

CONSTITUTION OF CALVARY BAPTIST CHURCH

Adopted April 23, 2023

PREAMBLE

We declare and establish this constitution to preserve and secure the principles of our faith and to govern this Church body in an orderly manner consistent with the Scriptures for the glory of God.

Article 1: Name

The body shall be known as Calvary Baptist Church (the “Church”) of Leavenworth, Kansas. The principal office shall be located at 4451 S. 10th Avenue, Leavenworth, Kansas.

Article 2: Non-Profit Status

The Church is organized and shall be operated exclusively for religious, charitable, and education purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986 as amended, unless any law shall be repressive in scope and/or nature, that it is our duty to democratically oppose it on the basis of the right of free exercise of religious beliefs and peaceable assembly. The Church is formed for any lawful purpose or purposes under the laws of the State of Kansas, including any purpose described by Chapter 17 of the Kansas Statutes.

Article 3: Purpose

The focus and mission of this Church is to be led by the Holy Spirit to share the gospel of Jesus Christ, to train all in biblical truth and to include each one in a community of faith and fellowship. (Mt. 5:14; Mt. 10:7; Mt. 28:19-20; Mk. 16:15; Rom. 10:14; 2 Cor. 5:11-21; Eph. 3:10; Eph. 4:11-14; 1 Tim. 3:15; 2 Tim. 4:2)

Article 4: Statement of Faith

The truth of God’s Word is unchanging and without error. Having been called to be a pillar and buttress of truth, the Church joyfully affirms and submits to the Holy Bible.

THE SCRIPTURE —We believe the Bible is God’s written revelation to man. It is verbally inspired in every word, and absolutely inerrant in the original documents. We affirm the infallibility, sufficiency, and authority of Scripture. (2 Timothy 3:16 & 17; 2 Peter 1:20)

GOD —We believe that there is but one living and true God, an infinite, all-knowing Spirit, perfect in all His attributes, one in essence, power, and glory, eternally existing in three Persons—Father, Son, and Holy Spirit – each equally deserving worship and obedience. The one Triune God (the Trinity) is Creator of all. (2 Corinthians 13:14; Matthew 28:19; Deut. 6:4; John 10:30; Col. 1:16)

JESUS—We believe in the deity of our Lord Jesus Christ, in His Virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and His personal return in power and glory. (Matt. 1:18-25, John 1:1-3; John 10:30; 14:9; 1 Cor. 15:3-20)

HOLY SPIRIT—We believe in deity and personality of the Holy Spirit. We believe in the Spirit-filled life. As the supernatural and sovereign Agent in regeneration, the Holy Spirit baptizes all believers into the Body of Christ at the moment of salvation. The Holy Spirit also indwells, sanctifies, instructs, empowers them for service, and seals them unto the day of redemption. (Matthew 28:19; Acts 5:3-4; 1 Cor. 12:13; Eph. 1:13-14)

MAN & SALVATION —We believe that the salvation of man, who is sinful and lost, is instantaneous and accomplished solely by the power of the Holy Spirit through the instrumentality of the Word of God when the repentant sinner – enabled by the Holy Spirit – responds in faith. This salvation is wholly of God by grace on the basis of the redeeming work of Jesus Christ, the merit of His shed blood, and not on the basis of human merit or works. All the redeemed are kept by God’s power and are thus secure in Christ forever. (Romans 3:23; 5:1; 8:1; 8:38-39; Ephesians 2:1- 13; 1 Peter 3:18)

THE CHURCH —We believe that all who put their faith in Jesus Christ are immediately placed by the Holy Spirit into one united spiritual Body, the church, of which Christ is the Head. The purpose of the church is to glorify God by building its members up in the faith, by instruction of the Word, by fellowship, by keeping the ordinances – believers’ baptism by immersion and the Lord’s table, and by advancing and communicating the gospel to the entire world. The formation of the church, the Body of Christ, began on the Day of Pentecost and will be completed at the coming of Christ for His own at the rapture. (Matt. 16:18; Acts 2:42; John 17:20-22; Col. 1:18; 1 Thess. 4:13-5:11)

THE FUTURE — We believe in the bodily resurrection of both the saved and the unsaved; the saved unto the resurrection of life and the unsaved unto the resurrection of damnation. We believe in “that blessed hope,” in the personal return of Jesus Christ to reign on earth. (Matthew 25:41; John 3:36; Titus 2:13; Revelation 3:10; 20:4-15)

Article 5: Polity and Relationships

The government of this Church is vested in the body of believers who compose it. All organizations created and empowered by the Church shall report and be accountable to the Church.

Article 6: Membership

All who have a saving faith in Jesus Christ are members of the global Church. Those who voluntarily choose to associate with Calvary Baptist Church can become members of the local body of believers. Membership in this local body requires specific qualifications, admission, and carries with it certain duties and privileges. Importantly, membership in the local body

demonstrates a willingness to join in the active fellowship of the body and submit to the authority and the spiritual leadership of the church.

While not required for salvation, it is our belief that membership in a local church is vital for one's spiritual health and growth. Through membership in a local church, one is equipped for the work of ministry, given opportunities to serve, held accountable, protected, and strengthened in the faith.

Section 1 - Qualifications

To qualify as a member of this Church, a person must: be a believer in Jesus Christ who gives evidence of regeneration; have received a believer's baptism in obedience to Christ; and believe in the Christian faith as revealed in the Bible. A believer's baptism consists of a declaration of faith in Jesus Christ as Lord and Savior and immersion, having been done by this Church or a Church of like faith and order. Each member must believe the teachings of Scripture and must promise to keep the commitments expressed in the Church constitution.

Age of those nominated for membership is at the discretion of the Elders with the understanding of the qualifications, duties, privileges, and discipline associated with membership. A parent's qualifications and/or membership do not transfer to their children. Children are to execute their faith individually. Age of baptism will be based on maturity and prayerful conversation with parents and an Elder. Baptism does not result in membership as it is just one qualification in the process. Once a child is baptized and believes God has matured him/her enough to serve as a part of the body and partake in the duties, privileges, and discipline associated with membership, he/she may begin the process to become a member.

Section 2 – Admission of Members

Those seeking membership are to participate in the new members' class, provide written or spoken testimony, and meet with two current members (at least one of which is an Elder). Once an application has been received and the qualifications met, the Elders may make the recommendation for membership at the next business meeting to be affirmed by the Church.

Section 3 – Duties and Privileges of Membership

Under Christ, this congregation is governed by the whole of its members under the leadership of its Elders. Therefore, it is the privilege and responsibility of members to attend members' meetings and vote on matters of business, on decisions regarding membership status, and on such other matters as may be submitted to a vote.

The following votes require a quorum of 30% of membership with a 75% vote for approval.

- 1) Affirmation or removal of Elders (including the pastors)

2) Changes to the constitution

The following votes require a simple majority. The total of the members present in the meeting shall constitute the quorum.

- 1) Changes to the bylaws
- 2) Installation or removal of deacons/members
- 3) All other church business

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.

Members are to live a life of repentance which reflects Jesus. They are to fellowship, pray, hold accountable, build-up, help mature and live peaceably with fellow members all for the Glory of God. We are to serve each other, our community, and wherever God calls us to further His Gospel.

Scripture directs members to:

- A. Walk together in Christian love; Exercise Christian care and watchfulness over one another; Be thoughtful and courteous to one another, to be slow to take offense, and to be quick to forgive and seek forgiveness; (Psalm 133:1; Proverbs 10:12; 15:18; 19:11; Ecclesiastes 7:9; Matthew 6:14; 18:21-22; Mark 11:25; Luke 6:37; 17:3-4; John 13:14-15, 34-35; 15: 12-13, 17 ; Romans 12:3, 9-10; 14: 19, 21; 29; 15:5; 16:32; 1 Corinthians 8:13; Galatians 5:13; Ephesians 4:2-4; 5:2, 26, 31-32 ; Philippians 2:2; Colossians 3:12-16; 1 Thessalonians 5:11; Hebrews 3:13; 10:24; 13:1; James 1:19-20; 5:16; 1 Peter 1:22; 2:17; 3:8-9; 4:8; 1 John 1:9, 3; 18; 4:7, 11-12, 21; 5:1-2)
- B. Pray with and for one another, sharing our burdens, sorrows, and joys; Love and to pray for all believers in the Lord Jesus Christ; (Romans 12:15-16, 15:1-2; 1 Corinthians 12:26; Galatians 6:1-2; Ephesians 3:14-19; 4:2; 6:18; Colossians 3:12-16; 1 Thessalonians 5:17; James 5:14-16)
- C. Guard the spiritual and scriptural purity, peace, and prosperity of the Church; Assist, through the gifts of the Spirit, in the work of the Church and to promote its usefulness as a witness to the saving grace of God and Christ Jesus; (Matthew 7:15-20; 24:4-5, 11, 24; Mark 13:22; Acts 17:11; 20:29-30; Romans 6; 12:4-8; 16:17-18; 1 Corinthians 2:14; 12; 2 Corinthians 11:13-15; Galatians 1:6-8; Ephesians 2:8-9, 19-22; 4:7, 11-14; 5:6, 11; Colossians 2:8; 1 Thessalonians 5:21; 1 Timothy 1:3-7, 18-20; 4:1; 5:20; 6:3-5, 20-21; 2 Timothy 2:16-18; 3:1-5; 4:3-4; Titus 1:10-16; Hebrews 3:13; 13:9, 17; James 1:17; 1 Peter 4:10; 2 Peter 2:1-3; 1 John 2:22-27; 4:1-6; 2 John 1:7-11; Jude; Revelation 22:18-19)
- D. Contribute, as the Lord directs, to the financial support of the Church, the relief of the needy, and the evangelism of all people; (Leviticus 25:35; 27:30; Deuteronomy 14:22-29; 15:7-11; 2 Chronicles 31:4-5; Proverbs 3:9-10; 14:2, 31; 17:5; 19:7; 21:13;

- 22:9; 28:27; 31:9; Isaiah 58:7,10; Ezekiel 16:49; Malachi 3:8-10; ; Matthew 5:42; 6:1-4,24; 19:21;25:35; 28:18-20; Mark 16:15-16; Luke 6:38; 12:33; 14:12-14; 24:47; Acts 1:8; 2:45; 4:32-35; 20:35; Romans 1:15-16; 10:10-17; 1 Corinthians 1:17; 9:22; 16:1-2; 2 Corinthians 5:20; 9:7; Galatians 2:10; Ephesians 4:28; Philippians 2:4; 1 Timothy 5:8; 6:17-19; Hebrews 13:16; James 1:27; 2:14-17; 1 Peter 3:15; 1 John 3:17)
- E. Engage regularly in personal Bible reading and prayer, and to establish family devotions where possible; Bring up such children as may be entrusted to our care in the nurture and admonition to the Lord; (Deuteronomy 6:6-7; 11:19; Joshua 1:8; Psalm 19:7-11; 119:11,97-100,105; 127:3-5; Proverbs 13:24; 19:18; 22:6,15; 23:13; 29:15,17; Matthew 4:4; 6:5-13; Mark 11:24; Luke 18:1; John 15:7; Romans 8:26; 10:17; 15:4; Ephesians 6:4,17-18; Philippians 4:6-8; Colossians 3:21; 4:2; 1 Thessalonians 5:17; 1 Timothy 2:1-4; 2 Timothy 3:16; Hebrews 4:12; 1 Peter 1:23-25; 2:2)
- F. Walk circumspectly in the world; to provide things honest in the sight of all men, to be faithful in engagements, exemplary in deportment, denying ungodliness and worldly lust; (Exodus 20:16; Proverbs 6:16-19; 12:22; Zechariah 8:16-17; Matthew 5:37; Mark 4:19; John 15:18-21; Romans 12:1-2; 1 Corinthians 6:12; 10:23; 15:33; 2 Corinthians 11:3-4; Galatians 5:16; Ephesians 4:1,25-32; 5:1-20; 6:11; Philippians 4:8; Colossians 3:5-9; 4:5; 1 Timothy 6:6-10; 2 Timothy 2:22; Titus 2:7,11-12; Hebrews 13:4; 1 Peter 2:11-12; 4:2-4; 1 John 2:15-16; 4:4-6)
- G. Endeavor by example, by work, and by prayer, to win others to an acceptance of Jesus Christ as Savior and Lord (Matthew 5:16; John 13:13-17,35; 15:8-17; Acts 1:8; 5:29; 20:24; Romans 1:5-6; 1 Corinthians 9:19-22; 10:31-33; 11:1; Ephesians 2:8-10; 4:24-32; 5:1-2,15-21; Colossians 3:16-17,23; James 5:20; 1 Peter 2:9-12; 4:11; 1 John 2:6)
- H. Purpose that when we remove ourselves from this place, we will as soon as possible, unite with some other Church, where we can carry out the spirit of this constitution and the principles of God's Word. (Psalm 84:10; Proverbs 27:17; Matthew 6:33; 18:20; Acts 2:42-47; Romans 12:5; 1 Corinthians 12:12-22,27; Ephesians 4:2,16; Colossians 3:16; 1 Thessalonians 5:11; Hebrews 10:24-25; James 5:16; 1 Peter 2:5)

Section 4: On Church Discipline

Any member consistently neglectful of his/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 and/or rendering doubtful a profession of faith, 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 in 1 Corinthians 5.

Any member with a potential grievance against another member should first bring the issue to that person. If a member fails to respond to personal admonition, the concern

shall be brought to the Elders, who may act as two or three witnesses to establish the evidence of a charge. Their inquiry shall include at least two Elders, and the Elders may include additional members if the nature of the charge warrants it. If the charge is found unwarranted, the Elders will endeavor to ensure a spirit of reconciliation among all parties and the church body. Thereafter, the matter will be considered closed and there will be no further action or discussion. If the inquiry validates the charge against the member and the member refuses to listen, it will be brought to the members for disciplinary action or for public confession.

Church discipline can include admonition by the Elders or members, deposition from office, and excommunication (Matthew 18:15-17; 1 Corinthians 5:4-5; 1 Timothy 5:19-20).

The purpose of such discipline should be for:

The repentance, reconciliation, and spiritual growth of the individual disciplined (Psalms 115; 119, 141; Proverbs 15:5, 17:10; 25:12, 27:5, 29:15; Ecclesiastes 7:5; Matthew 7:26-27, 18:15-17; Luke 17:3; Acts 2:40; 1 Corinthians 4:14, 5:5; Galatians 6:1-5; Ephesians 6:4; 2 Thessalonians 3:6, 14-15; 1 Timothy 1:20; 3:4-5; Titus 1:13-14; Hebrews 12:1-11; James 1:22);

For the instruction in righteousness and good of other Christians, as an example to them (Proverbs 13:20; Romans 15:14; 1 Corinthians 5:11, 15:33; Colossians 3:16; 1 Thessalonians 5:14; 1 Timothy 5:20; Titus 1:11; Hebrews 10:24-25);

For the purity of the Church as a whole (1 Corinthians 5:6-7; 2 Corinthians 13:10; Ephesians 5:27; 2 John 10; Jude 24; Revelation 21:2);

For the good of our corporate witness to non-Christians (Proverbs 28:7; Matthew 5:13-16; John 13:35; Acts 5:1-14; Ephesians 5:11; 1 Timothy 3:7; 2 Peter 2:2; 1 John 3:10); and

Supremely for the glory of God by reflecting His holy character (Deuteronomy 5:11; 1 Kings 11:2; 2 Chronicles 19:2; Ezra 6:21; Nehemiah 9:2; Isaiah 52:11; Ezekiel 36:20; Matthew 5:16; John 15:8, 18:17,25; Romans 2:24, 15:5-6; 2 Corinthians 6:14-7:1; Ephesians 1:4; 5:27; 1 Peter 2:12).

Section 5: Termination of Membership

By vote at a business meeting, the members shall recognize the termination of a person's membership following: self-professed apostasy; voluntary resignation or joining of another Church; an act of Church discipline; or any other reason upon the recommendation of the Elders. Members' names will be removed from the membership rolls upon their death.

The Church shall have authority to refuse to provide a letter of transfer of membership while a member is under the process of official Church discipline.

Section 6: Restoration of Members

Disciplined members may request restoration by first giving a satisfactory explanation and acceptable evidence of honest repentance and confession to the Elders. The Elders may then present them to the Church.

Any other person who was previously a member of the Church may request restoration of membership or return transfer through a request to the Elders.

Restoration of membership requires a vote of the members at a business meeting.

Section 7: Membership Rolls

Persons duly received by the members shall constitute membership of the Church. The Elders are responsible for maintaining a current list of members and ensuring it consists of members who fulfill their duties and privileges. For the purposes of church governance, the membership list that exists at the start of a vote constitutes the members of the Church.

Article 7: Officers of the Church

The Biblical offices of the Church are Elders and Deacons. The Elders are the legal directors of the Church and shall transact (sign) all legal affairs of the Church after those actions are approved by the members. All Elders and Deacons of the Church shall be members in good standing.

After the vote of affirmation by the members, Elders and Deacons may be considered ordained in their office. At the discretion of the Elders, the Church may conduct a ceremony or service to recognize that ordination.

The Church may employ additional personnel.

Section 1. Elders

A. Qualifications

Elders shall be men, called of God, who are of demonstrable godly character, above reproach in public and private, and committed to shepherding the flock of God and to teaching and guarding sound doctrine. As the God-appointed leaders of this Church, the Elders are to be assisted, obeyed, and respected as they carry out their duties (Heb. 13:17). Elders will exemplify the Biblical characteristics of Elder-Overseers in 1 Timothy 3:1-7, Titus 1:5-9 and 1 Peter 5:1-4. An Elder, per Scripture, must be:

A one-woman man (1 Tim 3:2; Titus 1:6)
Sober-minded and disciplined (1 Tim 3:2; Titus 1:8);
Self-controlled and respectable (1 Tim 3:2; Titus 1:8);
Hospitable (1 Tim 3:2; Titus 1:8);
Able to teach and give instruction (1 Tim 3:2; Titus 1:9);
Not a drunkard (1 Tim 3: 3; Titus 1:7);
Not violent, but gentle (1 Tim 3:3; Titus 1:7);
Not arrogant, quick-tempered or quarrelsome (1 Tim 3:3, Titus 1:7);
Not a lover of money or greedy for gain (1 Tim 3:3; Titus 1:7);
He is to manage his own household well and care for God's Church, as God's steward (1 Tim 3:4-5; Titus 1:7);
His children are to be faithful and submissive, not insubordinate (1 Tim 3:4; Titus 1:6);
He is to be well thought of by outsiders, not a recent convert and a lover of good, being upright and holy (1 Tim 3:6-7; Titus 1:8).

B. Responsibilities

The responsibility of the Elders is to devote themselves to prayer and the Word. The Elders are responsible for governing the Church as godly servant leaders. They must be teachers of the Word and tend the flock of God in this Church. The responsibilities of the Elders shall include:

- Examining prospective members and candidates for baptism;
- Overseeing the process of Church discipline;
- Overseeing the work of the Deacons and appointed Church agents;
- Establishing, overseeing, and, as necessary, suspending committees and teams;
- Conducting worship services;
- Administering the ordinances of the Gospel;
- Equipping the membership of the Church for the work of the ministry;
- Teaching the whole counsel of God, both formally and informally;
- Correcting error;
- Overseeing, coordinating and promoting the ministries of the Church; and
- Mobilizing the Church towards the fulfillment of the Great Commission.

While the duties of an Elder are expressly defined by Scripture and the Elders, they will at a minimum be called to the following:

- i. To be devoted to prayer and the study of God's Word and sustain a caring ministry for the flock, which involves:
 - a) Serving as an equal partner with the other Elders for the Church's spiritual growth;
 - b) Ministering to the sick (James 5:14-16) and visiting the congregation;

ii. To teach and exhort as well as refute those who contradict the truth, which involves:

- a) Ensuring that instructors, Bible study leaders, and youth leaders are properly qualified;
- b) Arranging for pulpit supply during the Senior Pastor's absence;
- c) At all times, be prepared to teach/preach when called upon, and/or consistently teach in another position in the Church

iii. To lead by Christ-like example, which involves:

- a) Consistently modeling spiritual character, attitudes, values, and behavior among the congregation;
- b) Providing and inviting the opportunity for frequent and on-going contact with members of the congregation;
- c) Conducting the affairs of the Church in an atmosphere of openness and mutual sensitivity, focusing as much on nurturing one another as on decision making.

iv. To manage the affairs of the Church, either directly or by oversight, which involves:

- a) Installing the duly affirmed Pastor and/or Pastors;
- b) Approving all subordinate organizations of the Church;
- c) Reviewing/Recommending all applicants for Church membership;
- d) Maintaining the legal status of the Church;
- e) Being responsible for securing funds necessary to meet the current expenses of the Church;
- f) Conducting the business meetings of the Church;
- g) Submitting the annual budget to the members for affirmation;
- h) Communicating to the congregation on a regular basis concerning the activities and concerns of the Elders;
- i) To perform other constitutional, Scriptural, and general duties of oversight.

C. 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 above, Staff Elders shall perform duties consistent with their paid position as determined by the Elders and approved by the members. The duties shall be in writing at the time of employment and substantial changes shall be approved by the members.

Non-Staff Elders 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.

The church shall be led by a minimum of three Elders, at least one of whom shall be a non-Staff Elder. The Church seeks to maintain at least one additional Elder for every 50 members.

D. Raising up Elders

The goal of the Church is that the practice of building up Elders within the church should be a continuous process. This process should reflect both preparedness to receive Elders (on the parts of both the Elders and the Church body) and intentionality in cultivating a culture in which future Elders can grow and be recognized. Generally, it is not desirable for Elders to be recruited or otherwise pressed into service, nor should candidates for Elders be sought out only because there is a vacancy to fill.

- i. Identification: A church member who believes he may be called of God to be an Elder must identify to the Elders that he desires to become an Elder. This may be of his own initiative and/or in response to the questions of others, including the current Elders.
- ii. Discernment: When a potential Elder identifies himself to the current Elders, the Elders should engage an intense discernment process over a fixed period of time. The purpose of the process is for the Elders to discern if the candidate has the qualifications and calling for the role. The time period for this process should be sufficiently long for that discernment to occur without being too hasty (1 Timothy 5:22).
 - a. If, during this process, the Elders or the candidate himself determine that the candidate is not fit for the Elders, for any reason, the process may cease and nothing further is required.
- iii. Introduction: If, after that time period is complete, the Elders discern that the candidate is appropriately and currently called to be an Elder, the Elders should introduce the candidate to the congregation as a candidate for Elder. This introduction should be a fixed period of time prior to the candidate's emplacement as an Elder. The purpose of this time is to allow members of the congregation the opportunity to interact with the Elder candidate and to bring their insights about him to the Elders.
 - a. If any concerns are brought, the Elders shall thoroughly investigate and consider each. If anything disqualifying or prejudicial is determined, the Elders shall act appropriately, including removing the candidate from consideration if needed. If the candidate is removed, the congregation shall be informed that he is no longer a candidate for the Elders.

- iv. Presentation: If, at the end of that set time, the Elders continue to discern that the candidate is appropriately and currently called to be an Elder, the Elders should present the candidate to the congregation for affirmation.
 - a. The affirmation shall be done by a vote of the members. The vote does not “elect” or “approve” him as an Elder. The vote allows the members to publicly recognize him as an Elder and express their willingness to submit to his authority (Hebrews 13:17).
 - b. Immediately thereafter, he will be respected as an Elder of the church.

- v. The Elders should not present an Elder candidate they do not believe will be affirmed. If that is a concern, the Elders must address any failures in the process, the communication, or their relationship with the congregation prior to moving forward with any Elder candidate.

E. Bringing in Elders

At their discretion and with spiritual discernment, the Elders may recognize the calling of an Elder from another or previous church or ministry. Such Elders should still be affirmed by the congregation as described above.

F. Staff Elder Administration

- i. Personnel recommendations for Staff Elders (including compensation, benefits, time off, etc.) shall be made to the members only by non-Staff Elders.
- ii. When they determine it necessary, the Elders may recommend to the members additional Staff Elders to meet the needs of the Church. These Elders will be selected and affirmed as described in the previous paragraphs. Required budget changes or the creation of staff positions requires member approval which may occur prior to or simultaneously with the presentation by the Elders.

G. Removal of Elders

Elders may remain in office indefinitely. If necessary, Elders may resign or be removed:

- i. Resignation: An Elder may resign at his discretion. An Elder shall resign at the request of his fellow Elders and/or if he is no longer willing or able to fulfill the Scriptural duties of an Elder.
- ii. Discipline:
 - a. Accusations against an Elder shall be brought before the Elders by any two members in good standing (1 Tim 5:19). The Elders may also bring an accusation on their own regarding a fellow Elder.
 - b. If the Elders determine the accusation to be legitimate, they shall conduct a thorough investigation.

- c. If after the investigation the Elders believe the accusation to be true and substantial, they shall take immediate and appropriate remedial and corrective action.
- d. The Church recognizes the role of its members in this process and the need for integrity, transparency, and unity. Therefore, at the earliest reasonable opportunity, the Elders shall publicly inform the members at a gathering of the Church. Where the Elders determine Church admonition or removal from office is necessary, the Elders shall bring the recommendation for discipline before the members for affirmation.

H. Senior Pastor

While not required, the Church recognizes the value of having an Elder who is a vocational pastor, and the Church will strive to intentionally fill that role. The Senior Pastor shall be a qualified Elder in every respect.

i. Selection:

If the current Senior Pastor gives notice to vacate office or the position of Senior Pastor is otherwise vacant, the Elders will appoint a Pulpit Committee comprised of selected Elders and a number of Church members to be determined by the Elders.

- a) The Pulpit Committee shall recommend to the Elders qualified candidates for the position of Senior Pastor.
- b) The Elders shall determine a process to evaluate the candidates.
- c) From those candidates, the Elders shall select the candidate best suited for the office of Senior Pastor of the Church.
- d) At a business meeting, the Elders shall present that candidate to the members for affirmation.
- e) If budget or position description changes are required, member approval of those changes may occur prior to or simultaneously with the affirmation.
- f) Upon affirmation, the candidate and his wife, if married, will be recognized as members. The candidate will be recognized as a Church Elder and the Senior Pastor.

ii. Duties:

In conjunction with the other Elders, the Senior Pastor shall fulfill all the duties of an Elder as well as any additional duties prescribed by the constitution and the Elders at his time of calling. He will be the primary teacher of this Church. He shall regularly preach the Word of God, administer the ordinances, and be responsible for all regular Church services.

iii. Tenure and Removal:

The Senior Pastor shall serve until such time as he resigns his office or until such time as he is requested by the Church to resign his office upon vote in a special

business meeting called for that purpose. The Senior Pastor shall give 30 days' notice of intent to resign.

The Elders shall protect the pulpit. In the event the other Elders prayerfully believe the Church is at danger, the other Elders can restrict the Senior Pastor's duties and access, including placing him on paid leave, until such time as the other Elders restore the Pastor or recommend him for removal through the discipline process.

I. Organization

The Elders shall organize themselves how they determine best to achieve the mission of the Church. The Elders shall be equal in authority, and unless the Elders provide otherwise, any Elder may speak for the Elders. Individual Elders may be specialized in function. Meetings of the Elders may be held at any location and may be conducted by means of electronic communication. The Senior Pastor shall serve as Chairman of the Elders. The Elders shall select their Vice Chairman from among their Non-Staff Elders.

Section 2. Deacons

A. Qualifications

Deacons shall be men who are members in good standing and demonstrate godly character and possess particular gifts of service. Deacons will exemplify the godly characteristics set forth in 1 Timothy 3:8-12. A Deacon, per Scripture, shall:

- Be dignified and not double-tongued (1 Tim 3:8);
- Not addicted to much wine;
- Not greedy for dishonest gain (1 Tim 3:8);
- Hold the mystery of the faith with a clear conscience (1 Tim 3:9);
- Be tested and blameless (1 Tim 3:10);
- Be a one-woman man, managing his children and household well (1 Tim 3:12).

B. Responsibilities

The Deacons shall advise and be ready to assist the Elders in any service that shall support and facilitate the ministry of the Word and prayer, new and existing ministries of the Church, and the care for the members of the congregation. Their responsibilities include, but are not limited to:

- The care of widows;
- 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 administering the ordinances of the Gospel;
- Assisting at fellowship gatherings of the Church;

Caring for and maintaining the Church properties; and
Administering the business affairs of the Church that pertain to its material assets.

C. Composition

The Elders shall determine the number of Deacons based on the needs of the Church. The church seeks to have a minimum of three Deacons with an addition of one Deacon for every 25 members.

D. Call by the Church

Any member may, at any time, nominate a member to be a Deacon by presenting the member's name to the Elders. At their discretion, the Elders may also institute a call for nominations for Deacons. If the Elders discern that a nominated member is appropriately qualified and suited to be a Deacon, the Elders shall present the Deacon candidate to the members for approval during a business meeting.

E. Organization

Under the direction of the Elders, the Deacons shall organize themselves how they determine best to achieve the mission of the Church. The Elders or the Deacons may designate any specific Deacon or group of Deacons to specialize in some particular diaconal function. Deacon business and organization may be accomplished in person or by electronic means as agreed upon by the Deacons.

F. Removal of Deacons

Deacons may remain in office indefinitely. If necessary, Deacons may resign or be removed:

- i. Resignation: A Deacon may resign at his discretion. A Deacon shall resign at the request of his fellow Deacons and/or if he is no longer willing or able to fulfill the Scriptural duties of a Deacon.
- ii. Discipline: Accusations against a Deacon shall be handled through the Church discipline process.

Article 8: Church Meetings

A. Lord's Day Worship

It is the high privilege and responsibility of the Church to publicly gather each Sunday for worship at a regular time to be determined by the Elders. This time of worship shall include sound teaching, prayer, fellowship, and an offering. This time of worship shall be oriented in such a way that God is glorified, and His Word proclaimed to all who gather. The ordinances may be administered at the discretion of the Elders.

B. Business Meetings

The Church shall conduct its business in business meetings which shall be held in accordance with the bylaws.

Article 9: Constitutional Amendments and Changes

A. Submission of Amendment

Any amendments proposed to be made to this Constitution shall be submitted by the Elders at a business meeting in writing and lie over until the next regular or special business meeting for action.

B. Voting on Amendment(s)

The vote for amendments to the constitution shall be as prescribed in the constitution and bylaws.

C. Change to the Constitution

Once an amendment is approved, copies of any change in the constitution of the Church shall be distributed to all members of the Church by mail (electronic or otherwise).

Article 10: Bylaws

While the foundational principles and organization of the Church are outlined in this document, the Church will utilize bylaws to further provide order and clarity to its operations. Such bylaws are an additional document that is approved separately by the Church.

Article 11: Dissolution

In the event of permanent Church closure, a recommendation of such would be made by the Elders to the Church for a vote in accordance with the constitution. Included in this recommendation would be the transference of all church properties and finances to like-minded Christian churches, associations, or organizations.