

CALVARY BAPTIST CHURCH

CONSTITUTION

APPROVED BY THE MEMBERSHIP ON JULY 12, 2020



I ARTICLE ONE / NAME

This organization shall be known as Calvary Baptist Church of Normal, Illinois.

I ARTICLE TWO / PURPOSE

This church exists by the grace of God, for the glory of God, which shall be the ultimate purpose in all its activities. This church glorifies God by loving Him and obeying His commands in the following ways: Worshipping Him; Equipping the saints through Bible instruction and study; Proclaiming the gospel of Jesus Christ through preaching and personal evangelism, and any other means consistent with the teachings of Holy Scripture; Encouraging, supporting, and participating in missions work, local, domestic, and international; Administering the ordinances of baptism and communion; Encouraging Biblical fellowship among believers; Serving other individuals, families, and churches by providing for physical, emotional, and spiritual needs, in the name of Jesus Christ.

I ARTICLE THREE / AFFIRMATION OF FAITH

SECTION ONE / STATEMENT OF FAITH

SCRIPTURES

We believe in the Scriptures consisting of the Old and New Testaments only, as the verbal-plenary inspired Word of God, inerrant in the original writings, and that they are the supreme and ultimate authority for faith and practice (2 Pet. 1:21; 2 Tim. 3:16-17).

GODHEAD

We believe in one God, eternally existing in three persons: Father, Son, and Holy Spirit; one in substance, perfect in every divine attribute; yet varied in office (John 14:7-12; John 16:7; Matt. 28:19).

JESUS CHRIST

A / We believe in the Lord Jesus Christ, begotten by the Holy Spirit, born of the Virgin Mary, whose humiliation in the days of His flesh did not include laying aside His deity (Matt. 1:18-20; John 1:1-2, 14).

B / We believe that the Lord Jesus Christ died for our sins according to the Scriptures, as a substitutionary sacrifice, and that all who receive Him are justified on the ground of His shed blood (1 Cor. 15:3-4; 2 Cor. 5:21; Rom. 3:21-26).

C / We believe in the resurrection of the crucified body of our Lord Jesus Christ; in His bodily ascension into heaven; and in His present life there for us as High Priest and intercessor (Matt. 28:5-16; Acts 1:9; Heb. 7:25-26).

D / We believe in “that blessed hope” -- the personal, visible, pretribulational, premillennial, and imminent return of our Lord and Savior, Jesus Christ (1 John 3:2-3; 1 Thes. 4:14-17; 1 Cor. 15:51-53; Titus 2:13).

HOLY SPIRIT

We believe that the Holy Spirit is a divine Person, equal with the Father and the Son and of the same substance. We believe that the Holy Spirit is true God and that He convicts of sin, righteousness, and judgment; bears witness to the Truth; is the agent of the new birth; and that He seals, endures, guides, teaches, witnesses to, sanctifies, and helps the believer; that He takes up His abode within the individual at the time of regeneration, and thus indwells every born-again believer; that He infills the believer for service upon each experience of surrender and dedication. We believe that the Holy Spirit testifies concerning Jesus Christ and never leads any person at any time contrary to the teaching of the Bible (Acts 5:1-4; John 16:7-11).

MAN

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 is separation from God; and that all human beings are born with a depraved sinful nature, and in the case of those who reach moral responsibility, become sinners in thought, word, and deed (Rom. 5:12; Eph. 2:1-6).

SALVATION

A / We believe that salvation is the gift of God brought to men by grace and received by personal faith in the Lord Jesus Christ; whose blood was shed on Calvary for the forgiveness of sins. Salvation is solely through faith in that shed blood and is not earned by any good works whatsoever. All those who receive Jesus Christ as Lord and Savior are regenerated and become sons of God (Eph. 2:8-9; John 1:12; 3:5-7).

B / We believe that all the elect of God, once saved, are kept by God's power and are secure in Christ forever (John 10:27-30; Rom. 8:31-39).

SANCTIFICATION

A / *Sanctify* means "separate" or "set apart." We believe sanctification is in three tenses: every saved person has been sanctified through the death of Christ, is being sanctified by the Holy Spirit, and will be sanctified completely when he goes to be with Christ. Every believer has two natures; an old and a new, and the old cannot be eradicated during this life (Heb. 10:10; John 17:17; Eph. 5:25-27).

B / We believe in the Biblical doctrine of separation which encompasses three things: 1 - the separation of the local church from all affiliation and fellowship with those who deny the verities of the "faith once delivered to the saints;" 2 - the separation of the individual believer from all worldly practices that may dishonor the Savior; and 3 - the separation of Church and State (2 Tim. 3:1-5; Rom. 12:1-2; 14:13; 1 John 2:15-17; 2 John 9-11; 2 Cor. 6:11-7:1).

THE CHURCH

We believe in the church, the Bride of Christ now being prepared, including only born-again people; and in the local church as a company of believers in the Lord, immersed as believers, and associated for worship, evangelism, indoctrination, the observance of the ordinances, and fellowship. We believe that to the local church are committed for perpetual observance the two ordinances, baptism and the Lord's Supper. We believe that the task of reaching the world for Christ is the responsibility of the local church.

THE ORDINANCES

We believe that there are two church ordinances: baptism and the Lord's Supper. Baptism is the immersion of a believer in water, and is the only mode of baptism revealed and commanded in the Scriptures and is properly called "Believer's Baptism." This baptism sets forth in a beautiful and solemn way our faith in a crucified, buried, and risen Savior (Acts 6:36-39; Romans 6:3-5). The believer's immersion in water symbolizes death, burial and resurrection to a new life in Christ (2 Cor. 5:17), and is the visible credential for membership in the local church which

corresponds to Holy Spirit baptism, the credential of membership in Christ's Body. Believers' Baptism is a Scriptural prerequisite to church membership (Acts 2:38-41). The Lord's Supper is a church ordinance in commemoration of the Lord's death until He comes, and signifies the continual fellowship of baptized believers with Him and each other in Him. Each believer should exercise careful self-examination before participation in this ordinance (1 Cor. 11:23-32).

THE GREAT COMMISSION

We believe that the Lord Jesus Christ has commissioned the church to take the Gospel to the world, and that evangelism at home and abroad should be primary in the program of the local church (Matt. 28:19-20; Acts 1:8).

LAST THINGS

We believe in the imminent return of Christ to raise the bodies of departed saints and to translate His church, followed by a seven-year period of tribulation upon all the earth, after which He shall again return with His saints to establish the promised Davidic kingdom. He shall reign for a thousand years; peace and righteousness will cover the earth; Satan shall be bound and Israel shall be established in her own land; following which Satan shall lead a rebellion against Christ, only to be forever banished to the Lake of Fire. The wicked dead shall be raised for the Great White Throne Judgment and condemned to everlasting conscious punishment in Hell. The righteous shall enjoy eternal conscious blessedness with the Lord.

SECTION TWO / STATEMENT ON MARRIAGE + SEXUALITY

The Church's "Statement on Marriage and Sexuality" is based upon God's will for human life and its flourishing as conveyed to us through the Scriptures, upon which this Church has been founded and anchored.

It is the Biblical position that marriage involves the union of one man and one woman in permanent sacred fidelity. Though various cultures and customs have evolving definitions of marriage, it is God alone who has ultimate authority to prescribe and describe the marital relationship (Genesis 2:24, Matthew 19:1-9, Mark 10:1-12).

Furthermore, sexual intimacy is only properly exercised and pursued within the confines of this marital relationship. Sexual immorality, defined as any sexual activity outside of the boundaries of the sacred marital relationship between one man and one woman, is clearly and expressly prohibited by the Lord (Matthew 15:19, 1 Corinthians 6:9-11, 1 Thessalonians 4:3, Hebrews 13:4).

As a consequence, the Church regards any and all forms of sexual immorality, including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, pornography or even lustful intent toward such, as sinful and ultimately unsatisfying. Moreover, the Church also regards as sinful the intent or desire to surgically alter one's biological sex to a different sex. Since the body is a creation of God, the Church holds sexual identity to be biologically

determined, and associated gender norms are to be observed as appropriate to biblical standards. Disagreement with one's biological sex only leads to spiritual confusion and emotional chaos (Genesis 1:27, Romans 1:26-32, 1 Corinthians 6:9-11).

In order to preserve the function and integrity of the Church as the local Body of Christ, and to provide a biblical example to the Church Members and the community, it is imperative that all persons employed by the Church in any capacity or united to the Church in membership should abide by and agree to this "Statement on Marriage and Sexuality" and conduct themselves accordingly. Though sinful sexual expression is egregious (as is all sin), the gospel provides redemption and restoration to all who confess and forsake their sin, seeking mercy and forgiveness through Jesus Christ (1 Corinthians 6:9-11, Ephesians 2:1-10, Titus 3:3-7).

Furthermore, there is a difference between temptation and unrepented sin. Jesus was tempted in all ways as we are, yet He never sinned. Members, employees, volunteers and attendees of the Church wrestling with all manner of sexual temptation will find a Church ready to point them to Jesus and join with them to fight for their obedience to Christ. Jesus called the weary and heavy-laden to Himself. As a church desiring to follow Christ fully, the Church will be a safe place for men and women fighting sexual temptations of all kinds. For those fighting temptation and repenting of sin, the Church will provide love, care and direction (Matthew 11:28-30, 1 Corinthians 10:13, Hebrews 2:17-18, Hebrews 4:14-16).

The Church's Statement on Marriage and Sexuality does not provide grounds for bigotry, bullying or hate, as we fully believe that every person must be afforded compassion, love, kindness, respect and dignity, regardless of his or her lifestyle. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated as sinful and are not in accordance with the Scriptures nor the doctrines of the Church.

This "Statement on Marriage and Sexuality" specifically gives the Elders the right and authority to prohibit acts or omissions, including but not limited to (a) permitting any Church assets or property, whether real property, personal property, intangible property, or any property or asset of any kind that is subject to the direction or control of the Church, to be used in any manner that would be—or, in the sole determination of the Elders, could be perceived by any person to be—inconsistent with this Statement on Marriage and Sexuality; and (b) permitting any Church facilities to be used by any person, organization, corporation, or group that would or might use such facilities to convey, intentionally or by implication, what might be perceived as a favorable impression about any definition of marriage other than that contained in this section.

I ARTICLE FOUR / CHURCH COVENANT

Having been brought by divine grace to repent and believe in Jesus Christ and to confess Him as Lord and having been baptized in the name of the Father, the Son, and Holy Spirit, we do now in the presence of God and this assembly solemnly and joyfully enter into covenant with one another as one body in Christ.

Thus, as a member of Calvary Baptist Church and relying upon the grace of God, we make the following commitments to our brothers and sisters in Christ:

- / We will submit to the authority of the Scriptures as the final arbiter on all issues.
- / We will work and pray for the unity of the Spirit in the bond of peace.
- / We will, with the help of God, seek to grow in the grace and knowledge of our Lord and Savior, Jesus Christ, by devoting ourselves to the study of Scripture and to prayer both privately and corporately.
- / We will walk with our brothers and sisters in love, exercising an affectionate care and watchfulness over our fellow believers and promoting holiness, discipleship, worship, and sound doctrine.
- / We will avoid all gossip, slander, backbiting and excessive anger.
- / We will seek God's help in abstaining from all practices that bring unwarranted harm to the body or mind or would jeopardize our own or another's faith.
- / We will rejoice at the blessings of others; we will, as God enables us, care for our brothers and sisters in distress, sickness, and poverty.
- / We will faithfully and lovingly admonish anyone whose practice of sin requires it. We agree with the church's doctrine and practice of church discipline and will support the efforts and direction of the church to call a sinning member to repentance.
- / We will not neglect our meeting together in corporate worship and small-group settings.
- / We will steward the resources God has given each of us, including time, talents, spiritual gifts and finances. This stewardship includes regular financial giving, service and participation in community that is sacrificial, cheerful and voluntary.
- / We will promote marriage as a reflection of Christ's relationship with his church and bring up any children God gives us in the discipline and instruction of the Lord.
- / We will seek to advance the proclamation of the Gospel through those relationships God affords us in our families, workplaces, and communities; we will support through prayer and giving those whom the church sends to proclaim the Gospel beyond our locale.
- / We will submit to the Elders and other appointed leaders of the Church and diligently strive for unity and peace within the Church.
- / We will, if we move from this place, unite with some other church where we can carry out the spirit of this covenant and the teaching of God's Word.

May the grace of the Lord Jesus Christ, and the love of God, and the fellowship of the Holy Spirit be with us all. Amen.

I ARTICLE FIVE / GOVERNMENT

SECTION ONE - SPIRITUAL LEADERSHIP

This church acknowledges the following:

- / Jesus Christ is its Head.
- / The Holy Scriptures are the only infallible guide in matters of faith, church order, and discipline.
- / The Holy Spirit is its Teacher.
- / This church is neither accountable to nor under the jurisdiction or supervision of any other ecclesiastical body.

SECTION TWO - AUTHORITY

The government of this church, under the leadership of the Holy Spirit, is vested in the body of believers who compose it, whose vote shall be final, as specified by this Constitution. The desire of the membership of this church, as determined by its majority vote, as well as the provisions of this Constitution, will be executed by the elected officers of the church.

I ARTICLE SIX / MEMBERSHIP

SECTION ONE - QUALIFICATIONS

To qualify for membership in this church, a person must be a believer in Jesus Christ who gives evidence of regeneration, who has been baptized by immersion, in obedience to Christ, following his or her regeneration, and who wholeheartedly believes in the Christian faith as revealed in the Bible. Each member must agree to submit to the teaching of Scripture as expressed in the Statement of Faith, must promise to keep the commitments expressed in the Church Covenant and must be willing to be governed by this Constitution. The Elders shall be responsible for determining each person's qualification for membership. In making this determination, they may rely on a person's profession of faith or such other evidence as the Elders deem appropriate.

SECTION TWO - ADMISSION OF MEMBERS

To be admitted into church membership, applicants shall be recommended by the Elders for admission and accepted by vote of the members at any regular or special meeting of the members and shall at that point relinquish their membership in other churches.

SECTION THREE - DUTIES AND PRIVILEGES OF MEMBERSHIP

In accord with the duties enumerated in the Church Covenant, each member shall be privileged and expected to participate in and contribute to the ministry and life of the church, consistent with God's leading and with the gifts, time, and material resources each has received from God. Non-members, after passing through the appropriate vetting process, may serve on an ad-hoc basis with the approval of the Elders.

Under Christ, this congregation is governed by its members. Therefore, it is the privilege and responsibility of members to:

- / Attend members' meetings.
- / Accept members into the church, give letters of transfer or recommendation to members, or drop members from the church roll.
- / Elect officers of the church.
- / Discipline members by dismissing them and discipline officers by removing them from office.
- / Approve annual budgets of the church, authorize any change of the original budget that exceeds plus or minus 2% of the total budget, and approve any transactions regarding real property.
- / Accept, reject, or otherwise dispose of any matter submitted to the membership of the church by the Elders, or raised by motion at a members' meeting.
- / Adopt, amend, or repeal the Constitution or Statement of Faith of this church.
- / Approve the call and job description of those Elders who receive compensation from the church for fulfilling their Elder responsibilities.

SECTION FOUR - ASSOCIATE MEMBERSHIP

Students and others temporarily residing in the Bloomington/Normal area who are members of an evangelical church may apply for associate membership. Qualifications are identical to those for full membership as defined in Article 6, section 1, except that home church membership must be retained if applicable. A letter of commendation will be sought from the applicant's home church if available.

Duties and privileges of associate members are the same as for other members except that:

- (a) When absent from the Bloomington/Normal area for extended periods of time they are released from the responsibility to attend our church services;

- (b) while they will be encouraged to participate in members' meetings, they will not be eligible to stand for any office or to vote.

Termination of associate membership as a disciplinary measure will be as it is for other members, except that the Elders shall notify the pastor or Elders of the home church of that termination. Associate membership will normally terminate immediately upon the ending of the period of temporary residence in the Bloomington/Normal area.

SECTION FIVE - CHURCH DISCIPLINE

The purpose of such discipline should be for:

- / The repentance, reconciliation, and spiritual growth of the individual disciplined.
- / The instruction in righteousness and good of other Christians, as an example to them.
- / The purity of the church as a whole.
- / The good of our corporate witness to non-Christians.
- / The glory of God by reflecting His holy character.

SECTION SIX - DISCIPLINE OF A MEMBER

Any member consistently neglectful of his or her duties or guilty of conduct by which the name of our Lord Jesus Christ may be dishonored, and so opposing the welfare of the church, shall be subject to the admonition of the Elders and the discipline of the church, according to the instructions of our Lord in Matthew 18:15-17 and the example of Scripture. Church discipline, then, should ordinarily be contemplated after individual private admonition has failed.

- / Members demonstrate care, concern and love for one another. When a member becomes aware of an offense that hinders spiritual growth and testimony, they are to go alone to the offending party and seek restoration. Before they go, let them first examine themselves. All this should be done with a spirit of humility.
- / If restoration is not reached, one or two additional members should accompany the one seeking to resolve the matter. This second step should also be preceded by self-examination and exercised in a spirit of humility with the goal of restoration.
- / If the matter is still unresolved after these steps have been taken, it should be brought before the Elders, who will continue a loving pursuit of restoration.
- / The next step is for the Elders to take the matter before the church after notifying the Deacons.
- / Members who refuse to repent and be restored are to be removed from the membership of the church upon a majority vote of those present at a members' meeting. Prior to this meeting the Elders will notify the Deacons regarding their decision.
- / If an unrepentant offending party is removed from the church membership, they

are to be regarded as an unbeliever and pursued with the goal of reconciliation and restoration.

/ The procedures provided in this section are based on Matt. 18:15-20; Rom. 16:17-18; I Cor. 5:1-13; 2 Cor. 2:1-11; Gal. 6:1; I Thess. 5:14; 2 Thess. 3:6, 10-15; I Tim. 5:19-20; and Titus 3:10-11.

/ An individual may rejoin the church after an acknowledgement of sin, genuine repentance and recommendation from the Elders.

SECTION SEVEN - TERMINATION OF MEMBERSHIP

The church shall recognize the termination of a person's membership following his or her death and may do so after he or she has voluntarily resigned or joined with another church. The final step of church discipline ordinarily results in termination of membership (unless otherwise recommended by the Elders) upon the majority vote of the members present at any regular or special meeting of the members.

The church shall have authority to refuse a members' voluntary resignation or transfer of membership to another church if the process of church discipline is warranted.

I ARTICLE SEVEN / MEETINGS

SECTION ONE - WORSHIP MEETINGS

Unless otherwise provided, worship services shall be held each Lord's Day and may be held throughout the week as recommended by the Elders. The Lord's Supper shall be celebrated monthly or at such other times as determined by the Elders.

SECTION TWO - MEMBERS' MEETINGS

In every meeting together, members shall act in that spirit of mutual trust, openness, and loving consideration that is appropriate within the body of our Lord Jesus Christ.

/ The Annual Meeting. The annual meeting shall be held some time during the last month of the fiscal year of the church for the purpose of calling and reaffirming the officers and reviewing and voting on the proposed budgets and other business. Officers called at the annual meeting shall assume their duties at the beginning of the new fiscal year.

/ Quarterly Meetings. Quarterly meetings of the church shall be held within the first month of each quarter of the fiscal year for the purpose of providing oral reports and a published quarterly financial statement. The church may act upon other matters of business as deemed necessary.

- / Special Meetings. The Elders or 5% of the members may call for a special meeting. In the event of a written request from the members, the Elders shall call a meeting within one month of receiving the request. Notice of the meeting shall be given from the pulpit or by other notification, the particular object of such meeting being clearly stated in the notice. Notice shall be given at least one week in advance for meetings on especially important matters not otherwise provided for.
- / Meeting Notice. All members' meetings will be announced at least two weeks in advance, barring extraordinary circumstances.
- / Quorum. Any number of members shall constitute a quorum at any ordinary meeting of the church. At meetings dealing with particular matters stipulated in this Constitution, the quorums prescribed shall apply.
- / Moderator. An Elder designated by the Elders shall preside as moderator at all members' meetings of the church. The Elders shall see that the stated meetings of the church are regularly held and that required reports are submitted to the church by the responsible members.

I ARTICLE EIGHT / CHURCH FINANCES

SECTION ONE - CONTRIBUTIONS

It is understood that membership in this church involves the Biblical responsibility to support the church and its causes with regular and proportionate giving. Each member shall be encouraged in Scriptural giving, with tithing as the ideal minimum. Special offerings may be sought by the church, or by any of its organizations or committees, with the approval of the Elders. This shall not preclude individuals from making special offerings or designated gifts at any time as the Spirit of God may move them.

SECTION TWO - FINANCIAL PLANNING

The Elders shall provide clear oversight over the budgets of the church. The financial planning of the Church shall be carried out through the medium of annual budgets for the various programs of its work. Annual budgets shall be adopted by the Church upon recommendation of the Elders. Staff members shall be recused from any decisions involving their own compensation.

SECTION THREE - INTERNAL CONTROLS

Under the leadership and authority of the Elders, the Finance Committee serves by providing financial oversight for Calvary Baptist Church and its various ministries. As part of its fiduciary leadership, the Elders have delegated responsibility to the Finance Committee for seeing that

adequate internal controls are in effect. Internal controls is a system of policies and procedures intended to provide reasonable assurance that the ministry core values of Calvary Baptist Church will be achieved.

SECTION FOUR - ACCOUNTS

Financial receipts from all sources shall be accounted for by the business office according to the purposes for which contributions are designated. The business office of the church shall disburse these funds promptly according to the financial program of the church as detailed in the budgets or other authorized designations. All moneys for missions shall be remitted in accordance with the Mission Budget of the Church or otherwise designated, preferably each month and not less than each quarter.

SECTION FIVE - INDEBTEDNESS

No note or contract exceeding 1% of the total annual budget whereby the credit of the church is pledged shall be made except by recommendation of the Elders and approved by a majority vote at a member meeting.

SECTION SIX - AUTHORITY TO BIND THE CHURCH

The Chairman of the Elders and Treasurer of the church are the only officers who have authority, in accordance with this Constitution, and any applicable laws, to execute legal documents relating to real estate, church property, and church finances.

I ARTICLE NINE / OFFICERS

SECTION ONE - SUMMARY

The Biblical offices in the church are Elders (Pastors) and Deacons, but final earthly authority is vested in the assembled congregation. In addition, our church recognizes the administrative positions under this constitution of clerk and treasurer. All officers must be members of this church prior to assuming their responsibilities.

SECTION TWO - ELDERS

A / QUALIFICATIONS

The Elders shall be comprised of not less than three men who satisfy the qualifications for the office of Elder set forth in 1 Timothy 3:1–7 and Titus 1:6-9. No Elder shall hold any other office in the church during his tenure.

B / COMPOSITION

The Elders shall be comprised of staff and non-staff Elders. Staff Elders are men who receive financial compensation from the Church as they fulfill God's call to the specific ministries of the Word, prayer and shepherding the flock. In addition to the duties of their office as described in Section 2c below, staff Elders shall perform the duties determined by the Elders and approved by the congregation. The duties shall be in writing at the time of employment and substantial changes shall be communicated to the congregation by the Elders.

Non-staff Elders are men recommended by the Elders and approved by the Church who serve voluntarily without financial support from the Church as they fulfill God's call to the specific ministries of the Word, prayer and shepherding the flock. Biblically and functionally there is no difference among the Elders.

C / RESPONSIBILITIES

Subject to the will of the congregation, the Elders shall oversee the ministry and resources of the church. In keeping with the principles set forth in Acts 6:1–6 and 1 Peter 5:1–4, the Elders shall devote their time to prayer, the ministry of the Word (by teaching and encouraging sound doctrine), and shepherding God's flock. Thus, their general duties are as follows:

- / To lead and care for the spiritual condition of the church.
- / To guard the purity of doctrine and life of the church.

Specifically, the Elders shall:

- / Preach and teach the Word.
- / Administer the Lord's ordinances.
- / Oversee the work of the Deacons and appointed church agents and committees.
- / Act for the church in the reception and dismissal of members.
- / Examine all seeking membership into the church.
- / Counsel the needy.
- / Comfort the afflicted.
- / Visit the sick.
- / Lead out in the mission of the church.
- / Invite outside speakers.

- / Supervise the operation of the church with its various ministries in matters of faith, doctrinal content, discipline, and prayer.
- / Oversee job performance of both church staff and Elders and make employment decisions.
- / Supervise church discipline in accordance with the Word of God.

It is the responsibility of the Elders to create charters with specific guidelines for the structure and operation of the Church's standing committees (e.g., Finance Committee, School Board, Missions' Committee, Hospitality Committee, Properties Committee). The Elders are also responsible for appointing the chairs and members of each committee in consultation with the Deacons and Deaconesses.

The Elders may establish ministry positions or committees to assist them in fulfilling their responsibilities. The Elders may also propose funding for new paid staff positions. The Elders shall have primary responsibility for the employment, supervision, and evaluation of staff members. This responsibility may, on a case-by-case basis, be delegated to another staff member.

D / TERM LIMITS

The Church shall recognize men gifted and willing to serve in this calling, in accordance with the constitutional provisions on elections. These men shall be received as gifts of Christ to His church and set apart as Elders. Once a man is appointed as a non-staff Elder, he is expected to serve in this capacity for a minimum of five years, with the ability to serve a consecutive term of three years. He may only be re-elected to the office of Elder after a one-year absence from this office.

E / REMOVAL FROM OFFICE

An Elder's term of office may be terminated by resignation or by dismissal. Any two members with reason to believe that an Elder should be dismissed should express such concern to the Elders. If the Elders, after thorough investigation and consideration, believe the concern to be true and substantial, then the call of the Elder may be terminated at any members' meeting upon the recommendation of the Elders when supported by closed ballot of a two-thirds majority of those members of the Church present and voting with at least ten percent (10%) of the membership of the Church present at such meeting. Oral notice of any such meeting, stating its object, shall be given from the pulpit on the two successive weekends preceding the meeting. Notice shall also be given by mail (electronic or otherwise) to the resident membership at least one week before the meeting. Any such action shall be done in accordance with the instructions of our Lord in Matthew 18:15-17 and 1 Timothy 5:17-21.

F / MEETINGS

The Elders shall meet at least once a month or as necessary to carry out their duties. The Elders shall elect a Chairman of Elders to reside over Elder meetings (refer to Article 8, section 6).

Decisions made by the Elders and presented to the congregation shall be made on the basis of a majority vote. Such decisions shall be presented to the congregation as the decision or recommendation of the Elders. Prospective Elders shall be presented to the congregation with the unanimous approval of the Elders.

SECTION THREE - THE STAFF PASTORS

A staff pastor shall be an Elder. Staff pastors shall perform the duties of an Elder described in Article 9, Section 2c, above, and shall be recognized by the church as particularly gifted and called to the full-time ministry of preaching and teaching. The call of a staff pastor shall not be subject to the term limitation set out in Article 9, Section 2d, for Elders. The call of a staff pastor shall be defined as per Article 10, Section 4.

Among the staff pastors, one man will be designated the primary pastor-teacher, who functions as “first among equals”. His title will be Lead Pastor. His primary responsibilities shall include preaching, leading the Elders, casting vision, developing leaders, and other such duties as set forth in this Constitution. In his absence or incapacity, the other staff pastors and/or Elders shall assume responsibility for his duties, any of which can be delegated. The call of a Lead Pastor shall be defined as per Article 10, Section 3.

SECTION FOUR - DEACONS

A / QUALIFICATIONS

The office of Deacon is described in 1 Timothy 3:8--13 and Acts 6:1--7. The church shall recognize, in accordance with the constitutional provisions for elections, men who are giving of themselves in service to the church, and who possess particular gifts of service. These members shall be received as gifts of Christ to His church and set apart as Deacons.

B / RESPONSIBILITIES

Deacons shall be ready to assist the Elders in any service that shall support and promote the ministry of the Word, the unity of the body, new and existing ministries of the church, and the care for the members of the congregation. Their responsibilities may include but are not limited to: administering a fund to assist the poor and needy and otherwise providing aid in times of crisis or distress; the greeting and welcoming ministries of the church; assisting in the ordinances of the Church; assisting at fellowship gatherings of the Church;

caring for and maintaining the Church properties; assisting in the business affairs of the Church that pertain to its material assets.

C / COMPOSITION

The number of Deacons shall be determined by the needs of the ministry and by the call and qualification of men in the church. Employees of the Church and its ministries may serve as Deacons.

D / ORGANIZATION

The Elders are responsible for appointing the Chairman of the Deacons in consultation with them.

The Deacons, with the oversight of the Elders, may establish unpaid administrative positions or committees of members to assist them in fulfilling their responsibilities in the Church.

E / TERM LIMITS

Deacons shall be elected to one term lasting three years. They may serve a consecutive second term after reaffirmation by the Church. After a Deacon has served two consecutive three-year terms, it is recommended that they only be re-elected after a period of at least one year.

F / REMOVAL FROM OFFICE

A Deacon's term of office may be terminated by resignation or by dismissal. Any two members with reason to believe that a Deacon should be dismissed should express such concern to the Elders. If the Elders, after thorough investigation and consideration, believe the concern to be true and substantial, then the call of the Deacon may be terminated at any members' meeting upon the recommendation of the Elders when supported by closed ballot of a two-thirds majority of those members of the Church present and voting with at least ten percent (10%) of the membership of the Church present at such meeting. Oral notice of any such meeting, stating its object, shall be given from the pulpit on the two successive weekends preceding the meeting. Notice shall also be given by mail (electronic or otherwise) to the resident membership at least one week before the meeting. Any such action shall be done in accordance with the instructions of our Lord in Matthew 18:15-17 and 1 Timothy 5:17-21.

SECTION FIVE - DEACONESSES

A / QUALIFICATIONS

Those elected as Deaconesses shall maintain a Godly life as described in 1 Timothy 3:11 and Romans 16:1. The church shall recognize, in accordance with the constitutional provisions for elections, women who are giving of themselves in service to the church, and who possess particular gifts of service. These members shall be received as gifts of Christ to His Church and set apart as Deaconesses.

B / RESPONSIBILITIES

Deaconesses shall be ready to assist the Elders in any service that shall support and promote the ministry of the Word, the unity of the body, new and existing ministries of the church, and the care for the members of the congregation. Their responsibilities may include but are not limited to: providing aid in times of crisis or distress; the greeting and welcoming ministries of the Church; preparing the elements for the Lord's Supper; assisting at fellowship gatherings of the church; visiting the sick, shut-ins, and the needy.

C / COMPOSITION

The number of Deaconesses shall be determined by the needs of the ministry and by the call and qualification of women in the Church. Employees of the Church and its ministries may serve as Deaconesses.

D / ORGANIZATION

The Elders are responsible for appointing the Chairwoman of the Deaconesses in consultation with them.

The Deaconesses, with the oversight of the Elders, may establish unpaid administrative positions or committees of members to assist them in fulfilling their responsibilities in the Church.

E / TERM LIMITS

Deaconesses shall be elected to one term lasting three years. They may serve a consecutive second term after reaffirmation by the Church. After a Deaconess has served two consecutive three-year terms, it is recommended that they only be re-elected after a period of at least one year.

F / REMOVAL

A Deaconess' term may be terminated by resignation or by dismissal. Any two members with reason to believe that a Deaconess should be dismissed should express such concern

to the Elders. If the Elders, after thorough investigation and consideration, believe the concern to be true and substantial, then the call of the Deaconess may be terminated at any members' meeting upon the recommendation of the Elders when supported by closed ballot of a two-thirds majority of those members of the Church present and voting with at least ten percent (10%) of the membership of the Church present at such meeting. Oral notice of any such meeting, stating its object, shall be given from the pulpit on the two successive weekends preceding the meeting. Notice shall also be given by mail (electronic or otherwise) to the resident membership at least one week before the meeting. Any such action shall be done in accordance with the instructions of our Lord in Matthew 18:15-17 and 1 Timothy 5:17-21.

SECTION SIX - CLERK

It shall be the duty of the Clerk to record the minutes of all regular and special members' meetings of the Church, to preserve an accurate roll of the membership, and to render reports as requested by the Elders, the Deacons, Deaconesses, or the Church. The Clerk shall be nominated by the Elders and elected by the congregation to serve a term of one year. In the absence or incapacity of the Clerk, the Elders shall appoint a member to perform the duties of the church Clerk. The church Clerk shall ensure that dated copies of the most recent revision of this Constitution shall be available for all church members.

SECTION SEVEN - TREASURER

The Treasurer, who shall not be an active Elder or paid church staff member, shall ensure that all funds and securities of the Church are properly secured in such banks, financial institutions, or depositories as appropriate. The Treasurer shall also be responsible for presenting regular reports of the account balances, revenues and expenses of the church at each members' meeting. The reporting responsibility may be delegated with the approval of the Elders. The Treasurer shall also ensure that full and accurate accounts of receipts and disbursements are kept in books belonging to the Church, and that adequate controls are implemented to guarantee that all funds belonging to the Church are appropriately handled by any officer, employee, or agent of the Church. The Treasurer shall render to the Elders annually, or whenever they may require it, an account of all transactions as treasurer and of the financial condition of the Church. Other duties may be assigned as approved by the Elders.

The Treasurer shall be nominated by the Elders and elected by the congregation to serve a term of one year after which they may be re-elected. The Treasurer will serve as the Chairman of the Finance Committee.

I ARTICLE TEN / ELECTIONS

SECTION ONE - PRINCIPLES

The process for church elections shall be interpreted and carried out to fulfill the following principles:

- / Substantial prayer, both individually and corporately, should be an integral part of the election process.
- / Nominations will proceed with the support of the Elders.
- / All candidates for church office should be treated with the grace, kindness, and honesty appropriate in evaluating fellow members.
- / The election process shall express that spirit of mutual trust, openness, and loving consideration that is appropriate within the body of our Lord Jesus Christ.

SECTION TWO - SELECTION OF OFFICERS

The membership shall approve the appointment of all Elders.

The election of officers shall be held at a members' meeting of the church. Names of nominees to serve as Elders, Deacons, Deaconesses, Clerk, or Treasurer shall be presented by the Elders at least four weeks prior to the vote.

The Elders will lead in the nomination process and will seek recommendations and involvement from the general membership throughout. Any member with reason to believe that a nominated candidate is unqualified for an office should express such concern to the Elders as far in advance as possible before the relevant church members' meeting.

Men nominated for the office of Elder must receive a 75% majority of all votes cast. For all other offices a simple majority of all votes cast must be met; abstentions will not be considered as votes cast.

The persons elected shall assume their respective offices upon election, unless another date has been specifically designated. The resignation of an officer shall be in writing and presented to the Elders. Final action shall be taken at the first Elders meeting after notification.

SECTION THREE - CALLING OF LEAD PASTOR

- / In case of a vacancy in the office of Lead Pastor, the other staff pastors and/or Elders shall assume responsibility for his duties, any of which can be delegated.
- / The Elders are responsible for assembling a search committee of five members.
- / The search committee shall secure available information about possible pastoral candidates. Any pastoral candidate under consideration shall be heard and interviewed by the search

committee before making a recommendation to the Church.

- / Only upon the unanimous recommendation of the search committee shall a candidate be presented for the office of Lead Pastor. The Elders and Deacons will meet with any candidate who is recommended by the search committee.
- / During the pastoral vacancy only one candidate recommended by the search committee will be considered at a time. Only after a ballot vote of the church may another candidate then be considered.
- / The call of a Lead Pastor shall be by a ballot vote and shall require a seventy-five (75 percent) affirmative vote of those members voting. Notice of a meeting to vote on a Lead Pastor must be given at two Sunday morning services prior to the vote at a members' meeting.
- / The search committee shall make all arrangements in travel, lodging and compensation for bringing pastoral candidates to the Church. They shall also be responsible for notifying the candidate of the vote, and for reporting his response to the congregation.
- / The Deacons and Deaconesses shall make arrangements for moving the Lead Pastor to the community.

SECTION FOUR - CALLING OF STAFF PASTORS

In the calling of any man to the position of Staff Pastor, the same basic process of calling an Elder must be followed. In addition, however, the church must be given adequate opportunity to assess the preaching gifts of any potential Staff Pastor and, before being asked to express its judgment, must receive assurance from the Elders that, having interviewed the man concerned, they are in no doubt as to his wholehearted assent to the Statement of Faith and Church Covenant. Notice of a meeting to vote on a candidate for Staff Pastor (which shall include, if necessary, election to membership of him and his wife if he is married) must be given at two Sunday morning services prior to the vote at a members' meeting.

I ARTICLE ELEVEN / ORDINATION AND LICENSING

This Church recognizes that only God can call men to pastoral ministry but believes it both Scriptural and wise to have such a man commended to the ministry through ordination by the local church.

A / QUALIFICATIONS

Any member of this Church who gives evidence by his Christian profession, life, zeal, aptness to teach and preach, who gives testimony that he is called of God to the work of pastoral ministry, and who has proven his calling by an exemplary and fruitful ministry in the work of the Lord, may be considered by the Church as a candidate for ordination.

B / PROCEDURE

Any candidate for ordination should make request for ordination with the Elders. The Elders shall counsel each candidate and make a recommendation to the Church who shall, by a simple majority, vote to proceed to an ordination council. The Elders are responsible for assembling the ordination council. Each candidate shall give testimony of his salvation, call to the ministry, and doctrinal beliefs. Upon the favorable recommendation of the ordination council, the Church will vote (75% affirmative vote of those members voting) to ordain the candidate and proceed with the ordination service.

The Church reserves the right to revoke ordination in cases such as moral failure or “just-cause” termination of employment. The decision to rescind or extend ordination shall be at the discretion of the Elders.

The Elders may consider licensing select individuals on a case-by-case basis for various aspects of ministry and mission. Licenses can be issued for a specific term or indefinite periods at the discretion of the Elders. The Elders may also reserve the right to revoke a license at their discretion.

I ARTICLE TWELVE / INDEMNIFICATION

MANDATORY INDEMNIFICATION

If a legal claim or criminal allegation is made against a person because he or she is or was an officer, employee, or agent of the Church, the Church shall provide indemnification against liability and costs incurred in defending against the claim if the Church determines that the person acted (a) in good faith, (b) with the care an ordinarily prudent person in a similar position would exercise under similar circumstances, and (c) in a manner the person reasonably believed to be in the best interest of the church, and the person had no reasonable cause to believe his or her conduct was unlawful.

I ARTICLE THIRTEEN / DISPUTE RESOLUTION

Believing that the Bible commands Christians to make every effort to live at peace and to resolve disputes with each other in private or within the Christian Church (see Matthew 18:15–20; 1 Corinthians 6:1–8), the Church shall encourage its members to resolve conflict among themselves according to Biblically-based principles, without reliance on the secular courts. Consistent with its call to peacemaking, the Church shall encourage the use of Biblically based principles and the avoidance of suits of law or equity to resolve disputes between itself and those outside the Church, whether Christian or pagan and whether individuals or corporate entities. The Elders shall adopt policies and procedures to effect these requirements and aspiration.

I ARTICLE FOURTEEN / AMMENDMENTS

The Statement of Faith and Church Covenant may be amended by a seventy-five percent (75%) affirmative vote; provided, however, that at least ten percent (10%) of the membership of the Church be present at such meeting and that the amendment shall have been offered in writing at the previous members' meeting, and shall have been announced at least two weeks prior to such vote.

This Constitution may be amended by a two-thirds affirmative vote; provided, however, that at least ten percent (10%) of the membership of the Church be present at such meeting and that the amendment shall have been offered in writing at the previous members' meeting, and shall have been announced at least two weeks prior to such vote.

The revised version of this Constitution shall be made available to all church members by request.

I ARTICLE FIFTEEN / DISSOLUTION

The Church shall dissolve at the vote of 75% of the members of the organization who are present at a members' meeting called for that purpose. That meeting must be announced at least one month prior and announced from the pulpit for at least the two weeks preceding.

All assets of the church shall be given and/or sold, with the proceeds given to one or more ministries of like faith and practice, as designated by the Elders and approved by the Church.

