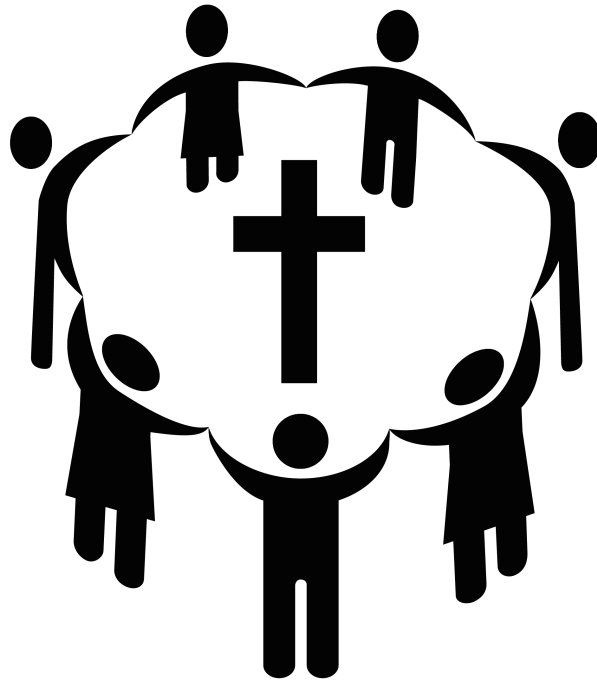


2018 MEMBERSHIP HANDBOOK



A Loving Christian Experience

SOUTHERN BAPTIST CHURCH

3556 Reading Road; Cincinnati, Ohio 45229

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Dr. Robert E. Baines, Jr.

Pastor

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From the Pastor's Desk

Christian greetings! Every active member of Southern should study and comply with the current Membership Handbook, so we can proceed in a decent and orderly fashion (see I Cor. 14:40).

In 2018, we must not forget that our mission, as a local church of God, is to “evangelize and edify God’s way (see Mt. 28:19-20).” As your Pastor, I am to feed and lead you (see I Pet. 5:1-4), with the assistance of my appointed Cabinet members (see Acts 6:1-6). As my member, I call on you to grow in faith and follow Pastoral leadership (see I Pet. 2:2; Heb. 13:17). I call on every member to study (i.e., church studies and home study; see II Tim. 2:15), serve (i.e., “Each Reach One,” ministry involvement, and prayer meetings; see Eph. 2:10); and give (i.e., stand and tithe with your envelopes; see Mal. 3:8-10). In spite of recent progress, we must continue to work on our prayerful and consistent discipleship as we promote the good works of the Lord. *Every member needs to invite and bring people with them to worship and growth groups, so we can all grow together.*

Let’s make 2018 the “greatest” year in Southern’s history. As we work on prayer, teamwork, and focus, I am confident that God has more for us than we can handle, if we obey His word (see I Cor. 2:9).

Please “Support the Vision,”
Dr. Robert E. Baines, Jr.
 Your Pastor

Membership Orientation Summation

Bible (see II Tim. 3:16). The Bible is authoritative truth, and the three study questions and four study tools should be used in studying it. What does the passage say, what does the passage mean, and what does the passage mean to me are the three study questions. The New International Version of the Ryrie Study Bible (i.e., Bible with references, footnotes, outlines, etc.), Living Bible (i.e., more up to date language), commentary (i.e., book of comments on the Bible), and concordance (i.e., index of scriptures) are the four study tools.

Salvation (see Jn. 3:16). You are saved permanently from going to a burning Hell, by accepting Jesus as your personal Savior by faith. Understanding God’s love, your sin, Jesus’ payment, and the importance of acceptance by faith should lead you to asking and trusting God to save you from Hell because of Jesus’ death for your sin.

Discipleship (see Lk. 9:23). A disciple is a follower of Christ. Deciding to deny yourself and having daily dedication to divine directions such as studying, serving, and giving are important issues regarding discipleship.

Church

1. The mission (i.e., purpose) of God's Church and churches is to evangelize (i.e., help people get saved) and edify (i.e., help saved people grow in the Lord) God's way (i.e., according to the Bible; see Mt. 28:19-20).
2. The Pastor is to feed (i.e., help people understand and live by God's word) and lead (i.e., lift the vision and manage the affairs of the church) the church (see I Pet. 5:1-4). Numbers 18:21 and I Timothy 5:17-18 support the notion, "the Pastor's compensation should grow, as the church's revenue grows."
3. The members are to grow in faith (i.e., study and obey God's word) and follow pastoral leadership (i.e., as long as it doesn't contradict God's Word; see I Pet. 2:2; Heb. 13:17; Acts 5:29, 38-39).
4. The officers (i.e., Cabinet members) are to assist the Pastor, as qualified (i.e., study, serve, give, get along with the people, and get along with the Pastor) appointed members (see Acts 6:1-6).
5. Christian fellowship (i.e., support and camaraderie) calls for every member living by God's Word (i.e., love and forgive one another) and the progressive discipline of those who do not (i.e., teach, warn, and separate until repentance; see I Jn. 1:5-7; I Cor. 5:6-7; II Cor. 2:5-11).

SBC Growth Groups: Questions and Answers

What is a growth group? A growth group is a group of people in covenant to care, study, and grow with one another. The group (i.e., about 12 people) will meet for 60 to 90 minutes a week for 10 weeks (i.e., a semester). There will be sharing of joys and concerns, prayer, study, and projects (e.g., fellowship, service, and evangelism). After a semester, group members can stay with the group or go to another group.

How do the growth groups relate to the current Wednesday Bible Study and Sunday School?

I believe that growth groups are healthier than the traditional Christian education models. Growth groups will provide the education of the traditional models, and they will provide a more intentional focus on relationship building. Believers need supportive and encouraging relationships in addition to education and activities/service. SBC does well with education and activities/service, but we can do better with relationship building. *It is my hope that the Wednesday Bible Study and a number of the Sunday School classes will simply convert into growth groups. However, as long as we have approved teachers, curriculum, and students, the traditional Sunday School and Wednesday Bible Study will be allowed.*

What will be studied in the growth groups? The initial study material is Bible chapter studies from Wednesday Bible study and Sunday School material. I hope to try sermon based groups in 2017. Prayerfully, we will offer growth groups that focus on material designed for men, women, married couples, and singles, in the future.

How can I find out more about growth groups? Contact Sis. Baines (221-8138 #18).

Each Reach One Overview

Every member is urged to be a registered reacher. Being a registered reacher involves three general instructions. First, you are to **be a disciple**. You need to give diligence to being regular in one of our weekly Bible studies. You need to be a part of one of the ministry groups. This “Each Reach One” Ministry is fine. You need to stand and pay your tithes or at least give ten dollars a week. Of course, you need to make sure you have accepted Christ as your Savior by faith. Without Christ, our studying, serving, and giving are in vain (see Lk. 9:23; II Tim. 2:15; Eph. 2:10; Mal. 3:8-10; Jn. 3:16).

The second instruction is to **reach a disciple**. Get consent from five people whom you know, and encourage them, at least monthly, to grow in the Lord. Try to help them be disciples, as discussed in the previous paragraph. As you reach for these people whom you know (i.e., warm market), remember:

- Work with consent. If the person doesn’t want to be bothered, back off. Work with people who are somewhat responsive to your influence – family, friends, neighbors, co-workers, new members, undisciplined church members, etc. If a person becomes unreceptive, prayerfully replace them with someone more receptive.
- Invite and bring. Aim to give at least five prayerful invitations and bring one unchurched person with you to worship each month.
- People tend not to grow quickly. Progressive discipleship suggests that you should try to get the person to a Bible study, before getting them to commit to monthly study, and then regular attendance. Get them to visit a group activity, before joining and serving in some capacity. Get them to give something, before committing to a percentage, as they move towards ten percent.
- At some point(s), go over the plan of salvation with the one(s) you are working with. Without Christ, the rest is in vain.
- When the person studies, serves, and gives for three consecutive months, they are “reached.” They need to be registered in a Bible study and in a ministry group as well as give at least ten dollars a week for three consecutive months to be “reached.”

The third instruction is to **report your progress**. No matter what, turn in a status report each third Sunday. Whether you are being a disciple or not, or whether your people are growing or not, turn in the status reports. You can pick the status reports up and drop them off in the information centers. Instead of the status reports, you can submit the communication form in your bulletin or sig-in at the information centers.

If each one would reach one, we could grow from 150 disciples to 300 disciples in one year, from 300 to 600 in two years, and from 600 to 1,200 in three years. Disciples make better family members, church members, neighbors, co-workers, and people of influence. Please, register in the “Each Reach One” Ministry today. Contact Sis. Sonya Brady (470-7511) for more information.

Training Union Overview

The purpose of the Training Union is to train disciples to be influencers or leaders in the church. There is a core course and two workshops. The core course covers “grad requirements,” follow-up workshop, Bible overview, Baptist familiarity, and SBC material. The workshops are “Management” and “Teaching.” To be a graduate, one must at least complete the core course. These course and workshops are offered periodically each year (i.e., pending enough people registering for the course), *in addition to independent studies and tutoring being available throughout the year*. Contact Sis. Baines (290-1590) for details.

Strategic Plan for 2020

(The following was adopted by the church family in June 2014. See the church's website links for the full document.)

Mission Statement

(i.e., the primary purpose for being in existence)

The mission of Southern Baptist Church is to evangelize and edify God's way (see Mt. 28:19-20).

Values Statement

(i.e., key principles to live by)

The following are six key values of Southern Baptist Church: (1) Evangelism (see Acts 1:8), (2) Edification (see Heb. 10:24-25), (3) Love (see Jn. 13:34-35), (4) Worship (see Jn. 4:23-24), (5) Community Involvement (see Mt. 5:13-16), and (6) Excellence (see Phil. 3:12-14; Rev. 3:14-16).

Vision Statement for 2020

(i.e., a summary of how we see ourselves in the future along with goals and plans)

In obedience to what we believe to be God’s will, our 2020 Vision Statement is to effectively use the power of our relationships and strategic ministry effort to help our loved ones and those in our vicinity to get saved and grow in the Lord, while making significant renovations to our church house. *We see ourselves positively influencing especially our members’ spiritual, health, wealth, and relational well-being as well as service*. We see that our being intentional with leadership development will have a great impact on our ministry with the various age groups in our church family and our community involvement, as outlined in our following goals and plans:

Evangelism Goals and Plans (see Acts 1:8)

(1) 250 candidates for membership (i.e., 40 people will come to join the church each year). Evangelism, great worship, and relevant ministries will be used.

(2) 125 average attendance in our 7:30 a.m. worship and 275 in our 10:45 a.m. worship. In addition to that which is mentioned for the candidates, retention efforts will be used.

(3) A grade of 4 out of 5, with 5 being high, regarding 2/3 of those in worship being highly concerned with inviting and bringing their loved ones to church and Christ.¹ Preaching and teaching, testimonies, and acknowledgments will be used.

(4) A grade of 4 out of 5, with 5 being high, regarding having regular great worship. Preaching and teaching, singing, and keeping the service moving will be used.

(5) Develop and implement plans to evangelize especially those between the ages of 30 and 50 years old, which will include the further development of our evangelism of young people (i.e., 30 years old and below). Preaching, teaching, training, and programming will be used to accomplish this goal. Greater effort will be given to marketing.

(6) Ten Avondale and vicinity partnerships, three home mission projects outside of Cincinnati, and three foreign mission projects. Preaching and teaching, training, and programming will be used.

Edification Goals and Plans (see Heb. 10:24-25)

(1) 250 disciples (i.e., those who study, serve, and give). Preaching and teaching about the importance of discipleship, Growth Groups (replaced Discipleship Development Ministry in 2015), acknowledging disciples, and restricting leadership positions to disciples will be used to reach this goal.

(2) 135 average adult Sunday School attendance and 85 average Wednesday Growth Groups attendance (replaced WBS and PM in 2015). Preaching and teaching about the importance of being in Growth Groups (i.e., study, prayer, fellowship, and service), recruiting, and following up on absentees will be used to reach this goal.

(3) A grade of 4 out of 5, with 5 being high, regarding 2/3 of those in worship being highly concerned with their discipleship and helping others do the same. Preaching and teaching about the importance of discipleship, Growth Groups (replaced Discipleship Development Ministry in 2015), acknowledging disciples, and restricting leadership positions to disciples will be used to reach this goal.

(4) Develop and implement plans to edify especially those between the ages of 30 and 50 years old, which will include the further development of our edification of young people (i.e., 30 years old and below). We aim to set and accomplish challenging but doable edification, attendance, and attitude goals in this area. Preaching, teaching, training, and programming will be used to accomplish this goal. More effort will be given to marketing.

(5) A grade of 4 out of 5, with 5 being high, regarding there being a noticeable loving spirit in the church. Preaching and teaching about the importance of loving one another and others, greeting periods, fellowship activities, relationship building efforts, and comforting one another in times of need will be used to reach this goal.

(6) 70 active Training Union graduates. Preaching and teaching about the importance of being a trained disciplined leader, restricting leadership positions to those who comply, recruiting and following up on prospects, and acknowledging the great work and testimonies of those who comply will be used to reach this goal.

¹ Throughout this document, 5 = excellent, 4 = good, 3 = average, 2 = fair, and 1 = poor.

(7) 35 need meeting ministries. Preaching, teaching, training, and programming will be major methods of or reaching this goal. The following are some of the ministry groups we hope to develop: Singles, Marriage Enrichment, Health, Seniors, and Crucial Link (i.e., 35-45 ish year olds) Ministries, as well as further develop our Economic Empowerment and Growth Groups (replaced Discipleship Development Ministries in 2015).

Other Goals and Plans (see I Cor. 14:40)

(1) Complete major renovations of the building and pay for the work. The following are some of the renovation projects in mind: do something with the sanctuary ceiling; replace the sanctuary seating, choir stand seating, pulpit furniture, and carpet; enhance our media presentations during worship; upgrade the Reading Road restrooms; clean the exterior of the building; replace the awnings; put a nice sign in the front of the church that allows for the publicizing of events; signage throughout the building; Mann Place parking lot; handicap accessible fellowship hall; etc. Preaching and teaching about the importance of saved people paying their tithes and giving their offerings (i.e., \$945k by December 2020), being accountable with the church's funds, promoting the 2020 Campaign (i.e., people giving extra money to finance the renovation project), and giving diligence to renting out underutilized space will be used to finance the renovation work.

(2) Continue contributing to the endowment. We will contribute at least \$5,000 a year to this fund that we hope to build up to \$1,000,000 by 2025. The vision for this endowment is to be able to give away at least \$50,000 a year for scholarships and grants in addition to the church's budgeted funds. The endowment will also be an emergency fund for the church.

(3) A grade of 4 out of 5, with 5 being high, regarding 2/3 of those in worship being highly concerned with following godly pastoral leadership in having things done with excellence. Preaching, teaching, and training will be major methods used in reaching this goal, in addition to showing the people of God how doing things God's way works for the good of God's people (e.g., status reports along with transparent, accountable, and focused leadership).

(4) Monitor compliance with the strategic plan and develop a 2025 strategic plan before December 31, 2020. Executive Team Members will be assigned various parts of the strategic plan to monitor and report on. Reports will be shared with the Cabinet and church family.

SWOTS Analysis

(i.e., Strengths, Weaknesses, Opportunities, Threats, and Suggestions as well as assumptions; see Pro. 27:23. The following is based on our 2014 questionnaire.)

Strengths

(1) Pastor, (2) loving members, (3) worship, and (4) community involvement.

Weaknesses

(1) Lack of participation, (2) Pastor, (3) lack of ministry for young people, and (4) unfriendly members.

Opportunities

(1) Outreach and (2) ministry to young people. The Pastor would add (3) we can influence political systems and the distribution of resources for Avondale and (4) community groups need the space that we have.

Threats

(1) Blight, (2) declining church, and (3) church doesn't have the right spirit for Avondale. The Pastor would add (4) that some are over exposed to unsatisfying religion and negativity attached to the church.

Assumptions

(1) Pas. Baines, Jr. will still be here, (2) great emphasis will be given to pursuing the strategic plan, (3) the population will remain about the same, and (4) the economy will not get much worse.

Our 2018 Administrative Agenda

(This is an abbreviation.)

Evangelism Goals

- 45 candidates for membership
- 100 average attendance for 7:30 a.m. worship and 175 for 10:45 a.m. worship
- Continue our outreach and community involvement in Avondale and vicinity

Plans. Regular great worship with an evangelistic flavor, urging personal evangelism, maintaining our Follow-up and Community Evangelism Ministries, and retention of our members will be essential in reaching our candidates and attendance goals. We will work collaboratively with the Avondale Community Council, NAACP, and others to improve the quality of life in Avondale and vicinity.

Edification Goals

- 190 disciples (i.e., those who study, serve, and give)
- 100 average attendance for Sunday School adults and 20 for young people
- 35 average attendance for Wednesday Growth Groups
- 70 active Training Union graduates
- Discuss and implement, based on interest and having trained disciplined managers, ministries like marriage enrichment, young adult, singles, and crucial link (i.e., 35-45 ish years old) ministries

Plans. Regular emphasis on studying, serving, and giving; urging involvement in Growth Groups; ministry group managers urging the discipleship of their group members; and targeted follow-up will be essential in reaching these goals. The discussions will take place in the course of the year, based on interest. Implementation of new ministry groups is contingent on having trained disciplined ministry managers.

Other Goals

- Collect \$683,000
- Set aside \$1,000 for 2020 Renovation Projects

Plans. Great effort will be given to urging Southern to be a church of tithes and offerings. Discrete fundraisers and business opportunities (e.g., rent, etc.) will be given minimal attention. Diligence will be given to marrying the input from the members with the directions given by God to develop a strategic plan with significant buy in.

	Budget
Revenue	
Tithes	\$550,000
General Offerings and Other	112,000
2020 Campaign	21,000
Total	\$683,000
Expenditure	
Staff	\$342,000
Operations	292,000
Ministry	49,000
Total Expenditure	\$683,000
Net Result	\$0

SBC's Value Based Strategies for 2018

Evangelism - Each Reach One, special days, community hovers, and community involvement will be used to bring guest to the church, and the greeters, “worshippers,” guest table, follow-up workers, and the Membership Orientation Ministry will work on helping people to accept Christ as their savior and SBC as their church home.

Edification - The Membership Orientation Ministry, preaching, teaching, growth groups (i.e., habit goals [mindset, health, finances, relationships, and service], Bible study, and accountability partnerships), and people group activities (e.g., men, women, young people, etc.) will be used to help people grow in the Lord.

Love - Having a friendly spirit (inc. birthday and anniversary acknowledgements), growth groups (i.e., sharing, fellowship projects, and accountability partnerships), fellowship projects (e.g., church picnic, fellowship meal, Christmas reception, etc.), and ministry to troubled members will be used to help people feel loved.

Worship – Timely, Bible based, need responsive, and attention holding worship (inc. friendly ushers, good singing and preaching, enthusiastic worshippers, media presentations, etc.) will be used to help people not only worship God but to also help them hear and *obey* His will for their lives (i.e., transformation).

Community Involvement – We aim to volunteer 1,700 hours and donate \$15,000 to the improvement of Avondale and vicinity.

Excellence - Strategic plans, administrative agendas, and accountable work along with leadership development, teamwork, and fiscal stewardship will be our major strategies in this area.

***** Every member is strongly requested to invite and bring people with them to worship and growth groups, so we can grow together.**

Our 2018 Church Calendar

(These are excerpts and are subject to change.)

Sunday

7:30 a.m. and 10:45 a.m. Worship Service

9:30 a.m. Sunday School and Growth Groups

Communion is served in both worship services on the 1st Sunday

Baptism is performed periodically on Sunday at 10:30 a.m.

Wednesday

6:30 p.m. Growth Group Bible Study (There are periodic worship services, “Each Reach One” sessions, Baptist Familiarity teachings [see page 13], and electives may be taught from time to time)

Weekly phone tree messages, regular Executive Team Meetings (i.e., senior advisors and assistants to the Pastor), quarterly membership letters, and quarterly status reports

January -

Annual Sermon “Building Wisely” (see Matthews 7:24-27) - “We should build wisely upon God’s word.”

7, 10 Growth Groups Start

21, 28 Scholarship Offerings

February -

Weekly Black History Readings

18 Men and Women Special Teachings

March -

4 Resource Reports

25 Pastor’s Anniversary (see page 13)

April -

1 Easter Pageant

15, 25 Growth Groups Start

May -

13 Mother’s Day

20 Avondale Offering

27 Historic Black College and University Offering

June -

3 Graduate Recognition and Scholarship Announcement
 17 Father's Day as well as Men and Women Special Teaching
 24 Ushers and Nurses Recognition

July -

9-11 Vacation Bible School

August -

5, 12 Church Questionnaire
 12 Sunday School Promotion Day and "Back to School" Give Away
 26 General Missions Program and 2019 Planning Material is due

September -

Annual Preaching Series "Christian Giving" (see Malachi 3:8-10) – "God's people should give with the right attitudes. We should obey because of thankfulness, because of blessings, and to prevent punishment. We should overcome unbelief by acting on knowledge."

Membership Roster review

9 Men and Women Special Teaching

2, 5 Start Growth Groups

23 Senior Meal

October -

21 Choir Day

27 Children's Fall Festival

November -

12 Church's 101st Anniversary (see page 13)

December -

2 Men and Women Special Teaching

9 Annual Church Business Meeting

23 Christmas Pageant

31 Watch Night Service

Special Notes

- Active members should be familiar with the Church Covenant, Baptist Articles of Faith, and the current church's by-laws. These documents can be secured from the church's website "links."
- Each member is asked to give at least \$100 for the **Church Anniversary**.
- Each member is asked, by the Pastor's Love Ministry, to give at least \$50 as a gift to the Pastor for the **Pastor's Anniversary**.

- Our church is affiliated with the National Baptist Convention, USA, Inc.; the Ohio Baptist General Convention; and the Western Union District Baptist Association.

Overview of Our Ministries and Cabinet Members

Ministry Department One

Sis. Daphene Baines (290-1590), Superintendent

Community and Follow-Up Evangelism Ministry. This group insures that hovers are performed in primarily the Avondale area aimed at distributing Christian literature, securing contact information for follow-up, and sharing the plan of salvation and prayer as the occasions present themselves. This group follows up on communication forms and sign-in sheets. Sis. Sonya Brady (470-7511) is the manager.

Membership Orientation Ministry. This group teaches the Membership Orientation material to the newer members, manages the “get acquainted sessions” with the Pastor, assist newer members with baptism and first communion affairs, and help them connect with a Growth Group and ministry group. There are Sunday morning classes, audio tracks on the church's website, and tutoring throughout the year. Sis. Daphene Baines (290-1590) is the manager.

Sunday School Ministries. This group offers devotional studies at 9:30 a.m. on Sunday for young people and adults. Growth Groups are being developed during this period as well. They manage the Black History Readings, Vacation Bible School, Easter Pageant, “Back to School” Give Away, Promotion Day, and Christmas Pageant. This group monitors the church’s involvement with improving the quality of life in Avondale and vicinity. Our church is in partnership with the Avondale Community Council, NAACP, promotion of voter registration and education, Every Child Succeed Program, and more. This group also superintends special projects for the singles, men, women, and seniors (i.e., special teachings, fellowship projects, and outreach efforts). Sis. Daphene Baines (290-1590) is the manager.

Wednesday Growth Group Ministries. This group offers devotional Bible studies on Wednesday at 12:15 p.m. and 6:30 p.m., in a Growth Group style. “Each Reach One” sessions are incorporated into the three Growth Group semesters. There is periodic preaching by faithful associate ministers and quarterly teachings on Baptist doctrine. Pending enough people register, electives may be taught in the evening. The married couples’ projects are coordinated under this group also. Sis. Daphene Baines (290-1590) is the manager.

Training Union Ministry. This group teaches the core course and two workshops to those disciples who are willing to serve as trained disciples servants of the Lord, especially as ministry managers, teachers, and follow-up workers. Periodic classes, *tutoring, and individual studies are offered throughout the year.* This group also managers the “Curriculum Committee” work. Sis. Daphene Baines (290-1590) is the manager.

Women Ministry. This group manages year-round projects aimed at helping women be disciples of Christ. Special teachings, fellowship projects, and outreach efforts are planned. Sis. Gwen Eakins (221-1061) is the manager.

Senior Ministry. This group manages projects focused on enriching the seniors of our church (esp., 65 year olds and above). The senior luncheon, adopt a senior project, and things of this nature are in view. Deas. Vanessa Walker (771-6371) is the manager.

Ministry Department Two

Sis. LaTonya Dawson (891-2793), Superintendent

Trustee Ministry. This group assists the Pastor with managing the property, business, and financial affairs of the church. Because of the nature of these duties, church agreement is needed to serve in this ministry group. The manager and assistant manager of this group are to serve on the Pastor's Executive Team. Sis. Ronda Humphrey (266-4428) is the manager.

Pastor's Love Ministry. This group manages the details related to the Pastor's anniversary services, birthday gifts, and Christmas gifts. Sis. Margaret Chiles (281-7773) is the manager.

Usher Ministry. This group works at welcoming people to the sanctuary and assists with congregational orderliness. This group also manages the security monitoring and greeters. Sis. Josephine Brownlee (779-5396) is the manager.

Nurses and Health Ministry. This group provides pulpit supplies for the Pastor and other clergy. They assist with medical issues that may take place in the course of a worship service. They coordinate health enrichment projects in the course of the year. They have promoted health related walks/runs, weight monitoring, and walking events. Deas. Vanessa Walker (771-6371) is the manager.

Children Ministry. This group meets Sunday during the 10:45 a.m. worship service, in the chapel. This ministry group offers worship and structured group activities for those under the age of 13 years old. There are also enrichment projects scheduled throughout the year for fun and outreach. Based on cooperation a bi-weekly Wednesday evening enrichment curriculum is taught as well. Sis. Barbara Owens (221-0658) is the representative.

Youth Ministry. This group offers year-round fellowship, study, and service projects for our teenagers. Based on cooperation a bi-weekly Wednesday evening enrichment curriculum is taught as well. Sis. Shauna Murphy (648-0403) is the manager.

Ministry Department Three

Rev. Dan Larkin (484-4285), Superintendent

Mass Choir, Male Chorus, and Angels Choir Ministries. These groups provide godly song service for especially our worship services. The Mass Choir is our primary choir that sings in almost all worship services. The Male Chorus is for men. Rev. Larkin (484-4285) is the manager

for the Mass Choir and Male Chorus. The Angels is for children (i.e., ages 12 and under). Sis. Beverly Jackson (376-9178) is the manager.

Media Ministry. This group manages the sound, video, and recording equipment in primarily our worship services and other selected events. They manage the selling of media products (e.g., CDs and DVDs). Sis. Belinda Ballew (631-2179) is the manager.

Van Ministry. This group manages the transporting of members to Sunday School and home after the 10:45 a.m. worship service. They also provide transportation for other trips, as the situation calls for such services. Rev. Dan Larkin (484-4285) is the manager.

Deacon Ministry. This group of ordained Deacons assist the Pastor with modeling discipleship (i.e., study, serve, and give), ministering to troubled members (e.g., hospitalized, bereavement, benevolence, nursing home, homebound, etc.), assisting with worship affairs (e.g., ordinances, devotion, homegoing services, etc.), and giving advice (i.e., the manager and assistant are to be a part of the Pastor's Executive Committee). Dea. Marcus Jackson (376-9178) is the manager.

Deaconess Ministry. This group of respected trained disciplined ladies assist the Pastor with modeling discipleship (i.e., study, serve, and give), ministering to troubled members (e.g., hospitalized, bereavement, nursing home, homebound, etc.), assisting with worship affairs (e.g., ordinances, etc.), managing repasts, and giving informal advice. The "Mothers" are respected aged ladies (i.e., advanced years and exemplary service) who are duty bound to pray for the church, urge the discipleship of the members, and carryout miscellaneous assignments from the Pastor. Sis. Beverly Jackson (376-9178) is the manager.

General Missions. This group ministers to local nursing homes, the homebound, and others who may be in need of prayer and comfort. This group regularly studies the convention's mission book and fellowships with other mission groups in the city and in the local association. Sis. Margaret Johnson (489-0778) is the manager.

Prison Ministry. This group ministers to local correctional facilities. There is often singing, praying, and the sharing of a Bible based message. There is a rather rigorous screening process for those who actually go into the facilities. Sis. Pam Johnson (861-4722) is the manager.

Other Church Officers and Staff

Treasurer. This position is responsible for insuring that the church's money is properly deposited, bills are paid appropriately, and reports are generated in a timely fashion. This position serves as a part of the Pastor's Executive Committee. Sis. Latonya Dawson (891-2793) is the Treasurer.

Church Clerk. This position manages the recording, reading, and filing of especially the church business meeting and cabinet meeting minutes. Sis. Brenda Stewart (481-8576) is the church clerk.

Secretary – Sis. DeAnna Banks

Janitors - Bro. Dale Freeman and Bro. Donnie Eakins

Ministry Assistant (aka Minister of Music) – Rev. Dan Larkin Jr. (484-4285)

Musician – Bro. Ernest Byrd

Our Church By-laws

(This is an abbreviation of our 2009 agreement with the 2015 amendments. See the church's website links for the full document.)

Name and Mission (see Mt. 28:19-20). Our official name is Southern Baptist Church. Our mission is to evangelize and edify God's way.

Pastor (see I Pet. 5:1-4; Heb. 13:17; I Tim. 5:17-18). The Pastor is ideally called and dismissed by a 2/3 vote, in a specially called church business meeting. The Pastor is the feeder and leader of the church, and only a majority church vote can veto the Pastor's leadership. The Pastor's compensation is to grow as the church's revenue grows. The Manager of the Deacon Ministry, followed by the Assistant Manager of the Deacon Ministry, is to act as the Moderator, if the office of Pastor becomes vacant, until the church says otherwise.

Officers (see Acts 6:1-6). All leaders (i.e., Cabinet members) are appointed by the Pastor to assist the Pastor in caring for the church and being a model of Christian discipleship. Deacons, Deaconesses, Trustees, and the Treasurer are agreed upon by the church and appointed by the Pastor. All leaders are subject to discipline by the Pastor, if they fail to carry out their assigned duties. The Executive Committee is a group of senior advisors and assistants to the Pastor.

Membership (see I Jn. 1:5-7; II Thes. 3:10, 14-15). Voting/active members (i.e., 18 years old and over) are expected to study, serve, and give. One's failure to give at least \$10 in a ninety consecutive day period is subject to one losing one's active/voting membership status. Requests for waivers should be forwarded to the Pastor.

Business Meetings (see Pro. 11:14). Meetings are called (i.e., 2 Sunday notice), the agenda is set, and the meetings are presided over by the Pastor's designee, the one designated by a 2/3 vote of the Executive Committee, or the one designated by a petition that is signed by 50% of the voting membership.

Asset Management (see Mt. 25:26-27). The Trustees are subject to the church's directions. Church funds are governed by a budget, and there is to be ample reporting to the church.

Disbandment (see Acts 15:36-40). In order to disband this church, a special meeting of 50% of the members must be called, and 75% of those present must agree to disband.

By-Law Revisions (see I Cor. 14:40). It takes a 2/3 vote, in a specially called church meeting, to revise these by-laws.

Times to Call Your Pastor

When you call the church's office to talk with the Pastor, the staff is instructed to ask "Can I tell him what it is regarding"? If it is a personal matter, simply tell them that it is "personal," and we will deal with it, when we talk. Active members of this church should **call the church's office**, on the following occasions:

1. When you or an active member of this church you know of is **troubled** with serious sickness, bereavement, or the need of counseling (see page 17-18; we list the sick and bereaved in the bulletin to urge the church family's prayers, calls, and visitation);
2. Before making **major decisions** such as marital engagement, leaving this church, divorce, career moves, relocating, or nursing homes;
3. Before **getting involved** in any religious activities outside of this church such as the Jehovah Witnesses, Muslims, Mormons, Full Gospel, Masons, Eastern Stars, community choirs, or participating on church programs;
4. When you become aware of anything that **may cause trouble** for this church, your Pastor, or any member; and
5. When you need **information** about church affairs (the staff can often answer your questions).

Your Pastor's normal office hours are on Tuesday through Thursday, even though he is often in the office on Monday. Feel free to call and request an appointment with your Pastor. The church's office is open from 8:00 a.m. to 5:00 p.m., Monday through Friday. If you have an urgent matter, your Pastor's phone number is (290-1437; make sure you leave a text or message, if there is no answer).

Statements

Sick and Shut-in, Bereavement and Repasts, and Counseling and Assistance

Sick and Shut-in. Active members of this church are to **call the church's office** (see Jam. 5:14), when they are seriously sick or know of an active member who is seriously sick. An active member can expect weekly hospital and monthly home (or nursing home) contacts from the Pastor's designee. The known sick and shut-in are placed in the church's bulletin (with phone numbers) to encourage the members' visitation and calls.

Bereavement and Repasts. Active members of this church are to **call the church's office**, when there is close bereavement in their family or when there is close bereavement in the family of another active member of this church. "Close bereavement" means parents, children, spouse, siblings, or the equivalent. When one of our active members die, a resolution is given to the family. When our active members has a close bereavement in their families, we send condolences (and flowers for close bereavement or \$50). Music, ushers, facility, clergy, and a repast are given when our active members die and often when they suffer close bereavement. Generally, a \$200 limit is set for the repast. All members are asked to be finished with their repast **by 4:00 p.m.** If the repast

cannot be finished by 4:00 p.m., the active member can choose between picking the food up and taking it to another venue, or the active member can choose to receive the money to help with the expenses of a repast somewhere else. It would be nice, *but is not required*, if families would give the clergy \$50, especially when someone other than the Pastor performs the service. The Pastor really tries to be available for the homegoing services of his members; however, if he is out of town, he can secure the services of other clergy. The known bereaved are placed in the church's bulletin to encourage the members' prayers and condolences. Fees are normally required, when funeral services are rendered beyond the scope of this statement (e.g., a former member dies, a "non-close" bereavement for an active member, someone in the community, etc.).

Counseling and Assistance. The Pastor is not a certified counselor. However, if the active members of Southern need to talk with someone, they can call the church's office to schedule time to talk with their Pastor. When you call the church's office to talk with the Pastor, the staff is instructed to ask "Can I tell him what it is regarding"? If it is a personal matter, simply tell them that it is "personal," and we will deal with it, when we talk. **The Deacons handle the benevolent fund** (i.e., one shot emergency fund).

Weddings, Building Usage, Van Usage, Dress Code, and Baby Blessings and Godparents

Weddings. Your Pastor **only** performs **Christian weddings**. "Christian wedding" means the **man and woman** must profess Christ as savior, be active members of a Christian church, attend at least one pre-marital consultation, and consent to Christian music, attire, and vows for the wedding service. Those desiring to use this church or have the Pastor perform their wedding should call the church's office, as soon as possible. **The Pastor's designee will direct the wedding rehearsals and ceremonies.** There is normally a \$200 fee for active members and more for those who are not active members.

Building Usage. The church facilities should never be used for anything that may be an embarrassment to the church's mission. Requests to use the facilities should be submitted to the church's office, as soon as possible, where a case-by-case determination will be made regarding both permission for building usage and cost.

Van Usage. The primary purpose of the vans is to transport people to and from Sunday School and the 10:45 a.m. worship. From time to time, transportation for other events are authorized. If a member wanted to use the church vans, he/she would need to submit a request in the church's office, where a case-by-case determination is made. The event should in no way bring embarrassment to the church. The van driver must be on the church's insurance policy. The gas must be paid for, and a donation to the driver is strongly requested.

Dress Code. Whatever you wear should be worn in light of your being in the presence of God and God's people. For some, this means wearing the traditional suit and tie or dress and hat. For others, this means wearing something comfortable like a nice shirt but no jacket or a nice pants suit. It is

requested that one always dress decently – no overly revealing clothes. Do those things that make for peace and comes from one’s faith in God (see Rom. 14:14-23).

Baby Blessings and Godparents. It is honorable to have babies blessed with the presence of Godparents. There is no age restriction for having a young person blessed. As Baptists, we don’t christen babies nor baptize infants. We do pray for their well-being and the success of their parents, Godparents, and others in raising them. Babies born outside of marriage should be prayed for along with their parents, Godparents, and support team members. Such is not to say that sex outside of marriage is condoned. We are praying for babies and their support teams. **Godparents** should be disciples of Christ who not only serve as parents, if something happens to the biological parents, but they should also be active Christian influences in the child’s life, when the parents are alive and well. Please don’t embarrass the term **Godparents**, by having ungodly people stand as Godparents. Godparents are not mandated for a baby to be blessed. Therefore, it may be better to bless the child without Godparents, if you cannot find anyone worthy to stand. Certificates and picture taking are often supplied. Those desiring to have their babies blessed are to monitor the church’s bulletin to see when the next baby blessing is scheduled.

Cabinet Members, Church Business Meetings, and Female Clergy and Ordained Deaconesses

Cabinet Members. There is always a need for great Cabinet members. A Cabinet member is a pastoral appointed helper of the Pastor, as seen in passages like Exodus 18:25-26 and Acts 6:1-6. Those desiring to be Cabinet members should study (i.e., regular church studies and active Training Union graduate), serve (i.e., “Each Reach One”), give (i.e., stand and tithe), get along with the people (i.e., demonstrate a loving and flexible spirit), and get along with the Pastor (i.e., follow pastoral instructions that are not contrary to the Bible and never challenge the Pastor publicly).

Church Business Meetings. Our church business meetings are primarily for voting “yes” to following pastoral leadership, not for causing confusion (see I Cor. 14:40). Members are to vote “yes,” as an expression of following pastoral leadership, unless one believes the Pastor is leading the church contrary to God’s word (see Heb. 13:17; Jd. 5:23; Acts 5:29, 38-39). Before the meeting, members are to study the issues to be voted on, ask questions of the appropriate person(s), and then come to the meeting with a mind to do God’s will (see Jd. 19:30). Members are discouraged from asking questions and making comments in church business meetings (i.e., voting meetings like the Annual Church Business Meeting, not discussion meetings).

Female Clergy and the Ordained Deaconesses. Based on our understanding of the Bible, we accept God’s use of women clergy. Passages like I Timothy 2-3; I Corinthians 14:34-35; and Genesis 2-3 must be interpreted within their cultural context, as we do with the slavery that we see in passages like Ephesians 6:5; Colossians 3:22; and I Timothy 6:1. Since God used Deborah (see Jd. 4-5), Miriam (see Deu. 26:59; Mic. 6:4), and others; since He pours out His spirit on flesh not gender (see Acts 2:17); since there is a oneness in Christ that makes gender as irrelevant in Christ (i.e., salvation and church) as social status or nationality; and since God shows a greater concern

with people than laws (see Mk. 3:3-5); we believe God uses qualified women and men as clergy and as Deacons/Deaconesses (see Rom. 16:1-2).

Emergencies

Our Sunday worship is scheduled to take place every Sunday unless it is illegal to drive. I ask that you be as faithful to going to church as you would be to going to work. In other words, if your individual situation is so bad that you would not go to work then you probably should not come to church. However, we plan on doing the best that we can with whoever shows up.

As for emergencies in the church building, please note the following:

1. The fuller statement can be found on the church's website under links or call the church's office.
2. If there is a weather emergency or some kind of threat outside the building, please stay in the building and follow the instructions that will be given by designated safety leaders.
3. If there is a fire or gas emergency in the building, please exit the building calmly and with deliberate speed. Make sure you know where all available exits and gathering areas are located. Please try to assist the elderly and physically challenged.
4. If there is a medical emergency, please make sure someone calls 911 and have the authorities to come to 3556 Reading Road. Tell them which entrance to come to - Reading is where the big pillars are; Mann Place is in the back with the awning; and Lexington is on the side where the corner store is located.
5. If there is an active shooter or the like, designated people have instructions. All others should get on the floor and refrain from making noise to avoid being in the line of fire.

Some Do's and Don'ts

Do's

- Learn and support your Pastor's program for the church.
- Stand (see Mt. 5:16; Heb. 10:24-25; 13:17) during tithing time, if you are a tither (i.e., if you get paid monthly and pay your tithes monthly then you ought to stand weekly, because you are a tither), and use your envelopes and number.
- Shake hands and get to know your fellow church members.
- Say "amen" and be supportive of preaching and teaching.
- Ask questions of the right people, when you are not sure about issues.
- Address your Pastor as "Pastor" or "Pastor Baines." You may introduce him to others as "Dr. Baines" or "Rev. Dr. Baines."
- Study and obey God's word, in every area of your life.

Don'ts

- Don't walk during scripture readings, prayer, preaching, or especially the invitations.
- Don't be a part of murmuring (i.e., complaining and negative talking) against your Pastor or church (see Num. 14).
- Don't put your trust in people. Trust God, who works through people.

Our Church's Historical Highlights

In 1917, in the home of *Dea. and Sis. S. C. Carter*, a Sunday School Mission was organized and **Rev. Jarrel** was called to give leadership to it. **Rev. C. W. Williams** served from 1917 to 1923, and he led the mission into becoming a permanent church – Southern Baptist Church – and relocated from 514 George Street to 562 George Street (at a cost of \$6,000). The name “Southern” grew out of the initial members being from southern states like Alabama, Georgia, and Mississippi. **Rev. J. S. Tate** served from 1924 to 1929, and he led the church from 562 George Street into the edifice at 701 Richmond Street. **Rev. H. P. James** served from 1929 to 1930. **Rev. J. W. Heywood** served from 1930 to 1931. **Rev. Marshall Moore** served from 1931 to 1943, and he led the church in significant debt liquidation and hiring of staff. **Rev. P. L. Harvey** served from 1943 to 1944, and led the church in burning its mortgage. **Rev. L. W. Veal** served from 1946 to 1953.

Rev. Jessie Watson served from 1953 to 1969, he was a son of Southern who led us to our current location at 3556 Reading Road (at a cost of \$238,000). *Rev. Samuel Cruthfield* served as a tremendous help until the next Pastor was called. **Rev. James E. Milton** served from 1970 to 1996. He led us into burning the church's mortgage, constructing an addition to the church building (1987) and paying it off, implemented a charter school and the Southern Day Care Center (1987), purchased a number of rental houses, and a number of Deacons and Ministers were licensed and ordained. He was also a noted advocate for the Avondale community. *Rev. Richard Smith* (i.e., Rev. Milton's Assistant Pastor) served as the Interim Pastor between Pas. Milton and Pas. Edwards. **Rev. C. Dennis Edwards I** served from 1997 to 2007, and he led us in building the James E. Milton Educational Complex and other physical improvements to the building. *Rev. Walter E. Bledsoe* (i.e., a faithful son of Southern) served as the Interim Pastor between Pas. Edwards and Pas. Baines, Jr. **Rev. Dr. Robert E. Baines, Jr.** was called to serve from January 2009 until present. He has led us in developing disciples and ministries (e.g., Community and Follow-Up Evangelism, Growth Groups, Training Union, and Community Involvement), giving over 16,070 hours and \$101,576 dollars in community involvement (as of Oct. 2017), making physical improvements to the church building (i.e., over \$1,031,316 as of Sept. 2017), and burning a \$1 million mortgage on the James E. Milton Building in less than six years (paid September 26, 2014, in spite of less than projected revenue and attendance).

As you can see, God has blessed Southern with a rich history, and the best is yet to come.

Our Pastor's Biographical Highlights

Pastor Robert E. Baines, Jr. was born September 6, 1966, in Buffalo, New York. After graduating with honors from the public school system, he served four years in the United States Air Force (i.e., 1984 - 1988). He is a family man. In 1984, he married the lovely former Daphene Tucker. To this union, two lovely daughters, Daphene and Desiraye, were born. He accepted the call to preach in 1984, was licensed in 1985, and was ordained in 1988. He served as an active associate minister in four Baptist churches. He pastored Mount Moriah Missionary Baptist Church, in Buffalo, New

York (1990-1992), Tucker Missionary Baptist Church, in Syracuse, New York (1992-1995), and then the Macedonia Missionary Baptist Church, in Dayton, Ohio (1994 - 2009), before accepting the call to Pastor the Southern Baptist Church, in Cincinnati, Ohio (2009 - current).

Pastor Baines, Jr. earned an Associate Degree, in Business Management; a Bachelor Degree, in Community and Human Services; a Master Degree, in Pastoral Ministries; a Doctor of Divinity Degree, in Christian Family Studies; a Master of Divinity, with an emphasis on the New Testament Church; and a Doctorate of Ministry Degree, with a focus on economic and spiritual empowerment in Black churches. He has published a number of books on Amazon.com, the following are the most recent:

- ***How to Stay Focused: A Guide for Doing What Really Matters Most, In Spite of Distractions – A Christian Perspective***
- ***By the Grace of God: 25 Years of Pastoring Black Baptists***
- ***Dealing With Difficult People: 31 Empowering Christian Devotionals For Those Dealing With Negative, Manipulative, or Mean People***

He and his wife own and operate a website at www.RobertBaines.com that features quality and helpful Christian living information. Over 1,000 people from around the world receive Dr. Baines' Sunday School notes each week.

Regarding his denominational work, he has served in numerous positions including being the former President of the North Western Baptist Association's Congress of Christian Education and former Parliamentarian for the Ohio Baptist General Convention. He is a current member of the Cincinnati Baptist Minister's Conference, the Concerned Clergy of Avondale, and the Collective Empowerment Group.

In the community, he has served in a number of positions including being the founder and former President of Macedonia Community Development Corporation and the former President of the Dayton Unit of the National Association for the Advancement of Colored People. He is a life member of the National Association for the Advancement of Colored People (affiliated with the Cincinnati unit) and a life member of the Avondale Community Council. He serves on the Avondale Choice Neighborhoods Steering Committee that involves over \$29 million worth of Avondale development. He is a board member for the Avondale Comprehensive Development Corporation and a member of the Spiritual Advisory Board for CityLink.

Under Pastor Baines, Jr.'s leadership the Lord has blessed us.

- Over 680 people have been received as candidates for membership (as of 9/2017).
- The "Each Reach One," Follow-up Evangelism, Community Evangelism, and Community Involvement Ministries were implemented.
- Growth Groups (i.e., relational study, prayer, fellowship, and service) were implemented on Wednesday and Sunday.
- The Membership Orientation Ministry was revamped, and the Training Union Ministry was implemented.
- There are weekly Pastoral teaching notes for Sunday School and Wednesday Bible Study in addition to the implementation of the Curriculum Committee and the "Every Member, Every Month" effort.

- The number of disciples (i.e., members who study, serve, and give) has grown to over 193 (from about 125 in 2008).
- The Men, Women, Senior, and Health Ministries were implemented. Periodic projects have been put in place aimed at enhancing our ministry to our married couples.
- Annual Historic Black Colleges and Universities, Avondale, and scholarship offerings were implemented. Annual financial support for Africa was reinstated and Haiti was implemented. Local partnerships were developed and nurtured, and the church was led into annual volunteer and donation drives to support organizations and worthy causes focused on Avondale and vicinity. As of October 2017, the church has volunteered more than 16,070 hours and gave over \$101,576 in donations, since February 2009.
- After our Strategic Plan for 2014 period, our Strategic Plan for 2020 was implemented; the By-Laws were updated and enhanced; Pastor Search Committee Guidelines were adopted; greater transparency was established with financial reporting and goal accomplishment; repairs have been made to the building (e.g., roofs, ceiling, bathrooms, kitchen, awnings, TVs, parking lot, etc.; over \$1,031,316 as of Sept. 2017); and the church's \$1,000,000 mortgage and debts were paid off in September 2014.
- Two preachers have been coached to earn their license to preach, one to be ordained, and two Deaconesses were ordained.

Obviously, it is only God who has supplied Pastor Baines, Jr. with such gifts of feeding and leading.