individuals to review and approve weekly offering envelope number activity and all other financial activity reports.
 - 4. Participating as a member of the Finance ministry team.
 - 5. Reviewing, approving, and ensuring monthly financial reports are presented to the deacons and a summary report of the completed fiscal year is presented at the annual meeting.
 - 6. Assisting the Pastor(s), Deacons, and ministry leaders of the church by communicating church financial results and our trends.
 - 7. If necessary, be bonded.
- C. Assistant Treasurer: The general responsibilities of the Assistant Treasurer, working together with the Administrative Assistant in the church office or an outside financial firm shall include:
 - 1. Cooperating with and assisting the Treasurer in the financial accounting of the church, addressing the same responsibilities that have been mentioned under Treasurer.
 - 2. Participating as a member of the Finance ministry team.
 - 3. If necessary, be bonded.
- D. Financial Secretary: The general responsibilities of the Financial Secretary, working together with the Administrative Assistant in the church office or an outside financial firm shall include:
 - 1. Providing oversight of the counting and depositing of all monies received by the church, obtaining assistance as needed with others on the finance team to help/rotate with this responsibility.
 - 2. Maintaining an accurate, permanent record of all monies received by the church.
 - 3. Ensuring that confidential records of all tithes and offerings of which the giver(s) is (are) known.

4. Participating as a member of the Finance ministry team.
5. Documenting sums of monies given to the church at the end of each calendar year.
6. If necessary, be bonded.

Section 5– Vacancies

The Deacons shall appoint temporary replacement officers to serve the un-expired term of a church officer(s) who are unable to complete their term of service.

Article 7 – Ministry Teams

Section 1 –Assessment

Each year, the Pastor(s) and the Deacons shall assess the Ministry Teams of the church and approve those deemed necessary for the effective enactment of the ministries of the church. It shall furthermore be the responsibility of the Pastor(s) and Deacons to approve qualified, willing individuals to serve on each team. Each ministry team shall elect their own chairman and clerk, as needed.

Section 2 – Standing Ministry Teams

Standing Ministry Teams are those perennial teams, considered basic and essential to the organizational structure of the ministry of the church. Each team shall elect their own chairman and clerk, as needed. Standing Ministry Teams are listed below.

- A. Building and Maintenance: The Building and Maintenance ministry team shall serve the Lord and this church by assisting the Pastor(s) and Deacons in the general supervision, upkeep, and development of the buildings and grounds of the church.
- B. Christian Education: The Christian Education ministry team shall serve the Lord and this church by assisting the Pastor(s) and Deacons in the overall development and effective enactment of the Christian Education ministry of the church. The Christian Education ministry team provides oversight to Nursery, Children’s Church, Sunday school, Student Ministry, Young Adults, Men’s & Women’s Bible studies, and Vacation Bible School. All teachers must be Active Members. Exceptions must be approved by the Pastor(s) and/or the Deacons. All teaching materials shall be reviewed by the Christian Education ministry team and approved by the Pastor(s) and/or the Director of Christian Education. In the absence of a designated Christian Education Director, the Senior Pastor shall assume the directorship of this ministry team.
- C. Finance: The Finance ministry team shall serve the Lord and this church by assisting the Pastor(s) and Deacons in evaluating, developing, and establishing an annual budget for the church and monitoring its execution throughout the fiscal year. The Church Treasurer, Assistant Treasurer, and Financial Secretary shall be members of this team. They shall audit the financial records of the church prior to the annual meeting. There shall be at least one Deacon-Trustee appointed to this ministry team.
- D. Missions: The Missions ministry team shall serve the Lord and this church by assisting the Pastor(s) and Deacons by developing, promoting, and maintaining a Missionary support program in the church. See Appendix B for Missionary Policy.

- E. Men's and Women's Ministries: The Men's and Women's Ministry Teams shall serve the Lord and this church by assisting the Pastor(s) and Deacons in developing and maintaining effective Men's and Women's ministry programs promoting evangelism, discipleship, and fellowship. Emphasis will be upon biblical teaching, leadership development, mentoring with accountability, and fellowship.
- F. Worship Service: The Worship Service ministry team shall serve the Lord and this church by assisting the Pastor(s) and Deacons by evaluating and developing the Worship Services of the church. The Worship Service ministry team provides oversight to the Music team. The Pastor(s) shall provide the leadership for this ministry team.
- G. Media: The Media ministry team shall serve the Lord and this church by assisting the Pastor(s) and Deacons regarding the utilization of various communication channels to inform (and promote) the ministries of the church. Specifically, newspaper advertisements, digital advertisements, mass mailings, the church website, the digital sign in front of the church and social media platforms will be utilized as needed. Ultimately, the purpose of the Media Team is to address the messaging to those in the community.
- H. Local Outreach: The Local Outreach ministry team shall serve the Lord and this church by assisting the Pastor(s) and Deacons by showing and sharing the love of Christ to our local community through events and activities.
- I. Safety: The Safety ministry team shall serve the Lord and this church by assisting the Pastor(s) and Deacons in striving to provide a peaceful place for worship, discipleship, and fellowship through proactive safety measures and careful responses to emergencies.

Section 3 - *Ad hoc* Ministry Teams

Ad hoc Ministry Teams are temporary due to the nature of their assignments. As the need arises, the Pastor(s) and the Deacons may establish *ad hoc* ministry teams along with a clear purpose and a particular time frame to complete their assignment. Once their stated purpose has been achieved or the time limitation for their appointment expires, they shall be dissolved. Examples of *ad hoc* ministry teams include Personnel Committee, Deacon Nomination Committee, Pastoral Search Committee, and various Steering Committees. There shall be at least one Deacon appointed to each *ad hoc* ministry team.

- A. Personnel Committee: This team shall serve the Lord and this church by assisting the Pastor(s) and Deacons in:
 - 1. Developing job descriptions for church employees.
 - 2. Overseeing the development and maintenance of employee benefits.
 - 3. Providing a forum for developing effective communication.
 - 4. Problem solving.
 - 5. Encouraging an effective, professional working relationship between the church and all church employees.
- B. Deacon Nomination Committee: This team shall gather names of eligible men (see Article 5, section 2), which the church may elect as Deacons. This team shall include the Deacon Chairman, at least one other deacon, and at least two non-Deacons from the Active Membership of the church. The candidates compiled by the team shall be submitted to the Pastor(s) and the Deacons for their review and approval.
- C. Pastoral Search Committee (see Article 4, Section 4A).

Article 8 – Licensing and Ordination

Section 1 – Licensing

It shall be within the authority/responsibility of the Deacons acting together with the Pastor, to license men who are either serving or pursuing vocational ministry, and/or are distinguished and singled out of the congregation to function as lay-ministers of the church. The church shall have the authority to issue proper credentials to those they license. Licensure shall cease upon change of membership status.

Section 2 – Ordination

It shall be the sacred responsibility of this church to recognize and to ordain into the Gospel Ministry those men whom God has called and equipped for vocational ministry. The church shall have the authority to call and convene an Ordination Council for the purpose of examining an individual and making an appropriate recommendation to the church. The church shall have the authority to issue proper credentials to those duly ordained by the church. Furthermore, it shall also be the responsibility of the church to revoke the ordination credentials of any minister ordained by this church if it can be demonstrated that he is in violation of the moral standard of God's Word and/or he no longer holds to the theological position affirmed by this church.

Article 9 – Emergency Procedures

Section 1 – Natural or National Disaster

In the event of a natural or national disaster or political upheaval, the church shall strive to continue to faithfully fulfill its biblical responsibilities and its purpose in the power and strength of the Holy Spirit.

Section 2 – Business Meetings

If it should become impossible to hold business meetings at stated times and places, the Pastor(s) or Chairman of the Deacons shall call meetings at the most feasible times and locations. Notice of such meetings shall be furnished to as many members as possible. A quorum shall consist of those members present.

Section 3 –Constitutional Adherence

During extreme, adverse times, no constitutional Bylaw shall be legalistically/unrealistically followed, especially if it hinders the effective administration of the church.

Article 10 – Disposition of Property

In the event of the dissolution of this church (corporation), all of its debts must first be fully satisfied. None of its assets or holdings shall be divided among members or other individuals of this church but shall be irrevocably designated by corporate vote prior to dissolution to such other nonprofit religious organization(s) as are in agreement with the Abbreviated Doctrinal position adopted by this church (see Appendix A) and in conformity with all appropriate legal requirements.

Should the disposition of church property be required, the Deacon Trustees shall be involved (see Article 5, section 5).

Article 11 – Amendment Process

Section 1 – Amending Part One: Who We Are

Part One: Who We Are of this Constitution may only be amended at a Special Business Meeting of the church by a minimum of two-thirds (2/3) vote of the members present and voting on the amendment. For quorum requirements see Article 3, section 5.

Section 2 – Amending Part Two: What We Believe

Part Two: What We Believe of this Constitution may only be amended at a Special Business Meeting of the church by a minimum of three-fourths (3/4) vote of the members present and voting on the amendment. The membership should move very slowly, cautiously and prayerfully when considering amending the Doctrinal Statement of this church. For quorum requirements, see Article 3, section 5.

Section 3 – Amending Part Three: How We Do Ministry

Part Three: How We Do Ministry of this Constitution may only be amended at any Special Business Meeting or Quarterly Business Meeting of the church by a majority vote of the members present and voting on the amendment. For quorum requirements, see Article 3, section 5.

ENDNOTES

PART ONE: WHO WE ARE

Article 5 – Denomination (p.11)

¹ Alaska Baptist Church is appropriately classified as a Baptist church because we hold with conviction the following basic characteristics (doctrinally and politically) which have been historically distinctive of Baptist churches.

Biblical Authority: The supremacy, accuracy and authority of the Bible (2 Timothy 3:15-17; 1 Thessalonians 2:13; 2 Peter 1:20-21).

Autonomy: The local church is an independent body accountable to the Lord Jesus Christ, the head of the church (Colossians 1:18; 2 Corinthians 8:1-5).

Priesthood of all Believers: Every believer today is a priest of God and may enter into His presence in prayer directly through our Great High Priest, Jesus Christ (1 Peter 2:5,9; Revelation 5:9-10).

Two Ordinances: Baptism of believers by immersion in water, identifying the individual with Christ in His death, burial and resurrection (Matthew 28:19-20); 2) the Lord's Supper, or Communion, commemorating His death for our sins (1 Corinthians 11:23-32).

Individual Soul Liberty: Every individual, whether a believer or an unbeliever, has the right (responsibility) to believe what he/she believes to be the true teaching of God's Word. (Romans 14:5,12; 2 Corinthians 4:2; Titus 1:9).

Saved (Regenerate) Church Membership: Local church membership is restricted to individuals who give a credible testimony of personal faith in Christ and have publicly identified themselves with Him in Believer's Baptism (Acts 2:41-47; 1 Corinthians 12:12; 2 Corinthians 6:14; Ephesians 4:3).

Two Offices: The Bible mandates only two offices in the church – Bishop Elder/Pastor and Deacon (1 Timothy 3:1-13; Acts 20:17-38; Philippians 1:1).

Separation of Church and State: God established both the church and the civil government, and He gave each its own distinct sphere of operation- the government (Romans 13:1-7) and the Church (Matthew 28:19-20). The State (government) shall not dictate the beliefs or practices of the church, but believers may have significant influence upon the State.

² Alaska Baptist Church is presently affiliated with the national fellowship of the General Association of Regular Baptist Churches (GARBC), on the state level with the Michigan Association of Regular Baptist Churches (MARBC), and regionally with the Grand Rapids Association of Regular Baptist Churches (GRARBC).

ENDNOTES

PART TWO: WHAT WE BELIEVE

Article 1 – The Holy Scriptures (p.15)

¹ Inspiration and authority of Scripture: 2 Timothy 3:16-17; 2 Peter 1:19-21; Psalm 119:89.

² Sufficiency of Scripture: 2 Timothy 3:16-17; Proverbs 30:5; Psalm 119:105,130.

³ 39 Old Testament books: Old Testament was recognized by the New Testament writers – Matthew 23:34-35; (The Synod of Jamnia A.D. 90 constituted the Jewish recognition of the same 39 books as Scripture).

⁴ 27 New Testament books: New Testament Apostles claimed divine authority for their writings – 1 Thessalonians 5:27; Colossians 4:16; (The Council of Carthage A.D. 397 listed the 27 N.T. books as canonical) – Note: The Bible is self-authenticating, Jewish Synod and/or the Christian Church Council have only recognized the authority inherent the books themselves.

⁵ Verbal (each word) inspiration: Exodus 20:1; 24:4; Matthew 4:4; 24:35.

⁶ Plenary (sum total) inspiration: 2 Timothy 3:16; Psalm 119:160.

⁷ Holy Spirit (Providentially) superintended: 2 Timothy 3:16; 2 Peter 1:21.

⁸ Infallibility and inerrancy: Titus 1:2; Hebrews 6:18.

⁹ Complete canon: Revelation 22:18-19.

¹⁰ Absolute, objective standard of truth: John 17:17; 12:47-48; Deuteronomy 6:6-7.

Article 2 – The Triune God (p.15)

¹ Only one true God: Deuteronomy 6:4; Mark 12:29-30; John 17:3; 1 Timothy 2:5.

² Self-revealing (self-disclosing): Hebrews 1:1-2.

³ Sovereignty of God: Ephesians 1; Isaiah 40:13-14.

⁴ Eternality of God: Genesis 21:33; Psalm 90:2; John 1:1.

⁵ Infinite: 1 Kings 8:27; Acts 17:24.

⁶ Immutability: James 1:17.

⁷ Spirit: John 4:24.

⁸ Omnipotent: Revelation 19:6; Psalm 139:13-18.

⁹ Omniscient: Psalm 139:1-6; Matthew 11:21.

¹⁰ Omnipresent: Psalm 139:7-12; Jeremiah 23:23-24.

¹¹ Creator and Ruler of heaven and earth: Genesis 1:1.

¹² Holy: Psalm 99:3; Isaiah 6:3; Ezekiel 39:7; 1 John 1:5.

¹³ Righteous: Psalm 11:7; 19:9; 116:5; 119:37; 145:17; John 17:25; 2 Timothy 4:8; 1 John 2:1; Revelation 16:5.

¹⁴ Love: 2 Corinthians 13:11; 1 John 4:8, 16.

¹⁵ Just (justice): Romans 3:26; 1 Peter 3:18; 1 John 1:9.

¹⁶ Worthy of worship: Exodus 3:12; 12:31; Deuteronomy 6:13; Psalm 2:11; John 4:23-24; Hebrews 1:6; Revelation 4:10; 14:7; 15:4; 22:9.

¹⁷ Honor: Proverbs 3:9; John 5:22-23; 1 Timothy 1:17; 6:16; Hebrews 2:9; 2 Peter 1:17; Revelation 4:9, 11; 5:12-13; 7:12.

¹⁸ Confidence: Psalm 71:5; 78:7; Proverbs 3:26; 14:26; 2 Corinthians 3:4.

¹⁹ Praise: Exodus 15:2; Psalm 7:17; 34:1; 104:35; Matthew 11:25; Revelation 19:5.

²⁰ Three uncreated, infinite divine Persons: Matthew 28:19; John 6:27; Ephesians 4:6; Hebrews 1:8; Acts 5:3-4.

²¹ Coeternal: Genesis 1:1; Deuteronomy 33:27; Isaiah 9:6; John 1:1; John 8:56; Romans 16:26; 1 Timothy 1:16-17; Hebrews 9:14.

²² Coequal: Matthew 28:19; John 10:30; 17:5, 20-21; Colossians 1:19.

²³ Coexistent: John 17:5.

²⁴ Unity with a difference: Colossians 1:16, 20; Ephesians 1:3-14; 1 Corinthians 8:6; 2 Corinthians 13:14.

Article 3 – God the Father (p. 15)

- ¹ Deity of God the Father: Galatians 1:1; Ephesians 1:3; Philippians 2:10; Colossians 3:17; 1 Thessalonians 1:1; 1 Peter 1:2; 2 John 3; Jude 1.
- ² Active in creation: Genesis 1:1, 21, 27; 5:1; Deuteronomy 4:32.
- ³ First Person of the Trinity: Matthew 28:19.
- ⁴ Father of Jesus Christ: Romans 5:10; 8:28-29; 1 Corinthians 1:8, 9; 2 Corinthians 11:31; Galatians 4:4-6; 1 Thessalonians 1:9-10; 1 John 1:3, 7; 3:21-23; 5:20.
- ⁵ Source of the Holy Spirit: the Holy Spirit proceeds from both the Father and the Son: Father – John 15:26; the Son – Galatians 4:6; Romans 8:9; John 16:7.
- ⁶ Believers' heavenly Father: Matthew 5:16, 45, 48; 6:1, 9, 14, 26, 32; 7:11; 10:32-33; 18:14; Mark 11:25; Luke 11:12-13.
- ⁷ Person to whom believers pray: Matthew 6:6, 9; Luke 11:2; (Jesus' example: Mark 14:35; Luke 22:40-42).
- ⁸ Giver of good gifts: Matthew 7:9-11; Luke 11:13; James 1:17.

Article 4 – God the Son: Jesus Christ (p. 15)

- ¹ Infinite, eternal, divine Person: Micah 5:2; John 1:1-2, 14; Hebrews 1:8.
- ² Equality with God the Father and God the Holy Spirit: John 5:18; 10:30; 14:23; Philippians 2:6; Matthew 28:19; 2 Corinthians 13:14; deity: Omnipotent Matthew 28:18; Omniscience – John 1:48; Omnipresent Matthew 18:20; Immutable – Hebrews 13:8; worthy of worship – Hebrews 1:6; Matthew 14:33; Philippians 2:10; Revelation 1:7-8.
- ³ Agent of creation: Colossians 1:16.
- ⁴ Second Person of the Trinity, Son of God and God the Son: Matthew 28:19; John 1:14; 3:16.
- ⁵ Relation to the Holy Spirit: the Holy Spirit proceeds from both the Father and the Son: Father – John 15:26; the Son – Galatians 4:6; Romans 8:9; John 16:7.
- ⁶ Mediator: 1 Timothy 2:5.
- ⁷ Savior: Acts 4:12.
- ⁸ God incarnate: Matthew 1:23; Luke 1:34-35.
- ⁹ Virgin birth (conception): Matthew 1:23, 25; Luke 1:34-35.
- ¹⁰ Sinless nature: Hebrews 4:15.
- ¹¹ Vicarious (substitutionary), expiatory (fully satisfied/atoning) death: Romans 5:17-19; 1 Peter 3:18; 1 John 2:2.
- ¹² Physical/bodily resurrection: Matthew 28:6; Luke 24:38-43; 1 Corinthians 15:1-4.
- ¹³ Post-resurrection witnesses: Luke 24:15; John 20:19; 26-29; Acts 1:3; 2:32.
- ¹⁴ Ascension: Acts 1:3, 9.
- ¹⁵ Intercession: Hebrews 12:2; 7:25.

Article 5 – God the Holy Spirit (p. 16)

- ¹ The deity and full co-equality of the Spirit with the Triune God: (See Article 2 – The Triune God), Acts 5:3-4; Matthew 28:19; 2 Corinthians 13:14; His deity: Omniscient – 1 Corinthians 2:10-11; Omnipresent – Psalm 139:7; Omnipotent – Genesis 1:2; Holiness – Luke 11:13.
- ² Active in creation: Genesis 1:2 ff.,
- ³ Relationship to God the Father: John 1:33; 14:26.
- ⁴ Relationship to God the Son: Hebrews 10:15.
- ⁵ Restrainer of evil: 2 Thessalonians 2:6-7.
- ⁶ Relationship to the non-believer: John 16:8-11.
- ⁷ Witness of God: John 14:26; 15:26-27; Romans 8:16.
- ⁸ Agent of regeneration: John 3:5-7; Titus 3:5.
- ⁹ Baptism in the Spirit: 1 Corinthians 12:13.
- ¹⁰ Sealing work: 2 Corinthians 1:22; Ephesians 1:13; 4:30.
- ¹¹ Indwells: Romans 8:9; 1 Corinthians 6:19.

- ¹² Empowering (enduing); Acts 1:8; 1 John 2:20, 27.
¹³ Giving gifts: (See Article 20 - Spiritual Gifts)
¹⁴ Guiding and teaching work: John 16:12-15; Romans 8:14; Galatians 5:18.
¹⁵ Illumining work: 1 Corinthians 2:14; (John 16:12-14; 1 Corinthians 2:9-3:2).
¹⁶ Witness to the truth: Romans 8:16.
¹⁷ Sanctification: 2 Thessalonians 2:13.
¹⁸ Helping and comforting work: John 14:16.
¹⁹ Interceding work: Romans 8:26-27.
²⁰ The fullness of the Spirit, an act of God: The fullness of the Spirit is the essential element of the indwelling work of the Spirit. (Romans 8:9; 1 Corinthians 3:16; 2 Corinthians 1:21-22)
²¹ Filling of the Spirit, a responsibility of believers: Ephesians 5:18.

Article 6 – Spiritual Gifts (p. 16)

- ¹ Supernatural gifts: 1 Corinthians 12:1-12.
² Natural abilities and/talents: Romans 12:6-8; 1 Peter 4:10-11.
³ Individuals called of God to ministry: Ephesians 4:11-12.

Article 7 – Creation (p. 16)

- ¹ Biblical historical creation account: Genesis 1:1; (Genesis 1:2-2:4); Psalm 19:1; 148:1-6; Hebrews 11:3.
² Two realities (metaphysics): There are two realms of reality: 1) the *uncreated realm* (reality) – which consists of God alone and; 2) the *created realm* (reality) - which includes everything that exists that is not God. Colossians 1:16-17; John 1:3; Revelation 4:11; 10:6.

Article 8 – Angels (p. 16-17)

- ¹ Created spirit beings: Luke 20:36; Colossians 1:16; Job 38:6-7; Hebrews 1:14; they cannot procreate, therefore must have been individually created – Mark 12:25.
² Personal (having personality): intellect – 1 Peter 1:12; emotion – Luke 2:13; will – Jude 6; Revelation 22:8-9.
³ Powerful (delegated authority): Psalm 103:20; 2 Peter 2:10-11.
⁴ Highly organized: Ephesians 1:21; (designated names of their ranks: Archangels – Jude 9; Chief Princes – Daniel 10:13; Ruling Angels – Ephesians 3:10; Guardian Angels Hebrews 1:14; Matthew 18:10; Seraphim – Isaiah 6:1-3; Cherubim – Genesis 3:22-24; Elect Angels – 1 Timothy 5:21).
⁵ Original state of holiness: Psalm 148:2; Job 38:4-7; Jude 6.
⁶ Lucifer's rebellion against God: Isaiah 14:12-14; Ezekiel 28:12-15.
⁷ Defection of many angels: Ezekiel 28:12-15; Matthew 25:41; 2 Peter 2:4; Jude 6; Revelation 12:3-4.
⁸ Subsequent confirmed state of being holy or unholy: (Jude 6).
⁹ Unholy angels: (see Article 8 – The Devil: Satan); Zechariah 3:1; Acts 5:3; 2 Corinthians 12:7; 1 Thessalonians 2:18; Revelation 2:10; 12:10.
¹⁰ Believers warned: 2 Corinthians 11:3, 14-15; 1 Timothy 2:14; 1 Peter 5:8.
¹¹ The armor of God: Ephesians 6:10-18.
¹² Satan resisted: Ephesians 6:10-18; James 4:7; 1 Peter 5:9; 1 John 2:14; 1 John 4:4.
¹³ Overcoming temptation: Matthew 26:41; 1 Corinthians 10:13.
¹⁴ Holy angels ministers of God: Psalm 103:20; (Psalm 91:11-12; Matthew 18:10; Acts 27:23-24; Hebrews 1:14).
¹⁵ God's sovereignty over Satan and angels: Job 1:12.
¹⁶ Satan and demons judged in Christ's death: 1 John 3:8.
¹⁷ Eternal confinement of Satan to the Lake of Fire: Matthew 25:41; Revelation 20:10.

Article 9 – Satan (The Devil) (p. 17)

- ¹ Reality of Satan: Job 1:6-9, 12; 2:1-7; Zechariah 3:1-2; (the Serpent – Genesis 3); Matthew 4:1; Luke 10:18; 13:16; 22:3, 31; Acts 5:3; 26:18; 1 Thessalonians 2:18; 2 Thessalonians 2:9; Revelation 2:24; 12:9; 20:2.
- ² Created finite being: (see Article 8 – Angels); Colossians 1:16.
- ³ Originally created Lucifer: Isaiah 14:12-15; Ezekiel 28:14-17; Matthew 13:25, 37-39.
- ⁴ Past rebellion and present activity of Satan: Matthew 4:1-11; 1 Peter 5:8.
- ⁵ The unholy god of this age (world): 2 Corinthians 4:4; see also the term *prince of this world* John 12:31; 14:30; 16:11.
- ⁶ The ruler of the powers of darkness: Ephesians 6:12.
- ⁷ The prince and power of the air: Ephesians 2:2.
- ⁸ The spirit at work in the disobedient: Ephesians 2:2; 2 Thessalonians 2:8-10; Ephesians 6:11-12.
- ⁹ The death of Christ destroyed the works of the devil: 1 John 3:8
- ¹⁰ Jesus' death destroyed Satan's work: Hebrews 2:14; 1 John 3:8; Revelation 12:9-10; Revelation 20:10; Matthew 25:41.

Article 10 – Man (p. 17)

- ¹ Man created by God: Genesis 1:27; 2:7; 5:1-2; 6:7; Mark 10:6 and not through evolution (the process of chance over time)
- ² Man's original state of perfection: Genesis 3:1-6.
- ³ God established human gender biologically in fixed, binary categories: male and female: Genesis 1:26-31; Colossians 1:16; Revelation 4:11.
- ⁴ Adam and Eve the progenitors of the human race: Genesis 5:1-3.
- ⁵ Life begins at conception: Psalm 139:13; Jeremiah 1:5.
- ⁶ All life forms are not the same that human life more valued than animal life: Genesis 9:5-6; 1 Corinthians 15:39.
- ⁷ God alone has the right to life: Exodus 20:13; (Divine sanction - Genesis 9:5-6); Deuteronomy 32:39; Nehemiah 9:6.
- ⁸ Elective abortion is morally wrong: Exodus 20:13.
- ⁹ All killing is subject to divine sanction: Genesis 9:5-6.
- ¹⁰ Adam rebelled against God: Genesis 3:1-6; Romans 5:12-14, 17-19.
- ¹¹ All mankind is deserving of condemnation: Romans 1:18, 20, 32; 3:23; 5:12, 19; 6:23.
- ¹² Man cannot save himself: Ephesians 2:1; 2 Corinthians 5:20-21.

Article 11 – Marriage and Family (p. 17)

- ¹ Marriage was instituted by God: Genesis 2:18-24; Hebrews 13:4.
- ² Nature of marriage: 1 Corinthians 7:39; Matthew 19:6.
- ³ One flesh relationship: Genesis 2:24 (Matthew 19:5-6; Mark 10:8); 1 Corinthians 6:16.
- ⁴ Function within marriage: Genesis 2:18; 1 Corinthians 11:3; Ephesians 5:21-30.
- ⁵ Value is in the "image": 1 Peter 3:7; 1 Corinthians 7:3.
- ⁶ Nurture and admonition of the Lord: Ephesians 6:4.
- ⁷ Teaching the Word of God: Proverbs 6:20; Deuteronomy 4:10, 14; 6:1, 7; 11:19.
- ⁸ Being an example (after the example of Christ – John 13:15): Philippians 3:16; 1 Thessalonians 1:7; Titus 2:6-10.
- ⁹ To build upon the Christian heritage given to them: Exodus 20:12 (Deuteronomy 5:16; Matthew 15:4; 19:19; Mark 7:10; 10:19; Luke 18:20); Ephesians 6:2.
- ¹⁰ Believers should not marry non-believers: 2 Corinthians 6:14.

Article 12 – Divorce (p. 17-18)

- ¹ Marriage is to be monogamous, heterosexual and lifelong: Genesis 2:24-25; Matthew 19:4-6; 1 Corinthians 7:1-3.
- ² Divorce permitted to stop abuse: Exodus 21:10-11; divorce permitted for adultery - Matthew 5:32; 19:7-9.
- ³ In the same sense that idolatry and treason are general terms which refer to acts of unfaithfulness in the spheres of faith commitment and national (patriotic commitment), adultery refers to acts of an unfaithful nature in the sphere of marriage. Jesus attributed the unfaithful thoughts of a married man to be adulterous (Matthew 5:28).
- ⁴ Remarriage of the innocent divorced party permitted: Deuteronomy 24:2; Matthew 5:32; 19:9; 1 Corinthians 7:11.
- ⁵ Mercy, grace and forgiveness: Ephesians 2:4; Romans 5:20-21; 1 John 1:9.
- ⁶ Fruits of repentance and the right to remarry: Matthew 3:8; Luke 3:8; 17:3.

Article 13 – The Plan of Salvation (p. 18)

- ¹ Man was created to serve and be loved by God: Proverbs 16:4; Colossians 1:16.
- ² Man was created in the image and likeness of God: Genesis 1:27.
- ³ Man created to walk with and to serve God: 2 Corinthians 6:16.
- ⁴ Sin separates man from God: Romans 3:10-12, 23, 5:12, 18-19.
- ⁵ Sin brought a curse upon man and the earth: Genesis 3:17-19.
- ⁶ God loves man in spite of his sins: Romans 5:8. Colossians 1:19-20.
- ⁷ God so loved the world: John 3:16; Galatians 4:5; Titus 2:14.
- ⁸ God's loves demonstrated in the cross of Christ: Romans 5:8.
- ⁹ God does not desire anyone to perish in their sins: 2 Peter 3:9.
- ¹⁰ A simple prayer of repentance and faith in Jesus is necessary to receive eternal life: Romans 10:9-13.

Article 14 – Grace and Salvation (p. 18)

- ¹ Salvation is by grace through faith alone: Ephesians 2:8, 9; Acts 15:11; Romans 3:24-25.
- ² Salvation is divinely initiated and wholly of grace: John 3:16; Romans 3:24-25; 1 Timothy 2:5, 6; Hebrews 9:15; 1 John 4:10.
- ³ Substitutionary death and propitiation: Isaiah 53:4-7; Romans 5:8; 1 Corinthians 15:3; 2 Corinthians 5:21; 1 Peter 2:24; 3:18; 1 John 2:2; 4:10.
- ⁴ Repentance of sin: Luke 13:3-5; Acts 2:38; 4:12.
- ⁵ Repentance and faith: John 3:5-6.
- ⁶ Personal acceptance of Christ: Acts 4:12; Romans 10:9-10, 13.

Article 15 – Regeneration and the New Birth (p. 18)

- ¹ Born again: John 3:3, 7;
- ² New birth is a new creation: 2 Corinthians 5:17; 2 Corinthians 5:17; 1 Peter 1:3, 23.
- ³ Instantaneous salvation: John 5:24; Acts 2:41; 16:29-31;
- ⁴ Everlasting life: John 3:16; Ephesians 2:1, 5; Colossians 2:13;
- ⁵ Regeneration (new life): 1 John 5:1;
- ⁶ Holy Spirit and divine truth: John 1:12, 13.
- ⁷ Evidence of the new birth: Galatians 5:22-23; Ephesians 2:10; 5:9; 2 Corinthians 5:17.

Article 16 – Justification and the Security of the Believer (p. 18)

- ¹ Justification: Romans 3:24, 28; 4:5; 5:1, 9; Galatians 2:16; Philippians 3:9; Titus 3:5-7.
- ² Salvation by grace alone apart from works: Ephesians 2:8; Titus 3:5; Isaiah 53:11; Galatians 3:24.
- ³ One sacrifice sufficient for all sins, past, present and future: Acts 13:38-39; Hebrews 7:26-27; 9:12; 10:10.
- ⁴ Believers will not stand in judgment for their sins: Romans 8:1; John 5:24.
- ⁵ Truly born again (truly saved): 1 John 2:19.
- ⁶ Completely saved: Hebrews 7:25; Psalm 103:11-12.
- ⁷ Eternally secured: John 10:28-29; Romans 8:28-39; Ephesians 1:5; Jude 1, 24-25; 1 Peter 1:3-5.

Article 17 – Sanctification and Conversion (p. 18-19)

- ¹ Sanctification is instantaneous: John 17:17; Acts 26:18; 1 Corinthians 1:30; 6:11; Hebrews 10:10-14; Jude 1.
- ² Daily transformation into the image of Christ is a lifelong process: Romans 8:29; 12:1-2; 2 Corinthians 3:18; Colossians 3:8-17; 1 Thessalonians 4:3-4.
- ³ Every believer will be presented to God fully converted: Ephesians 1:5; 5:27; 1 Thessalonians 5:23-24; 1 John 3:2; Jude 24-25.

Article 18 – The Church (p. 19)

- ¹ Universal Church is composed of individual believers: local churches (fellowships/assemblies) are groups of believers joined together to fulfill the Great Commission - Acts 2:37-47; Romans 16:1; 1 Corinthians 1:2; 10:32; 11:2; 2 Corinthians 1:1; Revelation 2-3; (Ordinances: Baptism – Acts 2:41; 8:38, 39; Lord's Supper – 1 Corinthians 11:23-32.
- ² Local churches are governed by the Word of God: Matthew 16:18-19; 18:15-20.
- ³ Bishop: Philippians 1:1; 1 Timothy 3:1-7; Titus 1:6-9; (Elder – Acts 20:17; 1 Timothy 5:17; Titus 1:5; Pastor – Ephesians 4:11).
- ⁴ Deacon: Acts 6:1-4; Philippians 1:1; 1 Timothy 3:8-13.
- ⁵ Discipleship: Matthew 28:19-20.
- ⁶ Evangelism: Acts 1:8.
- ⁷ Autonomous biblical authority: Matthew 16:18-19; 18:15-20; Acts 20:17-28.
- ⁸ Local churches of like faith and practice should fellowship and cooperate with each other: Acts 9:31; 15:1-4, 41; 16:5; Romans 16:4; 1 Corinthians 16:19; 2 Corinthians 8:19, 23-24.

Article 19 – The Priesthood of the Believer (p. 19)

- ¹ Every believer is a priest unto God: 1 Peter 2:5, 9; Revelation 1:6; 5:9-10.
- ² Every believer can come before God apart from another human priest or mediator: Ephesians 2:18; Hebrews 4:14-16.
- ³ Believers access God through Jesus Christ: 1 Timothy 2:5; Hebrews 10:19-20.
- ⁴ Study: Matthew 4:4; John 17:17; Acts 17:11; 2 Timothy 2:15.
- ⁵ Understand: 1 Corinthians 2:15; 1 John 2:27.
- ⁶ Obedience to God and His command: John 14:15; James 1:22.

Article 20 – Believers' Baptism and the Lord's Supper (p. 19)

- ¹ Believer's baptism by immersion: the Greek word translated *baptize* means *to immerse*.
- ² Identification with Christ in death and resurrection: Romans 6:3-8.
- ³ Local church ordinance: Acts 2:38-41; 10:47-48.
- ⁴ Reasonable prerequisite for church membership: Acts 2:38-41.
- ⁵ The Lord's Supper served to believers: 1 Corinthians 11:23-34.
- ⁶ Frequency: 1 Corinthians 11:26; and self-examination 1 Corinthians 11:29-30.

Article 21 – Separation: Personal and Ecclesiastical (p. 19)

- ¹ Command to separate from worldliness: Romans 16:17; 2 Corinthians 6:15-20; Ephesians 5:11-13; 2 Thessalonians 3:6; 2 Timothy 3:5; 2 John 9-11.
- ² Ecclesiastical apostasy: 2 Corinthians 6:14-18.
- ³ Live lives befitting children of God: Ephesians 4:1;
- ⁴ Ambassadors of Christ: 2 Corinthians 5:20; Ephesians 5:3; 6:20.
- ⁵ Abstain from sexual immorality: 1 Corinthians 5:11; 6:18; Ephesians 5:3; 1 Thessalonians 4:3; 1 Peter 2:11; Romans 1:24-27.
- ⁶ Premarital sexual relations: “fornication” 1 Corinthians 6:9; Hebrews 13:4.
- ⁷ Extramarital sexual relations: “adultery”: Exodus 20: 14;
- ⁸ Homosexual sexual relations: “effeminate” 1 Corinthians 6:9;
- ⁹ Possess your body in honor: 1 Thessalonians 4:3-5.
- ¹⁰ Drunkenness is sin: 1 Corinthians 5:11; Galatians 5:19-21.
- ¹¹ Drug abuse (sorcery) condemned: Galatians 5:20.
- ¹² Separate from apostate people and/or organizations: Romans 16:17; 2 Thessalonians 3:6; 2 Timothy 3:5; 2 John 9-11.

Article 22 – Future Things: Eschatology (p. 20)

- ¹ Rapture of the Church: John 14:1-3; 1 Thessalonians 4:13-18; 1 Corinthians 15:42-44,, 51-57; Philippians 3:20-21; Revelation 3:10.
- ² Tribulation period: Daniel 9:24-27; Revelation 3:10; 6:17 1 Thessalonians 1:10; 5:9.
- ³ Judgment Seat of Christ: 1 Corinthians 3:11-15; 2 Corinthians 5:10.
- ⁴ Pre-millennial return of Jesus Christ: Matthew 24:29-31; Revelation 19:11-16 (Revelation 19:11-16 comes chronologically before Revelation 20 which describes the establishment of the Millennial Kingdom).
- ⁵ Armageddon: judgment of the Gentile nations: Matthew 25:31-46; Joel 3:2; Revelation 19:17-21.
- ⁶ Satan bound and cast into the Abyss: Revelation 20:1-3.
- ⁷ Establishment of the Millennial Kingdom: Revelation 20:1-7.
- ⁸ Fulfillment of the Abrahamic, Davidic and new Covenant: Genesis 15:18-21.
- ⁹ Satan loosed from the Abyss: Revelation 20:7.
- ¹⁰ Satan instigating the nations: Revelation 20:8.
- ¹¹ Fire from heaven: Revelation 20:9.
- ¹² Great White Throne Judgment: Revelation 20:11-15.
- ¹³ Sinners judged according to works: Revelation 20:11-13.
- ¹⁴ The Lake of Fire (Hell): Revelation 20:14-15.
- ¹⁵ Satan, the Beast and False Prophet confined: Revelation 20:10.
- ¹⁶ Eternal confinement: Psalm 81:15; Revelation 20:15; 21:8.

Article 23 – The Righteous and the Wicked (p. 20)

- ¹ Difference between the righteous and the wicked: Malachi 3:18; Isaiah 5:20; Genesis 18:23; Psalm 5:9-12; 28:3; 37:11-12; 25:40; 68:1-4; 119:155; Proverbs 2:20-22; 3:33; 12:5; 14:11; Matthew 13:49- 50; Acts 10:34-35.
- ² Believers are justified and sanctified in Christ: Romans 1:17; 1 John 2:29; 3:7; 2 Corinthians 5:21.
- ³ Non-believers are under condemnation: Isaiah 57:21; Psalm 10: 4; Isaiah 55:6, 7; John 3:36; 1 John 5:19; Galatians 3:10.
- ⁴ Death secures an eternal destiny either in heaven or hell: Proverbs 14:32; Ecclesiastes 3:17; Matthew 7:13-14; Luke 16:25; John 8:21-24; Luke 12:4-5; 9:23-26.
- ⁵ Eternal life and blessing: John 3:16, 36; 5:23-24; 6:27, 40, 47; 10:28; 2 Corinthians 5:21; .
- ⁶ Eternal suffering/condemnation: Daniel 12:2; John 3:36; 2 Thessalonians 1:5-9; Revelation 20:11-15.

Article 24 - Civil Government (p. 20)

¹Civil government was ordained/sanctioned by God: Romans 13:1-7; Deuteronomy 16:18; 2 Samuel 23:3; Exodus 18:21-23; Jeremiah 30:21.

²Obligation to the civil government: Matthew 22:21; Titus 3:1; 1 Peter 2:13.

³Prayer for governing authorities: 1 Timothy 2:1-3.

⁴Civil disobedience: Acts 4:17-20; 5:29; (Daniel 3:8-18; 6:6-16).

APPENDICES

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Appendix A: **Abbreviated Doctrinal Statement**

This abbreviated Doctrinal Statement is intended to assist new member candidates in their application and approval process. This statement is not intended to be used against or in conflict with the full Doctrinal Statement of this Constitution (See above: PART TWO: What We Believe for a more detailed representation of the doctrinal position of this church).

1. We believe in the Scriptures of the Old and New Testaments as verbally (i.e., every word) inspired of God and therefore inerrant and authoritative in its original writing and that they are of supreme and final authority in faith and life. (2 Timothy 3:16, 17; 2 Peter 1:19-21)
2. We believe in one God, eternally existing in three persons: Father, Son (i.e. Jesus Christ) and Holy Spirit. (Exodus 20:2, 3; Matthew 28:19; 1 Corinthians 8:6)
3. We believe in God’s direct creation of the universe, without the use of pre-existent material, and apart from any process of evolution whatever, according to the Genesis account. (Genesis 1:1-31; Exodus 20:11; Colossians 1:16, 17; Hebrews 11:3)
4. We believe that Jesus Christ was begotten by the Holy Spirit, and born of Mary, a virgin, and is true God and true man. (Isaiah 7:14; Luke 1:35; Galatians 4:4)
5. We believe that the Lord Jesus Christ died for our sins according to the Scriptures as a representative and substitutionary sacrifice, and that all who believe in Him are justified (i.e. completely forgiven of all their sins) on the grounds of His death, burial and resurrection. (Isaiah 53:4-11; Acts 13:38, 39; Romans 3:24, 25; 4:5; 5:1, 8, 9; 6:23; 2 Corinthians 5:19-21)
6. We believe in the resurrection of the crucified body of our Lord Jesus Christ, in His ascension into heaven, and in His present life there as our High Priest and Advocate. (Matthew 28:1-7; Acts 1:8-11; 1 Corinthians 15:4-9; Hebrews 4:14-16)
7. We believe that the Holy Spirit regenerates, indwells, seals and empowers every believer the moment they believe (i.e. salvation) for holy living. We believe that the Holy Spirit today gives serviceable gifts (i.e. talents and/or abilities) to every believer and that all supernatural gifts (i.e. sign-gifts) were purposed for the apostolic period and are no longer operative today. (Ephesians 1:13; 4:11-12; 5:18; Romans 8:9; 12:6-8; Hebrews 2:3, 4; 1 Corinthians 13:8-13; Ephesians 2:20)
8. We believe that man was created in the image of God, that he sinned and thereby incurred not only physical death but also spiritual death which includes separation from God but also places him under the just condemnation of God for his sins. We believe that all human beings are born with a sinful nature (sinners by birth), choose to sin naturally (sinners by choice), and are in need of a personal Savior. (Genesis 1:26, 27; 3:1-6; Romans 5:12, 19; 3:10-13; Titus 1:15, 16)
9. We believe that all who receive by faith the Lord Jesus Christ are truly “born again” (Lit., “born from above”), of (by) the Holy Spirit and thereby become the children of God. (John 1:12, 13; 3:3-16; Acts 16:31; Ephesians 2:8, 9)
10. We believe in the “Eternal Security” (i.e. the complete and eternal forgiveness of sins) of every believer in Jesus Christ, and that it is impossible for one born into the family of God to ever lose or forfeit their salvation, but are kept by the power of God forever. (John 6:39, 49; 10:28, 29; Romans 8:35-39; Jude 1; 1 Peter 1:3-5)

11. We believe that Jesus Christ will personally come again for His Church (Rapture) and will also return to this earth one day (Second Coming/Advent) to judge the nations of the world and to set up His Kingdom upon the earth. (Titus 2:13; John 14:1-3; 1 Thessalonians 4:13-18; 1 Corinthians 15:51-58; 2 Thessalonians 2:1-13; Revelation 1:7-8; 19:11-16; 21:1-22:5)
12. We believe in the bodily resurrection of the righteous and the unrighteous, the everlasting blessedness of the righteous (i.e. believers in Christ) and the conscious everlasting punishment of the unrighteous (i.e. nonbelievers in Christ). (Matthew 25:31-46; Luke 16:19-31; 1 Thessalonians 4:13-18; Revelation 20:4-6; 11-15; 21:1-8)
13. We believe that a New Testament local church is an organized body of believers, baptized upon a credible confession of faith in the Lord Jesus Christ, and banded together for worship, fellowship, discipleship, and proclamation of the gospel in the world. Furthermore, that the Church Universal is composed of all truly “born-again” believers of the New Testament Church Age. (Matthew 28:18-20; Acts 2:41, 42; Ephesians 1:22, 23; 1 Timothy 3; 1 Peter 5:1-3)
14. We believe that the Scriptural ordinances of the church are Believer’s Baptism and the Lord’s Supper (i.e. Communion) and are administered by the local church; that Believer’s Baptism should be by immersion to believers only, as a testimony to others of their personal identification with the death, burial and resurrection of the Lord Jesus Christ, through faith; and that the Lord’s Supper should be observed by all believers as a perpetual reminder of their personal and corporate identification with the Lord Jesus Christ, “until He comes” (Matthew 28:18-20; Acts 2:41-47; 8:26-39; 1 Corinthians 11:23-28; Colossians 2:12)
15. We believe that as members of the Body of Jesus Christ in general and as members together of the same local church in particular, that we share an obligation to love one another, to be tenderhearted and kind to one another, to speak the truth in love when admonishing one another, to accept (receive) one another as brothers and sisters in Christ, to honor and serve one another, to encourage and comfort one another, to bear one another’s burdens and to pray for one another. Furthermore, if disagreements arise that we strive to resolve them peaceably for the sake of Christ and the testimony of His Church. And should differences become irreconcilable, that we separate from the church without bitterness trusting the Lord to resolve the matter(s) in the future. (John 15:17; Ephesians 4:32; Romans 12:10; Romans 15:7; Galatians 5:13; Romans 14:19; 1 Thessalonians 4:18; Galatians 6:2; 1 Thessalonians 5:25; 2 Thessalonians 1:11; James 5:16; Ephesians 4:15; and Romans 14:13; 15:14)

Appendix B: Missionary Policy

ALASKA BAPTIST CHURCH MISSIONS POLICY

(Revised/Approved: 7-28-2019)

I. Purpose:

The purpose of our Missionary program is to promote the spread of the Gospel of Jesus Christ throughout the world by supporting individual missionaries and/or missionary agencies engaged in evangelism, discipleship, and/or establishing indigenous self-sustaining Baptist churches, compatible with the doctrines and practices of Alaska Baptist Church (See: The Constitution of Alaska Baptist Church).

II. Theological Eligibility:

Only those individuals and/or missionary agencies that share in common the theological position of this church may be eligible for support by the church (See, Appendix A: Abbreviated Doctrinal Statement of the Constitution of Alaska Baptist Church).

III. Application Process:

Missionaries seeking to become part of ABC's Missionary family must submit the following to the Missions ministry team:

- A. A personal letter of testimony of their faith in Jesus Christ and baptism, and sense of call to a particular Missionary field and the role they intend to fill.
- B. A personal resume with accompanying references, and/or letters of recommendation.
- C. Candidates must be a member in good standing with a local baptistic church.
- D. Must provide a letter of recommendation from a "Commissioning" home church, whose doctrinal position is compatible with the Doctrinal position of Alaska Baptist Church (see: Appendix A: Abbreviated Doctrinal Statement).
- E. A letter of acceptance and approval from the Missionary Agency under which they intend to serve.
- F. Complete a Missionary Candidate Application.

IV. Approval Process:

- A. Missions' committee shall:
 - 1. Receive, review, record, and confirm all applications and submitted information.
 - 2. Research and recommend the level of financial support and conditions for each applicant.
 - 3. Document and record all/any conditions or concerns they may have per candidate.
 - 4. Make a recommendation to the Deacons, by means of a motion, to confirm all/any missionary candidates.

B. Deacons and Pastor(s) shall:

1. Consider all recommendations from the Missions team, seek clarification and/or make recommendations to the Missions team regarding each candidate when deemed appropriate.
2. Act upon the motion(s) from the Missions team and notify the Chairman of the Missions team.
3. Support the Missions team in recommending the candidate(s) to the church for support.

C. Church Approval/Vote:

1. The Missions team, with the approval of the Deacons, shall bring to the church, in a duly called Business Meeting, their recommendation that the church consider adopting the candidate(s) considered.
2. Representatives of the Missions and/or the Deacons may be called upon to give testimony and or to answer all/any relevant questions that may come from the membership while discussing the fitness of a candidate(s).
3. An affirming vote of seventy-five percent (75%) of the church Membership present and voting, shall be required in order to approve each missionary (couple/family) candidate.

V. Short-Term Missionaries

A member of ABC may request approval by the following process:

1. Submitting a written request to the Missions team.
2. Be interviewed with the Missionary team.
3. Share personal testimony and reason for going on the Short-Term Missions trip.
4. Go under a Missionary Agency approved by the church (see above qualifications).
5. Be willing to give a report upon return from their trip.
6. The Amount of support given shall be determined on an individual needs basis by the Missions team in discussion with the Short-Term Missionary, subject to approval by the Deacons and the church.

VI. Annual Missionary Budget:

An Annual Missionary Budget shall be prepared by the Missions team.

1. Missions team shall submit a proposed annual Budget to the Finance committee for review and comments as necessary.
2. Once approved by the Finance team the proposed Budget shall be submitted to the Deacons for review and comments as necessary.
3. Once approved by the Deacons the proposed Budget shall be added to the proposed Annual Budget of the church to be voted upon at the Annual Budget Meeting.

VII. Retirement and Termination of Support:

- A. Missionaries are expected to plan for their own retirement.
- B. Post-retirement support may be considered on an individual basis.
- C. Termination of Missionary Support:
 - 1. If at any time it becomes necessary to terminate the support of a missionary, the missionary shall be informed, in writing, as early as possible.
 - 2. Missionaries who desire to change Missionary focus or Missionary field of service from that which they stated in their initial application, may reapply for Missionary support.
 - 3. Missionary support may be terminated for the following disciplinary reasons:
 - a. Deviation from the doctrinal position of Alaska Baptist Church.
 - b. Personal conduct considered inappropriate and out of harmony with the moral standard set forth in the Word of God and in the estimation of ABC.
 - c. Lack of confidence in the Missionary and/or his/her Missionary service considered ineffective.
 - 4. All adjustments to the Missionary budget including termination of support must be approved by seventy-five percent (75%) of the membership voting at a duly convened Business Meeting of the church.

VIII. Miscellaneous:

- A. No organization within the church (Sunday school class, youth group, missionary fellowship, etc.) shall be permitted to undertake the regular support of any individual or organization.
- B. Individuals desiring to contribute financial gifts to missionaries who are not a part of the approved Missionary budget, should send their gifts either: directly to the missionary or to the missionary through their respective Missionary Agency.
- C. All Missionaries and Mission Agencies supported by Alaska Baptist Church must confirm Doctrinal conformity if/when called upon.
- D. It shall be our policy to give priority consideration for support to its regular members who meet the criteria of this policy.
- E. "National" individuals serving as missionaries may be eligible to receive financial support from ABC if they personally meet the criteria of this policy and are associated with a Missionary Agency approved by ABC.
- F. All support for Missionaries and Missionary Agencies are subject to the terms and conditions of this policy.
- G. Approved Missionary Agencies currently include: Association of Baptists for World Evangelization (ABWE); Baptist Mid-Missions (BMM); Baptists Equipping Nationals (BEN); Campus Crusade for Christ International in the U.S. (CRU); Continental Baptist Mission (CBM); Equipping Church Leaders to Reach their World; Lincoln Lake Baptist Youth Camp; The Navigators; and Our Daily Bread Ministries (ODB). Approval of all/any Missionary Agencies are subject to the approval of the church.
- H. If ABC alters or amends this policy they shall communicate the changes to all supported Missionaries and Mission Agencies affected by this policy.

**“Ethical Practice for Doing Ministry”
(EPDM)**

4-11-2018

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Alaska Baptist Church
Ethical Practice for Doing Ministry (EPDM)
(2019)

I. Purpose and Scope (EPDM):

A. The purpose of the, *Ethical Practice for Doing Ministry (EPDM)* policy.

The purpose of the, *Ethical Practice for Doing Ministry* policy is to clearly set forth a biblically based ethical standard and concomitant behavioral expectations for all church staff employees, volunteers, members, and attendees as it pertains to all approved ministry programs and functions of the Alaska Baptist Church (ABC).

B. Scope of the *Ethical Practice for Doing Ministry (EPDM)* policy.

1. The Ethical Practice for Doing Ministry (EPDM) policy consists of:

- a. *Child and Adult Abuse Prevention (C/AAP)* policy
- b. *Sexual Harassment and Misconduct Prevention (SHMP)* policy

2. The EPDM policy comprehensively applies to all ministries and activities of Alaska Baptist Church, including but limited to:

- a. Infant/Nursery
- b. Children/Youth
- c. Adult/Vulnerable Adults
- d. Mentoring/Counseling

3. The EPDM policy applies to all ABC sanctioned ministries, regardless of when or where they may take place, whether:

- a. On the church premises
- b. In and around all church buildings
- c. In church owned vehicles
- d. At or during all/any off-church site locations where approved ministries are conducted

4. The EPDM policy will be used:

- a. To inform perspective church members of ABC's ethical standard and criteria for conducting ministry
- b. To screen all applicants seeking church employment
- c. To assist in the screening and orientation process of all volunteers desiring to participate in church sanctioned ministries
- d. For ongoing instruction and promotion of ethical Christian behavior within the church as a body

II. Child/Adult Abuse Prevention (C/AAP) Policy:

A. Definition: Child and Adult Abuse Protection (C/AAP) Policy

The Child and Adult Abuse Protection (C/AAP) policy constitutes a proactive, ministry-wide initiative of ABC to reduce the *risk of a child, youth or vulnerable adult abuse incident* from ever occurring during a sanctioned ministry program or event, and *to educate and protect ministry volunteers and employees* from false and/or unfounded abuse allegations.

B. Five-fold Purpose of the C/AAP Policy

The purpose of the C/AAP policy is:

1. To establish an educational instrument for the ongoing instruction and training process of all employed staff personnel and volunteers
2. To establish a standard by which to screen all volunteer and employee applicants
3. To establish a standard of conduct detailing key, “do’s and don’ts”, - conduct considered appropriate as opposed to inappropriate for all ministry workers
4. To maintain a positive, child-safe environment by establishing a standard criterion for establishing a safe-environment in which ministry will be permitted
5. To establish a standard procedure for responding, recording and reporting a child abuse/neglect incident or suspected incident

C. State of Michigan Child Protection Law

1. Definition of “child”. According to the State of Michigan’s Child Protection Law, “Child” means a person under 18 years of age.” (cf. 722.622, Sec. 2, (a) of the Child Protection Law, Act No. 238, Public Acts of 1975, as amended, being Sections 722.621-722.638, Michigan Compiled Laws, p. 1)
2. Definition of “child abuse”. According to the State of Michigan’s Child Protection law, ““Child abuse’ means harm or threatened harm to a child’s health or welfare by a parent, legal guardian, or any other person responsible for the child’s health or welfare or by a teacher or teacher’s aide that occurs through non-accidental physical or mental injury; sexual abuse; sexual exploitation; or maltreatment.” (cf. 722.622, Sec. 2, (e) of the Child Protection Law, Act No. 238, Public Acts of 1975, as amended, being Sections 722.621-722.638, Michigan Compiled Laws, p. 2)
3. Definition of “child neglect”. According to the State of Michigan’s Child Protection law, “child neglect” means harm or threatened harm to a child’s health or welfare by a parent, legal guardian, or any other person responsible for the child’s health or welfare that occurs through either of the following:
 - (i) Negligent treatment, including the failure to provide adequate food, clothing, shelter, or medical care.
 - (ii) Placing a child at an unreasonable risk to the child’s health or welfare by failure of the parent, legal guardian, or any other person responsible for the child’s health or welfare, to intervene or to eliminate that risk when that person is able to do so and has, or should have, knowledge of the risk.”(cf. 722.622 Definitions, Sec. 2, (f) of the Child Protection Law, Act No. 238, Public Acts of 1975, as amended, being Sections 722.621-722.638, Michigan Compiled Laws, p. 2)
4. Persons required to report child abuse or neglect. According to the State of Michigan’s Child Protection Law, are as follows: “A physician, dentist, physician’s assistant, registered dental hygienist, medical examiner, nurse, person licensed to provide emergency medical care, audiologist, psychologist, marriage and family therapist, licensed professional counselor, certified social worker, social

worker, social work technician, school administrator, school counselor or teacher, law enforcement officer, member of the clergy, or regulated child care provider who has reasonable cause to suspect child abuse or neglect shall make immediately, by telephone or otherwise, an oral report, or cause an oral report to be made, of the suspected child abuse or neglect to the department.

(cf. 22.623, Section 3, (1) of the Child Protection Law, Act No. 238, Public Acts of 1975) (See also IV, C below).

D. Sexual Harassment and Sexual Misconduct

We believe that Scripture teaches, and that Jesus Christ calls us to the highest ethical standard of conduct, in all of areas of life, including sexual behavior.

1. Sexual harassment occurs when a person is subject to unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature to such an extent that it alters the conditions of the person's employment and creates an abusive working environment. Sexual harassment may include touching, feeling, groping and/or repeated unpleasant, degrading and/or sexist remarks directed toward an employee, implying that employment status, promotion or favorable treatment depends upon the employee's assent.
2. All such expressions of "Sexual Harassment" will not be tolerated and shall be considered grounds for disciplinary actions, suspension and/or the termination of the offender.
3. All/every sexual harassment incident(s) should be reported, in writing, to the Pastor and to the Lead Deacon of the church.
4. Every suspected "sexual harassment" incident shall be investigated, and appropriate action shall be taken to address the offense and the offender.

III. Personal Appearance and Conduct

A. Personal Appearance:

As Christian leaders and workers we are to be examples of godliness. Both our actions and our appearance reflect our Christian belief. It is the desire of this section to emphasize our responsibility to the Lord with how we present ourselves whether we are in an official leadership position or volunteer position. Those who we seek to minister to are looking to us as mentors in speech, actions and appearance.

B. Personal Conduct:

It is the purpose of this section to clearly state what is considered to be appropriate and what is considered inappropriate conduct for all volunteers and employees participating in any of the Ministry Programs of this church.

The following list provides obvious examples of appropriate and inappropriate behavior and is not intended to be complete and exhaustive. It is expected of every volunteer to act and speak in a way that is becoming the gospel and honoring to Jesus Christ (Phil. 1:27).

1. General Conduct:

- a. Appropriate conduct: "In everything, therefore, ***treat people the same way you want them to treat you***, for this is the Law and the Prophets" (Matthew 7:12).

Appropriate conduct includes behavior toward others that is honoring to Jesus Christ. It is appropriate and right to treat others respectfully, courteously, and with their best interests in view.

- b. Inappropriate Conduct: Inappropriate conduct is defined by this policy as any verbal or physical conduct directed towards a child, youth, or vulnerable adult that could be considered disrespectful, insensitive, rude, intentionally intimidating, including sexually, emotionally, or physically abusive.

2. Language:

- a. Appropriate Language: “Let the words of my mouth and the meditation of my heart be acceptable in Your sight, O LORD, my rock and my salvation” (Psalm 19:14).

Appropriate language include words that are spoken respectfully, and courteously, and are unalloyed with slang of a questionable nature and meaning.

- b. Inappropriate Language: Language considered rude, disrespectful, demeaning, and intentionally intimidating are to be avoided. The use of slang words and figures of speech considered off-colored and/or smutty, and sexual in nature are forbidden. All forms of cursing and profanity, including gestures that are sexually suggestive or explicit in nature are strictly forbidden.

3. Physical Contact:

- a. Physical contact towards a child or student that could be considered sexually motivated is strictly forbidden.
- b. Physical expressions of care and support such as hugging should be carefully thought through and kept to a minimum. Good intentions can be misinterpreted by others.
- c. All physical expressions of corporal discipline/punishment are strictly forbidden.

4. Discipline:

- a. Appropriate methods of discipline: Acceptable methods of discipline include: coaching, time-out's, and parental intervention.
- b. Inappropriate methods of discipline: Inappropriate methods of discipline would include: harsh, or verbally abusive language, scolding, lecturing, and all forms of corporal (physical) punishment.

5. Restroom Assistance:

- a. Appropriate:
 - i. Only female volunteers may assist children in the restrooms.
 - ii. While assisting children in the restrooms, the door should remain ajar.
 - iii. Only female workers shall be permitted to change diapers.

b. Inappropriate:

- i. Male volunteers assisting children in the restrooms.
- ii. Changing diapers.

6. Transporting Students: In Church-owned vehicles

a. In church-owned vehicles:

- i. Only approved drivers shall be permitted to drive church-owned vehicles.
- ii. Permission to transport children/students/vulnerable adults to off-site church activities must be secured from the parents/guardians of the children/student/vulnerable adult involved.
- iii. Church approved male, volunteer drivers, transporting children/students or vulnerable adults must be accompanied by a female worker, their spouse, or one or more of their own children.

b. In Personally-owned or Privately-owned vehicles:

- i. Church approved individuals transporting children, students, and/or vulnerable adults to and/or from church sponsored activities must be accompanied by either their spouse or one or more of their own children.
- ii. Volunteers driving personally-owned vehicles or privately-owned vehicles (non-church owned vehicles) should not be alone, in any vehicle, with a child/student (other than their own children), or with a vulnerable adult (unless they are their legal guardian).

IV. Ministry Meeting Spaces/Areas

An acceptable meeting area/space, for which child/student ministry may be conducted, must meet the following requirements:

- A. Safe Environment. An acceptable meeting space/area must provide for the general safety and security of all children and students. This space must have clearly marked fire-escape routes and in a structurally sound building.
- B. Unobstructed View. Every classroom and/or designated place for Children/Student Ministries to be conducted must allow for an unobstructed view of volunteers and children by others. Volunteers may not be alone with a child/student in any area or meeting place where others cannot see them.
- C. Windows in Doors. All approved classrooms and meeting places shall have windows in their doors and shall not have barriers, which obstruct a clear view of the particular ministry activity including children/students and volunteers.
- D. Minimal Staffing: Children must not be left unsupervised. Therefore, a minimum of one worker must be present in each child/youth ministry setting at all times.

- E. Parental Permission. All children and students meeting off the church property/premises must have written parental permission to be transported and be supervised by approved church staff or volunteers.

V. Incident Response: Report and Processing Procedure

- A. Definition of an abuse “Incident” or of a “Suspected (abuse) Incident”:

A “child and/or vulnerable adult abuse incident” or “suspected incident” is herein defined, as any real or suspected occurrence of child/youth or vulnerable adult abuse/neglect as stated under the, “State of Michigan’s Child Protection” law (See above, II.C. 1-3), that is either witnessed by or reported to a child and/or vulnerable adult ministry worker.

- B. Who must report?

The *State of Michigan Child Protection Law* requires everyone who: 1) witnesses or suspects child abuse/neglect; 2) or if child abuse/neglect is reported to them by a child claiming to be abused/neglected to report it to Child Protection Services (c.f., XVI. State of Michigan Child Protection Law.)

- C. Reporting an “Abuse Incident/Suspected Abuse Incident”:

In the event that an “incident” is witnessed, suspected to have occurred, or is personally reported to a child/youth or vulnerable adult ministry worker, the ministry worker to whom the incident is witnessed, suspected to have occurred or to whom an incident was reported shall notify the/a director of the particular child/youth and or vulnerable adult ministry or to the pastor.

- D. “Abuse Incident/Suspected Abuse Incident” form:

The person reporting an incident or suspected incident shall fill out an “Abuse Incident/Suspected Incident” form and submit it to the pastor (see “Abuse Incident/Suspected Incident” report form below). Containment of such sensitive and potentially incriminating information cannot be over emphasized. It is strongly urged that information contained in the “Abuse Incident/Suspected (abuse) Incident” report not be shared with others unless absolutely necessary.

- E. Review and Appropriate Action:

The person making the report along with the pastor and one other female member of the church shall review the report and recommend appropriate actions that may/shall be taken.

- F. Confidential Records:

All “Abuse Incident/Suspected Abuse Incident” forms shall be kept in a confidential file and in a locked and secured place by the pastor for at least seven (7) years.

VI. Personal and Corporate Accountability

- A. Personal Accountability: Every paid staff individual and every individual volunteer is personally responsible for their part in maintaining the integrity of the Christian testimony of the Alaska Baptist Church by their conscientious self-awareness and personal commitment to the purpose and intent of this policy.

B. Corporate Accountability

Corporate Accountability: Together, all paid staff and volunteer workers of Alaska Baptist Church must support the integrity of the church by watching out for one another and encouraging cooperative compliance to the purpose and content of this policy for the glory of Jesus Christ. Let us all accept the mutual responsibility to help and support each other in maintaining the highest level of Godly conduct.