

From Section 2 of Ross Grove Baptist Church Constitution:

Deacons:

a. Members

There may be seven deacons for the first one hundred resident church members or fraction thereof, and one additional deacon for each additional one hundred members.

b. Election of Deacons.

1. All nominations for deacons for the church members shall take place on the second Sunday morning worship service in August. All prospective deacons nominated shall be listed in alphabetical order after each one has been contacted for his/her consent and has been reminded of his/her qualifications, duties, and expectations as set forth in the church constitution.
2. The third Sunday morning shall be election by ballot, and if need be, the fourth Sunday morning shall be for completing the balloting. Each church member present may vote once for each vacancy to be filled. A majority of votes is necessary to be elected.
3. If the first ballot has not elected the number of vacancies to be filled, a second ballot will be taken. The names taken from the first ballot will be those who received the largest number of votes on the first ballot but not receiving a majority of votes on the first ballot, and will be limited to twice the number of vacancies to be filled. If two or more of those eligible on the second ballot receive a tie vote on the first ballot, all these names will be on the second ballot.
4. In case of additional balloting to fill these vacancies, the same procedure will be followed as stated in the second balloting.

c. Term of Service.

1. Full terms of active service shall be for three years and shall be rotated so that approximately one-third of the terms of deacon expire each year.
2. After serving a term of three years, no deacon shall be eligible for re-election until the lapse of at least one year.

d. Qualifications.

1. A deacon must be mature in Christian faith, church membership and brotherly love, and his/her qualifications be those as set forth in the New Testament as found in I Timothy 3:8-13 and Acts 6:1-7.
2. The prospective deacon will be approached by the Pastor and a deacon, who will remind him/her of the Scriptures stated, and upon his/her studying of these Scripture passages as stated, he/she will seek to carry out these teachings to the best of his/her ability if he/she consents to serve.
3. A deacon must be at least eighteen years of age.
4. A person must be a member of Ross Grove Baptist Church for one year before that person is eligible to become a deacon.

5. A person must be an active member of Ross Grove Baptist Church, having been present for at least 45 worship services over the past year in order to be eligible to become a deacon, as well as a regular attender of Ross Grove Baptist Church's other regular services.
6. When a husband and wife find themselves elected to the Deacon Body, only one of them will be eligible to serve. The vacated position will be filled by the eligible person who receives the highest number of votes in the deacon election.

e. Duties.

1. In accordance with the meaning of the word deacon and the practice of the New Testament, deacons are to be servants of the Church as a support arm of the Pastor.
2. The deacons shall have, as a part of their ministry, the ministry of visitation of church members and the report of welfare of congregation to the Pastor.
3. The deacons, each year, shall be organized and elect a Chairman, Vice-Chairman and Secretary. The Pastor will serve as Chairman until a new Chairman is elected. Then he will turn the business over to the new Chairman to continue the remaining election.
4. They, with the Pastor, shall meet once each month unless they agree to postpone such meeting. They may have called meetings when necessary.
5. They are to be zealous to guard the unity of the spirit within the church in bonds of peace.
6. They shall serve as a council of advice and conference with the Pastor in all matters pertaining to the welfare and work of the church. With the Pastor, they are to consider and formulate plans for the constant progress of the church in all things pertaining to the savings of souls, the development of Christians, and the extension and growth of the Kingdom of God.
7. By proper organization and method among themselves, they are to establish and maintain personal fraternal relations with, and inspiring leadership of, all the membership of the church. Especially are they to seek to know the physical, moral and spiritual needs of the people.
8. The deacons are to support and help fulfill the mission of Ross Grove Baptist Church by leading the charge in everything we stand for, including: attending services, regular worship, regular Bible study, prayer, giving & tithing, serving, sharing, etc.
9. In any spiritual matter pertaining to the church's welfare and church discipline, they are to be guided always by the principles set forth in Matthew 18:15-17, I Corinthians 5:9-13 and I Thessalonians 5:12-14. The deacons shall be free to call upon any member of the church to aid in any spiritual matter.
10. In case of extended absence or physical illness of the Pastor, subject to advice from and conference with him, the deacons will provide for pulpit supplies.
11. When the church is without a pastor, the deacons will arrange for pulpit supply and recommend to the church an interim pastor, with the election by an affirmation vote

of three-fourths of those present to confirm election. The deacons will also take counsel from the Pastor Selection Committee with reference to the church's procedure in securing a pastor.

12. The deacons shall consider it to be a part of their responsibility to promote in every proper way scriptural giving on the part of the entire membership. This includes tithing on the part of every deacon, unless providentially hindered. Each deacon should be a cheerful giver from the heart, in accordance with the Biblical description of all Christians.
13. The Chairman of the deacons is automatically a member of the Church Council, the Stewardship and Finance Committee and the Planning and Survey Committee.
14. The Chairman of the deacons shall serve as moderator in the absence of the Pastor.
15. The deacons shall deliver a "New Membership Packet" to each new church member.
16. The deacons shall keep minutes of their official actions, which shall be filed with the deacons' records.
17. The deacons are responsible for the ordinances of the church, which are Baptism and the Lord's Supper. They shall feel free to call upon any church member to assist them

f. Expectations

1. Each deacon is to be above reproach in all areas of life: financially, legally, morally, sexually, verbally, and physically, in accordance with the commands of Scripture.
2. A deacon should never be alone with a person of the opposite sex in a way that might be perceived as compromising and should be careful as to how they are perceived around people of the opposite sex, seeking to be above any and all reproach.
3. Deacons are to be inoffensive and unimposing toward all members, guests, and potential visitors of Ross Grove Baptist Church.
4. Deacons should never speak poorly of Ross Grove Baptist Church or Christ's Church worldwide.
5. Deacons should never share the business/affairs of Ross Grove Baptist Church with non-members.
6. Deacons should never share the business/affairs spoken of at deacons' meetings and are responsible for maintaining the confidentiality of the deacons' meetings.

7. Deacons should put the needs of God's Kingdom, at work specifically here at Ross Grove Baptist Church, before their personal needs/desires.
8. Deacons are expected to be present for every deacons' meeting, unless providentially hindered. Each deacon is allowed one absence per year, unless further providentially hindered from attending.
9. Deacons are expected to be active members of Ross Grove Baptist Church, and as such are expected to attend all regular services and activities of Ross Grove Baptist Church unless providentially hindered. A deacon is expected to attend at least 45 Sundays per year and should strive to attend all other regular services and activities as able.
10. Deacons should not be addicted to alcohol and should not be abusers of mind-altering substances.
11. Deacons should be good managers of their household.
12. If accused of any crimes, a deacon shall be temporarily relieved of duties while the church investigates the matter, but a deacon will not be removed from the Deacon Body at this point.
13. If convicted of any crimes, a deacon shall be removed from the Deacon Body immediately unless the crime is one of religious persecution.

g. Method of Procedure

1. The whole Deacon Body shall be organized as a unit and shall organize themselves into such committees as their wisdom may direct for efficiency in service.
2. They shall group the membership of the church among themselves or make plans whereby the entire membership may be ministered to in the name of Christ.
3. Each deacon shall be free to confer with the Pastor concerning all matters pertaining to the spiritual welfare of the church.
4. Every deacon will be held accountable to all qualifications, duties, and expectations for deacons. If a deacon does not serve the church in accordance with the qualifications, duties, and expectations mentioned above, the deacon must be removed from the Deacon Body, which will be accomplished by majority vote of the entire Deacon Body.
5. In the event of a deacon being removed from the Deacon Body, the Pastor and deacons shall assess whether or not a replacement is needed for the remainder of the removed deacon's term. If it is deemed necessary that a replacement be found, the matter shall be brought to the church via ballot, in accordance with Section 2.b. (Election of Deacons) above. The replacement deacon would then serve out the remainder of the removed deacon's term.

- i. Depending on when a replacement deacon joins the Deacon Body, the replacement deacon may or may not be eligible to be reelected as a deacon within a year after his/her term is completed. If the replacement deacon serves for three years, he/she will not be eligible for reelection until the lapse of at least one year. If the replacement deacon serves for two years or less, he/she will be eligible for reelection to a full deacon term immediately after his/her term of service as replacement deacon is complete.
- ii. In the event of a replacement deacon being necessary, all eligible former deacons who have not yet completed their one-year of rotation out of the Deacon Body will still be eligible to serve as replacement deacon. However, once their term as replacement deacon is complete, that deacon will once again be ineligible for reelection until the lapse of at least one year.