

To Whom It May Concern,

We write to inform you that Glen Cowles, Senior Pastor of East Alington Baptist Church, has entered into the rest of earthly retirement after faithfully serving the LORD for forty-four years. As a result, East Arlington Baptist Church has begun the search for a new Senior Pastor.

We invite you to review the attached pastoral search document and share it with anyone who may have interest.

Thank you for your time and consideration.

"The LORD is my strength and my shield;
My heart trusts in Him, and I am helped;
Therefore my heart exults,
And with my song I shall thank Him."

Maranatha,

The Elder Board of
East Arlington Baptist Church

East Arlington Baptist Church

40040 48th Street Lawrence, MI 49064

Phone: 269-674-3160

<https://www.eabchurch.org/>

Email: eastarlington@gmail.com

Mission Statement:

"Together we worship Jesus Christ and commit to making and training disciples through prayer and the Word of God".

Description of facility, property and congregation:

Beautifully nestled along the peacefully rural, tree-lined 48th Street in Lawrence, Michigan, the roughly 9,700 ft² white spired church on close to 6 acres at **40040 48th St** gives a sense of tranquility, community and peace. This location is home to a welcoming congregation of around

118 people from about 43 families, where Hope, Love, Faith, Prayer and Fellowship in the LORD come together to create a strong bond among its members. The church stands as a beacon of hope and warmth, offering a space for reflection, worship, and connection for all who enter its doors.

Doctrinal Statement: Available at <https://www.eabchurch.org/about/our-beliefs>

Church Constitution: Available upon request to the church office

Current Ministries/Programs and Local Outreaches:

Nursery: a warm and welcoming environment where infants are lovingly cared for by our trained and dedicated staff.

Children's Church: meets during the message portion of the worship service and provides an enjoyable environment where kids can learn about God in a way that is both biblical and practical for their age.

Current Ministries/Programs and Local Outreaches Cont:

Impact Kids: This program, held after the Sunday morning service, provides biblical and practical teaching tailored to their level, helping them apply God's truth in their daily lives.

Rise Teens: a place where teens can build lasting friendships, deepen their faith, and be equipped to stand strong in their walk with Christ.

Life Groups: a wonderful way to grow in faith while building meaningful relationships in a loving and supportive community. Each group encourages discussion, allowing members to apply God's truth to their everyday lives.

Kids Hope/Teens Hope: a powerful one-on-one mentoring initiative within the local public school system, designed to show kids and teens that they are loved,

valued, and cared for.

After School Program: a safe, welcoming environment for students after school, in the public school building. Each week, kids are engaged in practical biblical teaching that helps them apply God's principles to everyday life, while also learning essential life skills. This ministry is currently on hold.

Community Fireworks: Yearly fellowship of church family and local community in games and the display of fireworks at the church.

Water Bottle Outreach: Annual distribution of water bottles at Lawrence Public High school before the graduation ceremony.

3 of the 13 Current Missionaries, Groups and Causes EAB currently supports:

Kevin Maki, Director of Deaf Ministries, with International Partnership Ministries:

Helping reach the deaf and hard-of-hearing peoples throughout the world with the good news of the Gospel of Jesus Christ

Currently supported Missionaries, Groups and Causes Cont:

Pablo and Rosa Gallego, with Partners in Evangelism International serving

Malaga, Spain: Partnering with Iglesia Cristiana Evangelica Victoria (Victory Evangelical Christian Church) of the province of Malaga, the focus of the ministry of the Gallego family is young families and establishing a church in the city of Malaga

Ryan and Gretchen Rought of TACTICA, with Association of Baptists for World

Evangelism serving Globally: The focus of their ministry is evangelism, discipleship, bible distribution and bible studies while providing leadership development and high quality tactical training for peace authorities in Ecuador, Jamaica,

Panama, Costa Rica and the U.S.

Current Goals:

Our church is embracing a simple but powerful goal: to model the beauty of the first believers in Acts 2:42. We are committing ourselves wholeheartedly to Biblical teaching, growing together through Scripture and truth, strengthening our fellowship, building authentic relationships that encourage, uplift, and unify, sharing in the breaking of bread, celebrating Christ's presence and remembering His sacrifice with gratitude, devoting ourselves to prayer, seeking God's guidance, comfort, and power in every part of our lives. In all these things, we long to be a genuine, Spirit-led community—rooted in love, grounded in truth, and devoted to Jesus, together.

Senior Pastor Job Description:

APPOINTMENT/ELECTION: Called by the church upon a 75% affirmative vote of the Church Membership. May be dismissed by the church or resign by letter given to the Official Board

LENGTH OF SERVICE: Shall serve for an unspecified period of time

BASIC FUNCTION: To oversee and feed the flock; equip the saints; and edify the body of Christ

REQUIREMENTS:

1. Born-again believer in Jesus Christ
2. Becomes member of the East Arlington Baptist Church upon acceptance of call
3. Is in possession of the spiritual gift of pastor/teacher with a distinct concern for the welfare (spiritual, emotional, physical) of the flock God has called him to shepherd
4. Previous successful ministries will be considered
5. Able to keep all appropriate information confidential

6. Review and sign “Worker’s Objectives” form

ACCOUNTABILITY: The Elder Board

SPECIFIC RESPONSIBILITIES:

1. Worship
 - a. Responsible for the preaching ministry, where the Word of God is proclaimed and worship of Him is encouraged.
 - b. Provide oversight over the worship services.
 - c. Provide an environment through worship where the people will be led by the Holy Spirit to respond to God
2. Discipleship
 - a. Oversee the teaching ministry of the church
 - b. Teach the word of God and motivate the people to apply it to their lives
 - c. Provide opportunity for people to develop and use their talents and spiritual gifts
 - d. Maintain an effective counseling ministry
 - e. Provide leadership and instruction for a follow-up ministry
 - f. Provide training for leadership
 - g. Provide leadership in a ministry where people will be properly disciplined so that they can go forth and disciple others
3. Evangelism
 - a. Train and motivate the believers for effective evangelism
 - b. Encourage and promote the missionary outreach of the church
4. Shall be the moderator of the congregational meetings and also at the Official Board meetings in the absence of the Official Board Chairman
5. Shall be ex-officio member of all committees
6. Shall oversee membership classes for new members
7. Shall oversee baptismal classes for those desiring baptism

Must submit a report to the church at its annual business meeting and provide an oral report periodically at the Official Board’s discretion

History:

East Arlington Baptist Church is a rural, close-knit congregation with deep roots and a long history of worshiping Christ together and forming disciples through prayer and the Word. The church began as Pioneer Baptist Church, meeting in homes before land was donated in 1858 and the first building was raised in 1891. Over the years, the fellowship became Arlington Freewill Baptist Church and eventually, in 1958, officially registered as East Arlington Baptist Church.

Our pastor history stretches from Rev. Moyer in 1915 all the way to the forty-four-year ministry of Pastor Glen Cowles, who retired in 2024. Through the decades, the church has steadily expanded its ministries and facilities: building additions, launching children's programs, constructing a gym debt-free, remodeling spaces to serve missionaries, and developing outreach events that became welcomed in the community.

EAB has also been a sending church, commissioning members into mission fields across the world including Papua New Guinea, Belize, Africa, Bolivia, Alaska, and various pastoral ministries. Mission teams have traveled to Haiti and Africa to serve and support global gospel work. We have also sent out young people with Life Action Ministry serving as part of revival teams throughout America. Together, all of these efforts reflect the church's long-standing desire to worship Christ, build disciples, and faithfully invest in both the rural community of Lawrence and the wider world.

Among our many ministries we have an active partnership with Lawrence Public Schools. Over the years we have supported an after-school program and mentoring programs like Kids Hope USA, Teens Hope, and consistently shown up at community traditions such as the Ox Roast, parades, fireworks, and park outreaches.

From men's and women's ministries, children's and teen's ministries, life groups and various outreach programs, the heart behind it all has remained the same: to worship Christ together, build disciples, and bless the town we call home.