

CONSTITUTION

CALVARY COMMUNITY BAPTIST CHURCH

11980 Irma Drive, Northglenn, CO 80233

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TABLE OF CONTENTS

| | |
|--|----|
| PREAMBLE | 4 |
| ARTICLE 1 – OUR CHURCH NAME..... | 4 |
| ARTICLE 2 – OUR CHURCH PURPOSE STATEMENT AND CORE VALUES | 4 |
| ARTICLE 3 – ARTICLES OF FAITH..... | 4 |
| SECTION 1 – The Bible..... | 4 |
| SECTION 2 – The Triune God..... | 4 |
| SECTION 3 – God the Father..... | 5 |
| SECTION 4 – God the Son..... | 5 |
| SECTION 5 – God the Holy Spirit..... | 5 |
| SECTION 6 – Creation..... | 5 |
| SECTION 7 – Angels | 5 |
| SECTION 8 – Man and Salvation | 5 |
| SECTION 9 - Sanctification | 5 |
| SECTION 10 – The Church..... | 6 |
| SECTION 11 – Final Destinies..... | 6 |
| SECTION 12 – Personal Separation..... | 6 |
| SECTION 13 – Ecclesiastical Separation..... | 6 |
| ARTICLE 4 – OUR CHURCH COVENANT..... | 6 |
| SECTION 1 – A Biblical Reference | 6 |
| SECTION 2 – The Preamble: | 7 |
| SECTION 3 – Our Pledges | 7 |
| Our pledge to God..... | 7 |
| Our pledge to our church | 7 |
| Our concluding vow..... | 7 |
| ARTICLE 5 – OUR CHURCH GOVERNMENT..... | 7 |
| SECTION 1 – Congregational Church Government | 7 |
| SECTION 2 – Associational Relationships | 7 |
| SECTION 3 – Church Authority | 8 |
| ARTICLE 6 – PROPERTY | 8 |
| SECTION 1 – Dissolution | 8 |
| SECTION 2 – Earnings | 8 |
| ARTICLE 7 – MEMBERSHIP REQUIREMENTS..... | 8 |
| SECTION 1 – Conditions of Membership..... | 8 |
| Baptism by Immersion..... | 8 |
| Immersed Believers – Church Letter | 8 |
| Immersed Believers – No Church Letter | 9 |
| Immersed Believers – Watchcare | 9 |
| SECTION 2 – Responsibilities of Members..... | 9 |
| SECTION 3 – Termination of Membership | 9 |
| Transfer of Membership | 9 |
| Dismissal from Membership..... | 9 |
| Restoration to Membership..... | 10 |
| ARTICLE 8 – CHURCH MEETINGS..... | 10 |

| | |
|---|----|
| SECTION 1 – Regular Services | 10 |
| SECTION 2 – Business Meetings..... | 10 |
| SECTION 3 – Amendments | 11 |
| ARTICLE 9 – OFFICERS / STAFF / COMMITTEES..... | 11 |
| SECTION 1 – Senior Pastor | 11 |
| SECTION 2 – The Associate Pastors | 12 |
| SECTION 3 – The Deacons..... | 12 |
| Qualifications of Deacons..... | 12 |
| Organization and structure of the board of deacons | 12 |
| Duties of the board of deacons..... | 12 |
| SECTION 4 – Appointed Officers..... | 13 |
| Church Clerk..... | 13 |
| Treasurer | 13 |
| Financial Secretary..... | 13 |
| SECTION 5 – Other Appointed Positions and Committees..... | 14 |
| Sunday School Superintendent | 14 |
| Christian Education Committee..... | 14 |
| Deaconesses | 14 |
| Ushers | 14 |
| Nominating Committee..... | 14 |
| Pulpit Committee | 14 |
| SECTION 6 - Auxiliary Ministries..... | 14 |
| ARTICLE 10 - POLICY | 15 |
| SECTION 1 – Missionary Involvement | 15 |
| SECTION 2 – Finances | 15 |
| SECTION 3 – Political Activities..... | 15 |
| SECTION 4 – Licensing and Ordaining to the Gospel Ministry..... | 15 |

PREAMBLE

Being admonished by the Word of God to do all things decently and in order (1 Corinthians 14:40), and endeavoring to faithfully serve the Lord Jesus Christ, we, the members of Calvary Community Baptist Church of Northglenn, Colorado, willingly and cheerfully, yet solemnly and sincerely agree to be governed by the following covenant, Articles of Faith, and constitution, hoping to set forth our position adequately before the world.

This revised constitution was adopted on (actual date) and supersedes and cancels all previous editions.

ARTICLE 1 – OUR CHURCH NAME

The name of this church shall be Calvary Community Baptist Church of Northglenn, Colorado, and it is a non-profit ecclesiastical corporation under the laws of the state of Colorado.

ARTICLE 2 – OUR CHURCH PURPOSE STATEMENT AND CORE VALUES

The purpose of Calvary Community Baptist Church is to bring glory to God by helping people come to know Jesus Christ and grow to be like Him.

The core values of Calvary Community Baptist Church shall be:

- A. To teach and preach the word of God
- B. To spiritually edify believers daily
- C. To provide a loving fellowship for its members
- D. To administer the Lord's Table and Baptism
- E. To promote worship of God
- F. To promote prayer
- G. To equip believers for spiritual ministry
- H. To manifest loving interest and care for the needs of members
- I. To encourage believers to consider full-time ministry for God
- J. To promote missionary endeavors both at home and abroad
- K. To motivate individuals to witness to the unsaved
- L. To distribute Christian literature for the spread of the gospel
- M. To spread the message of Christ and demonstrate the love of God to our community

ARTICLE 3 – ARTICLES OF FAITH

SECTION 1 – The Bible

We believe in the verbal and plenary inspiration of the Bible which means God the Holy Spirit so moved upon the writers of Scripture that what they wrote was the Word of God without error. Therefore, the sixty-six books of the Bible are the final authority for our faith and practice.¹ We believe God's Word is sufficient for all things that pertain to life and godliness.²

¹2 Timothy 3:16-17, 2 Peter 1:20-21 ²2 Peter 1:3

SECTION 2 – The Triune God

We believe in the Trinity of the Godhead. There is one God eternally existing in three equal but distinct persons: Father, Son, and Holy Spirit.¹

¹Deuteronomy 6:4, Matthew 28:18-19, 2 Corinthians 13:14

SECTION 3 – God the Father

We believe God the Father is a person separate from the Son and the Spirit¹ and invisible to man in this life.² He concerns himself with the affairs of men,³ elects and draws men unto salvation,⁴ has a paternal relationship to all believers,⁵ and is the functional authority of the Godhead.⁶

¹Matthew 28:19 ²1 Timothy 1:17 ³Daniel 2:21, 4:17, Matthew 5:45 ⁴1 Peter 1:2, John 6:44 ⁵Romans 8:15

⁶John 4:34, 6:38

SECTION 4 – God the Son

We believe in the deity of Christ,¹ His virgin birth,² His nonparticipation in sin and His incapacity to sin,³ His shed blood for atonement for the sins of mankind,⁴ His bodily resurrection,⁵ His ascension,⁶ His present intercession,⁷ and His personal coming in the air for His church prior to the seven-year Tribulation period.⁸ He will then return at the close of the Tribulation to establish His millennial kingdom on earth.⁹

¹John 10:30-33 ²Isaiah 7:14, Matthew 1:23, Luke 1:35 ³Hebrews 7:26, ⁴Ephesians 1:7, Colossians 1:20

⁵1 Corinthians 15:20 ⁶Acts 1:11 ⁷Hebrews 7:25 ⁸1 Thessalonians 4:13-18 ⁹Revelation 19:11-16, 20:1-6

SECTION 5 – God the Holy Spirit

We believe in the personality and deity of the Holy Spirit¹ by Whom believers are convicted,² regenerated,³ baptized into the body of Christ,⁴ indwelt,⁵ sealed,⁶ and filled⁷ for life and service. The Holy Spirit bestows spiritual gifts upon believers, some of which were temporary and some of which are permanent for the entire church age. The temporary gifts are not applicable today (e.g. speaking in tongues). The gifts were given to prepare the saints to do the work of the ministry and to build up the body of Christ.⁸

¹Acts 5:3-4, John 14:26 ²John 16:8-11 ³Titus 3:5 ⁴1 Corinthians 12:12-13 ⁵1 Corinthians 6:19-20 ⁶Ephesians 1:13

⁷Acts 4:31, Ephesians 5:18 ⁸1 Corinthians 12-14, Romans 12:4-8, Ephesians 4:12

SECTION 6 – Creation

We believe in God's direct creation of the physical universe, all spirit beings, man, and lower forms of life in six literal days without the process of evolution. We also believe the chapters of Genesis are to be interpreted literally and are an accurate history, and God sustains all creation.¹

¹Genesis 1-2, Colossians 1:15-18

SECTION 7 – Angels

We believe God created an innumerable company of sinless spirit beings.¹ One of these, though created holy by God, sinned through pride, thereby becoming Satan, the Devil, the enemy of his Creator, the leader of a host of angels in rebellion against God.² He became the god of this age and the ruler of the powers of darkness and is destined to the judgment of an eternal punishment in the Lake of Fire.³

¹Colossians 1:16 ²Ezekiel 28:12-15, Revelation 12:7-9 ³2 Corinthians 4:3-4, Ephesians 2:2, Revelation 20:10, Matthew 25:41

SECTION 8 – Man and Salvation

We believe man was holy in his original state, but all men are guilty of Adam's sin and are by nature sinful and lost.¹ We believe Holy Spirit regeneration is absolutely essential for salvation.² We believe the Bible does not teach God created anyone for the purpose of condemnation.³ We believe men are justified on the single ground of the blood of Christ, and on the sole condition of faith in Christ, and the message to believe is Christ died for our sins, was buried, rose again the third day, and appeared to others.⁴ We believe in the eternal security of the believer.⁵

¹Genesis 1:31, Romans 5:12, 3:9-23 ²John 3:1-7 ³1 Timothy 2:4, 2 Peter 3:9 ⁴Acts 16:30-31, Romans 5:1, 9,

1 Corinthians 15:3-8 ⁵John 10:28-29

SECTION 9 - Sanctification

We believe Scripture teaches four aspects of sanctification. Preparatory sanctification is the work of the Holy Spirit where He moves in a special, sovereign way in the life of an unbeliever resulting in the person believing the gospel and trusting Christ unto salvation.¹ Positional sanctification is the act of God where believers are eternally set apart as belonging to Him at the time of regeneration and are placed into God's family as children.² Progressive sanctification is the process by which we are made partakers of His holiness. It progresses as the believer is yielded to the Spirit's control and is carried on in the life of believers by the presence and power of the Holy Spirit through the Word of God, self-examination,

watchfulness and prayer,³ and the personal discipline of putting off sinful habits of thinking and actions and replacing them with biblical thinking and actions.⁴ Perfect, ultimate sanctification will be realized when every believer is in the presence of the Lord with redeemed soul and resurrection body united, free from every trace of sin and rebellion.⁵

¹ 1 Peter 1:1-2 ² 2 Thessalonians 2:13, John 6:44, 1 John 3:1, Romans 8:14-17, 1 Corinthians 1:2, Hebrews 10:10-24

³ 1 Thessalonians 4:3, Proverbs 4:18, 1 John 2:29, Philippians 2:12-13, Ephesians 5:18, 6:18, Galatians 5:16-24, John 17:17 ⁴ 1 Timothy 4:7, Ephesians 4:22-24 ⁵ 1 Corinthians 15:52-53, Ephesians 4:30, 5:27, 1 John 3:2, Philippians 3:20-21, 1 Peter 1:9

SECTION 10 – The Church

We believe the local church is a group of immersed believers who are observing the ordinances of believer's baptism and the Lord's Supper and are organized for the purpose of edification, fellowship, prayer, ministry, care for one another, and the promotion of worship and evangelism through its membership.¹ The local church has the right of self-government, and the will of the local church is final in all matters.² We believe in the unity of all believers of this dispensation in the church which is the body of Christ.³ We believe that God's promises and program for the church are distinct from His promises and program for the nation of Israel.⁴

¹ Philippians 1:1, Matthew 28:18-20, Acts 2:41-42, 10:47-48, 1 Corinthians 11:23-24, Ephesians 4:11-12, ² Acts 6:1-6, 1 Corinthians 5:1-13 ³ Ephesians 1:22-23, John 17:23 ⁴ Genesis 12:1-3, Romans 11:25-26, Acts 15:14-18

SECTION 11 – Final Destinies

We believe the souls of believers in Christ immediately pass into His presence at death,¹ and remain in conscious bliss until the resurrection of the body at His coming, when the reunited soul and glorified body shall stand before Christ for judgment of their Christian works and the giving of rewards – and they shall then be associated with Him forever in glory.² The souls of unbelievers remain in conscious misery in hell after death until the final resurrection at the end of the millennium for judgment; the result of this judgment will be that all unbelievers will be cast into the Lake of Fire – not to be annihilated, but to be punished with everlasting torment and separation from the presence of the Lord.³

¹ 2 Corinthians 5:8, Philippians 1:23 ² 2 Corinthians 5:10, 1 Corinthians 3:11-15, 1 Thessalonians 4:13-18

³ Luke 16:19-26, 2 Thessalonians 1:6-9, Revelation 20:11-15

SECTION 12 – Personal Separation

We believe the scriptural goal for every believer is personal conformity to the image of Christ¹ which includes personal separation of the believer from sin,² worldliness,³ conduct unbecoming to the Savior,⁴ unequal yokes with unbelievers,⁵ and spiritual compromise with apostates, heretics, and false teachers.⁶

¹ Colossians 3:1-4, 10, Romans 12:1-2 ² Romans 6:11-13 ³ 1 John 2:15-17 ⁴ Philippians 3:12, Colossians 3:17

⁵ 2 Corinthians 6:14-15 ⁶ 1 Timothy 6:3-5, Romans 16:17, 2 Corinthians 10:5

SECTION 13 – Ecclesiastical Separation

We believe in the separation of the church from the state which means there should be no government sponsored churches, and government should allow the free expression of religion.¹ We believe the local church is to separate itself from all affiliation, cooperation, or fellowship with all organizations which deny, or by their practice, compromise the cardinal doctrines of the Word of God, and tolerate religious apostasy within their membership.² We also believe in the separation of the believer from erring believers who continue in willful sin while rejecting the reconciliation attempts of the church. This includes doctrinal divisiveness, the trouble makers, the disorderly, and the immoral believer.³

¹ Luke 20:25, John 17:14-16, 18:36, Romans 13:1-7, 1 Peter 2:13-17 ² Ephesians 5:8-11, 2 Corinthians 6:14, 7:1, 2 John 10, 11, Galatians 1:6-9 ³ Titus 1:9-16, 1 Corinthians 5:9-13, 1 Timothy 6:3-5, 2 Thessalonians 3:6, 14

ARTICLE 4 – OUR CHURCH COVENANT

SECTION 1 – A Biblical Reference

"Then they entered into a covenant to seek the Lord God of their fathers with all their heart and with all their soul." (2 Chronicles 15:12 NKJV)

SECTION 2 – The Preamble:

Having been led by the Holy Spirit to receive Jesus Christ as our Savior, and having been baptized by immersion in the name of the Father, Son, and Holy Spirit, and having subscribed to the Articles of Faith of Calvary Community Baptist Church, we do now enter most joyfully into covenant together as members of this church and as one body in Christ.

SECTION 3 – Our Pledges

Our pledge to God

- A. To maintain family godliness by having regular Bible study and prayer¹
- B. To improve my own relationship to God by prayerful study of God's Word²
- C. To endeavor by example and effort to witness to both my family and my acquaintances³
- D. To be honest in business matters, faithful in my promises, and exemplary in my conduct⁴
- E. To separate myself from practices which dishonor God⁵

¹Proverbs 22:6, Ephesians 6:4 ²Timothy 2:15 ³Matthew 5:16, 28:19-20 ⁴Philippians 1:27, 1 Timothy 4:12

⁵Titus 2:12

Our pledge to our church

- A. To walk lovingly and humbly together¹ and to pray for one another²
- B. To pray for the growth of our church in wisdom, spirituality, and fruitfulness³
- C. To support its promotion of worship, holiness, and teaching
- D. To give cheerfully, regularly, and systematically to the support of the budget and other announced opportunities⁴
- E. To serve faithfully in a ministry of the church⁵
- F. To uphold the proper use of church discipline⁶
- G. To follow the Word of God as my rule of faith and practice⁷
- H. To help others who are in sickness or difficulty⁸
- I. To be slow to take offense and to be always ready for reconciliation⁹

¹John 13:34-35, 1 Peter 5:6 ²Acts 2:42 ³John 15:8, 16 ⁴1 Corinthians 16:3, 2 Corinthians 9:7 ⁵James 1:22-24, 2:8

⁶Matthew 18:15-17, 1 Corinthians 5:11-13 ⁷2 Timothy 3:16-17 ⁸James 1:27, Romans 12:13 ⁹James 1:19

Our concluding vow

We purpose that when we remove from this place, we will unite with some other church as soon as possible where we can carry out the spirit of this covenant and the principles of God's Word.

ARTICLE 5 – OUR CHURCH GOVERNMENT

SECTION 1 – Congregational Church Government

This church acknowledges only the Lord Jesus Christ as its head, the Holy Scriptures as the only infallible guide in matters of faith, discipline, and order, and the Holy Spirit as its teacher. Therefore, it has always been and shall continue to be an independent body of baptized believers as related to its internal organization and the regulation of its own affairs. Its government is invested in its assembled membership through its duly elected officers, and it shall never be subject to or answerable to any other ecclesiastical body, denominational hierarchy, or ecclesiastical representative. As such, it controls the admission, discipline, and removal of its members according to its own understanding of the Word of God.

SECTION 2 – Associational Relationships

This church shall be an independent, autonomous church, subject only to Jesus Christ, the Head of the Church. It has the right to cooperate and associate with other biblical groups on a voluntary basis, affiliating on the grounds of fellowship, the promotion of the gospel, the edification of the saints, and the defense of the faith. A fellowship may be discontinued by a vote of the membership during a business meeting. There shall be no association with groups that promote apostasy or which endorse or partner with such groups.

SECTION 3 – Church Authority

Final authority in all matters of government is vested in the body of believers who comprise the membership of this church. The pastors and deacons are servants of the church and subject at all times to its corporate action. Due to their divine calling, the pastors are also accountable to God as shepherds of His flock.

ARTICLE 6 – PROPERTY

SECTION 1 – Dissolution

The title of all real estate and personal property acquired by purchase, deed, gift, transfer, inheritance, or other conveyance shall be held and administrated by the deacons in the name of the Calvary Community Baptist Church of Northglenn, Colorado, organized and existing under and by virtue of the laws of the state of Colorado. Upon dissolution, any assets of the corporation must be distributed to one or more organizations of like faith and practice recognized by the Internal Revenue Service as organized exclusively for religious, charitable, or educational purposes.

SECTION 2 – Earnings

No part of the net earnings of this corporation shall ever be distributed to any donor, director, officer of the corporation, or any private individual, and no donor, member, director, officer, or any individual shall be entitled to share in the distribution of corporate assets.

ARTICLE 7 – MEMBERSHIP REQUIREMENTS

This church shall be the sole judge of the qualifications of persons to be received into its membership.

SECTION 1 – Conditions of Membership

Any person who confesses faith in the Lord Jesus Christ, has been baptized by immersion, and willingly subscribes to the Articles of Faith, form of church government, and covenant of this church may be received into church membership by a vote of the membership. The candidate shall attend a new members class and be counseled with regard to his salvation experience and spiritual discernment. The candidate shall meet with the deacons to share his testimony of conversion experience, assurance of salvation, and affirmation of the Articles of Faith and church covenant. If the deacons are satisfied with the candidate's testimony and fitness for membership, they may recommend him to the congregation at any regular meeting of the church.

Baptism by Immersion

Any person confessing faith in Jesus Christ as his own personal Lord and Savior and desiring to unite with this church shall present himself as a candidate for baptism and membership by notifying a pastor or responding to a public invitation at one of the services of the church. The membership vote shall follow baptism, and the right hand of fellowship may be given following a successful vote.

Immersed Believers – Church Letter

A member of another church of like precious faith and practice may be received into church membership and be extended the right hand of fellowship if he presents himself as a candidate for membership in this church, confesses his faith, presents a letter of commendation and transfer from his former church, receives a favorable recommendation from the deacons, and is voted in successfully by the church. Believers' baptism by immersion is required for membership in this church.

Immersed Believers – No Church Letter

Candidates may be received into membership by a successful vote of the membership and be given the right hand of fellowship if they profess Jesus Christ as their Savior, have been baptized by immersion, and have been recommended by the pastors and deacons.

Immersed Believers – Watchcare

Watchcare membership shall be provided for individuals (e.g., college students, members of the armed forces, etc.) who desire to be under the watchcare of this church while temporarily away from their home church. They shall be received into this church according to the above stated conditions for membership. There will be no transfer of church letter, but their home church should send a letter commending them to our church for their watchcare. As a watchcare church, we shall periodically communicate the welfare of the watchcare member to his church. Watchcare members shall be permitted to serve in our church but shall be without voice or voting privileges and the right to hold elective offices. The watchcare member shall not be counted in the quorum. Watchcare membership shall be terminated when the individual leaves the church, and his name shall automatically be dropped from the church rolls.

SECTION 2 – Responsibilities of Members

All members shall strive to keep their covenant obligations. They shall respect and honor the pastors and officers of the church and cooperate with them to the best of their ability in every project for the advancement of the work. Every member will be expected to abide by the constitution of the church and endeavor to preserve the unity of the church. If they are in opposition to the Articles of Faith, the church covenant, or the purpose or core values of this church, they will not seek to disrupt its fellowship but will quietly and graciously seek membership with another church.

SECTION 3 – Termination of Membership

Transfer of Membership

Any member of the church who desires a letter of transfer or recommendation to any other church of like faith and practice is entitled to receive such a letter upon written request from the other church and favorable vote of this church body. Letters of transfer may be granted at any regular or special service of the church, and the letter will be sent to the church requesting it. Upon the granting of the letter, the membership of the individual will be considered terminated.

Dismissal from Membership

A church vote is required to remove a name from membership. Dismissal from membership can transpire in one of the following ways:

- A. Deceased members shall have their names removed from membership.
- B. Members who fail to attend services consecutively for a period of six months without explanation or communication with the church shall be considered inactive. If the member remains inactive for another six months, his name shall be removed from the membership rolls of the church by vote of the congregation after due consideration has been given by the pastors and deacons, and efforts of reactivation of the member have failed. If the member feels that an exception should be made, he can submit a letter of explanation to the pastors or deacons.
- C. A member may be dismissed as the result of discipline.¹
 1. The pastors and deacons shall constitute a Committee of Discipline. These men shall have sole authority in determining heretical deviations from the Articles of Faith and violations of the church covenant and purpose. If a pastor or deacon is the subject of a discipline matter, he shall not sit as a member of the Discipline Committee. The pastors and deacons shall be entitled to the same steps as other church members and be subject to the same discipline. All discipline matters should be dealt with in a timely manner for the glory of God and the good of others.
 2. Members are expected to demonstrate love and loyalty for one another. When a member becomes aware of an offense of such magnitude that it hinders spiritual growth and testimony, he is to go alone to the offending party and seek to resolve the issue and restore his brother. Before he goes, he should first examine himself, and he should go with a spirit of humility and the goal of restoration.²

3. If reconciliation is not reached, a second member is to accompany the one seeking to resolve the matter following the same spirit of self-examination and attitude of humility and restoration. If the matter is still unresolved, then the offending party may be considered for church discipline.
4. The unresolved matter is taken to the Discipline Committee who must hear the matter as the church appointed representatives responsible to help solve such difficulties. Steps two and three above must have been taken before a matter or offense may be heard by the Discipline Committee. A public offense such as is mentioned in Galatians 2:11-15 may skip steps two and three above and be taken directly to the Discipline Committee.
5. If the matter remains unresolved, it shall be taken to the membership of the church at any main service, business meeting, a meeting called for this purpose, or announced time in conjunction with the above mentioned meetings. Upon a successful vote favoring the recommendation of the Discipline Committee, the unrepentant member shall be removed from the membership.³
6. The primary purpose of church discipline is to maintain a pure assembly and to seek restoration of the erring member.

¹2 Thessalonians 3:6, 10-15, Galatians 1:8-9, 1 Corinthians 5:1-13 ²John 13:34-35, 1 John 3:16, Matthew 7:3, 18:15-18, Galatians 6:1-2 ³Romans 16:17-18, 1 Timothy 5:19-20, Titus 3:10-11

- D. A member shall be removed from membership when that person unites with another church.

Restoration to Membership

If the offending party, after dismissal, heeds the warning, demonstrates repentance, and requests reinstatement before the Discipline Committee, then he shall be publicly restored to the rights, duties, privileges, and responsibilities of membership.¹

¹2 Corinthians 2:1-11

ARTICLE 8 – CHURCH MEETINGS

SECTION 1 – Regular Services

- A. Regular weekly meetings shall be held each Sunday morning and evening and one weekday evening unless canceled by the pastors and board of deacons. The pastors with the board of deacons may arrange the day and time of any regular meeting.
- B. The Lord's Table shall be observed periodically.
- C. Special meetings such as Bible conferences and missionary presentations shall be scheduled by the pastors with the board of deacons.

SECTION 2 – Business Meetings

- A. The church shall schedule an annual business meeting in conjunction with the end of the fiscal year. The date and time shall be determined by the pastors and deacons. The meeting shall be held to give opportunity to approve the final numbers for the previous fiscal year and for all pastors, church committees, and ministries to report.
- B. Special congregational business meetings may be called by the pastors or deacons at any time. However, the date, time, place, and purpose must be announced to the congregation from the pulpit on a Sunday at least one week before the meeting (unless otherwise provided for in this constitution) if the purpose is the purchase or disposition of property, the calling or dismissal of a pastor, the election of a deacon to fill a vacancy, or a fiscal matter that requires church approval.
- C. Emergency meetings may be called by the pastors or deacons immediately if reasonable notice is provided to the membership
- D. Business decorum
 1. The Senior Pastor will normally preside as moderator of all church business meetings, but he or the deacons may designate someone else when appropriate or needed. The moderator shall relinquish the chair during consideration of matters in which he is personally involved.
 2. Members must be physically present in a meeting in order to vote.
 3. Voting members present at any business meeting called in accordance with the requirements of the constitution shall be considered a quorum for the transaction of business.
 4. Voting members of this church must be at least eighteen years old.

5. Members under disciplinary action by the church are not eligible to vote or hold office.
6. A majority of the voting members present at any constitutionally called meeting shall be required for the election of officers or to render final decisions in any other matters under consideration except as stated otherwise in this constitution. Purchasing or disposing of property and licensing or ordaining a man for the ministry shall require a two-thirds (2/3) affirmative vote. Calling or dismissing a senior pastor shall require a three-fourths (3/4) affirmative vote.
7. Amendments and election or dismissal of deacons or pastors shall be by secret ballot.

SECTION 3 – Amendments

- A. An amendment to this constitution must be submitted to the deacons, and upon their approval, the deacons must present it to the church in writing on a Sunday at least one week before the meeting to consider the proposed amendment.
- B. Amending the Articles of Faith requires a three-fourths (3/4) affirmative vote. Amending other articles requires a two-thirds (2/3) affirmative vote.

ARTICLE 9 – OFFICERS / STAFF / COMMITTEES

Officers and pastoral staff members shall be chosen by the voting membership of the church. All officers, staff, appointed positions, and committees shall be members of the church and shall be required to subscribe to the Articles of Faith, the constitution, and requirements pertaining to their position as outlined in the constitution or current policy statements. No person except a pastor shall be considered for any elected office until after he has been a member for at least six months. The lives of all officers, staff members, and teachers shall be in conformity with the general rules of Christian conduct and character as revealed in the Scriptures.

SECTION 1 – Senior Pastor

- A. The senior pastor of the church shall be chosen by the congregation for an indefinite period upon recommendation of the deacons after prayerful investigation and consideration. Only such men shall be recommended who can and will conscientiously subscribe to the Articles of Faith, the constitution, and overall agreement with the current policies of this church.
- B. The senior pastor shall meet the qualifications of godly character and living of Ephesians 4, Titus 1, 1 Timothy 3, and 1 Peter 5. A woman cannot be the senior pastor of this church.
- C. If the senior pastor shall make written application to be released from the senior pastorate, or if the relationship between the senior pastor and the congregation becomes such as to become detrimental to the welfare of the church, the relationship may be terminated by the church in sixty days from the date of notice of intention, or in a shorter period of time, if it be mutually agreed upon by the senior pastor and deacons. The deacons shall have authority to consider this matter and make recommendation to the church.
- D. If the senior pastor's personal belief, preaching, teaching, or conduct is not in accordance with the Articles of Faith and this constitution, his services as the senior pastor shall be terminated immediately following a constitutionally-called meeting at which his dismissal is approved by a successful vote of the membership.
- E. It is the duty of the senior pastor to take the general oversight of the church, to preach faithfully the Word of God and administer the ordinances, to keep watch over, guide, and advance the spiritual interest of the people, to expose and warn against false teachers, and to earnestly seek to win the lost to Jesus Christ.
- F. The senior pastor shall be an ex-officio member of all committees and organizational meetings and may partake in their privileges and votes but need not assume their obligations.
- G. The senior pastor shall consider and arrange for pulpit supply and special pulpit guests.
- H. The senior pastor will select and hire staff upon consultation with the deacons.
- I. The various ministries of the church are under the leadership of the senior pastor but may be delegated to others.
- J. With the consent of the deacons, the senior pastor shall be allowed to hold special meetings outside the church each year if he so desires.
- K. The senior pastor and eligible members of his family shall become members of the church.

SECTION 2 – The Associate Pastors

- A. Shall be a man selected by the senior pastor in consultation with the deacons.
- B. Shall work under the direction of the senior pastor unless the senior pastor and deacons stipulate otherwise.
- C. Shall work under the direction of the deacons of the church during a time when the church is without a senior pastor.
- D. Shall be terminated either when his resignation becomes effective or by dismissal by the senior pastor upon consultation with the deacons.

SECTION 3 – The Deacons

Since the temporal affairs of the Church are legitimately embraced in the duties of the Deaconate according to the Scriptures and since the deacons are elected in such a way as to comply with the statutes of the State of Colorado, the deacon board shall officially be known as the trustees of the Calvary Community Baptist Church of Northglenn, Colorado and shall represent the church in transactions involving the state and other temporal agencies. Therefore, the term “Deacon” hereafter shall be understood to be “Deacon-trustee”.

Qualifications of Deacons

- A. A deacon shall be a believer in the Lord Jesus Christ, be in full agreement with the Articles of Faith and the constitution, and be in overall agreement with the current policies of this church. He should be of mature judgment and unquestionable Christian character, loyal to the Word of God, and devoted to the Lord Jesus Christ and to the spiritual welfare of the church.
- B. His character shall reflect the requirements as stated in Acts 6:3 and 1 Timothy 3:8-13, and he should be faithful in attending the services of the church. He shall be separated unto God from the world, shall support the church with his offerings, be a giver of record, and must be in agreement with the position, direction and leadership of the Church.
- C. A deacon shall not be a member of any secret order or lodge but commit whole-heartedly to the ministry of the church, to spiritual growth, and to Christ-likeness as stated in the Bible and outlined by our church covenant.
- D. A deacon shall be at least 21 years of age and have been an active member of the church for at least six months.

Organization and structure of the board of deacons

- A. The board of deacons shall consist of qualified men elected annually in such numbers that approximately 1/3 of the positions expire each year. One term of office is 3 years, and a deacon may not be elected to more than two consecutive full terms without taking a year off. An unexpired vacancy may be filled at any business meeting for which proper notice was given. A deacon who was elected to fill an unexpired vacancy may serve two consecutive full terms before being required to take a year off.
- B. The board of deacons shall annually elect their own chairman, vice-chairman, and secretary which, along with the church treasurer, shall be the legal officers of the corporation.
- C. The board of deacons may also appoint committees as necessary in order to carry out their duties.
- D. If a deacon has unexcused absences from three consecutive regular monthly deacon meetings, he shall be dismissed from the board and his position shall be declared vacant.
- E. The board of deacons shall meet regularly, and a majority of the board shall constitute a quorum. The board should report its work at each annual meeting and at any other church meeting when directed by church action.

Duties of the board of deacons

- A. The pastors and deacons shall be responsible for all spiritual, material, and temporal affairs of the church. They shall supervise the care of all buildings and properties belonging to the church.
- B. The deacons shall be the custodian of all church funds and have the authority to invest them in a safe and responsible way. They shall manage church funds in a way that enables them to pay church bills and meet responsibilities in a timely and honorable fashion to carry out the will of the church.

- C. The deacons shall recommend a budget to the church for the next fiscal year which includes ministry and operating expenses, missions, and salaries for all pastors and church employees.
- D. The deacons shall interview and examine all membership applicants and recommend qualified ones to the church for consideration. They shall also review the membership list annually and recommend to the church at the annual meeting which names should be removed.
- E. The deacons and pastors shall be in charge of all disciplinary measures.
- F. The deacons shall assist the pastors in any duties that the church may delegate to them such as visitation, administering the ordinances, caring for the needy and sick, and so forth.
- G. The deacons shall have full charge of the Benevolent Fund to aid needy members of this church.
- H. The deacons shall appoint at least two people to count church offerings on the church premises before depositing the funds.
- I. The deacons shall investigate and recommend missionary enterprises to the church. Any missionary and their mission board must be in agreement with the Articles of Faith, the constitution, and the position and policies of this church in order to be supported.
- J. The deacons shall be authorized to spend up to a designated amount for non-budgetary items without special church authorization. This designated amount will be determined by the church.
- K. The deacons and pastors shall have the responsibility to authorize the use of church property for gatherings outside of normal church services.
- L. Nominations must be submitted to the nominating committee at least two weeks before the annual meeting so qualifications can be checked, and prior consent can be obtained. The deacons shall post a list at least one week before the annual meeting containing at least one name for each open position.
- M. If the office of senior pastor becomes vacant, the deacons will have charge of and continue all regular services in harmony with the constitution.
- N. The deacons will determine who has access to the church safety deposit box.

SECTION 4 – Appointed Officers

All appointed officers shall be appointed by the pastors and deacons to a one year term at the first regular deacon meeting following the annual meeting unless otherwise specified in this constitution.

Church Clerk

- A. Shall record accurate minutes of all congregational business meetings and file them along with any other necessary documents.
- B. Shall keep a record of the church membership including admissions, dismissals, and baptisms.

Treasurer

- A. Shall keep financial records of the receipt and disbursement of all funds by using generally accepted accounting procedures.
- B. Shall disperse funds as voted upon by the pastors/deacons and/or congregation.
- C. Shall issue written reports periodically to the pastors and deacons and semi-annually to the congregation.
- D. Shall make the records available for inspection and audit.
- E. May have an assistant treasurer (if needed) who shall be appointed by the pastors and deacons to a term not to exceed one year.
- F. If functioning as a paid position (Finance Manager), the appointment is for an indefinite period of time and may include pastoral status.

Financial Secretary

- A. Shall keep records of all funds received and deposit them into the proper church accounts.
- B. Shall keep a personal giving record for each contributor.
- C. Shall be responsible for ordering and distributing boxes of offering envelopes to all members who desire them.
- D. Shall provide an annual personal giving statement to each giver of record by the legal deadline.

SECTION 5 – Other Appointed Positions and Committees

Sunday School Superintendent

- A. Shall be appointed by the pastors and deacons to a one year term at the first regular deacon meeting following the annual meeting.
- B. Shall preside over all teachers' meetings.
- C. Shall be a member of the Christian Education committee.
- D. Shall appoint Sunday school teachers.

Christian Education Committee

- A. This committee shall be appointed by the pastors and deacons to a one year term at the first regular deacon meeting following the annual meeting. The deacons shall designate the Christian education director as the committee's chairperson, but the committee shall elect its own secretary. The Sunday school superintendent may fill in as chairperson if the position of Christian education director is vacant.
- B. The committee members shall be qualified in, representative of, and active in the various areas of responsibility which have been committed to their trust. The Sunday school superintendent and youth director shall automatically serve on this committee.
- C. The committee shall be responsible to work under the authority of the pastors and deacons.
- D. The responsibilities of the committee will be determined by the deacons.

Deaconesses

- A. Shall work under the authority of the pastors and deacons.
- B. Shall be appointed to a one year term at the first regular deacon meeting following the annual meeting.
- C. Shall elect their own chairwoman and secretary at the first meeting following their appointment.
- D. May form various sub-committees and elect their own committee coordinators.
- E. The responsibilities of the deaconesses will be determined by the deacons.

Ushers

- A. A head usher and assistant head usher shall be appointed by the pastors and deacons to a one year term at the first regular deacon meeting following the annual meeting.
- B. The responsibilities of the ushers will be determined by the pastors or deacons.

Nominating Committee

- A. Shall be comprised primarily of deacons and appointed by the pastors and deacons.
- B. Shall present to the deacons a slate of nominees.
- C. Shall verify that all candidates meet the constitutional requirements.
- D. Shall obtain consent from each nominee and present the slate to the deacons for ratification before posting.
- E. Shall only consider nominations given to them at least two weeks before the annual meeting.
- F. Shall fill vacancies using the same methods and policies.

Pulpit Committee

- A. Shall be appointed by the deacons if the office of senior pastor becomes vacant.
- B. Shall identify qualified men as candidates for the office of senior pastor and present them to the deacons for consideration.
- C. Shall present one candidate at a time to the church for senior pastor upon a three-fourths (3/4) affirmative vote of the deacons.

SECTION 6 - Auxiliary Ministries

- A. Auxiliary ministries may be formed as needed but must be approved by the pastors and deacons.
- B. They shall be in complete accord with the church constitution and Articles of Faith and will be subject to the pastors and deacons.
- C. The leadership or sponsors of the ministries must be members of the church unless the deacon board approves otherwise.

ARTICLE 10 - POLICY

SECTION 1 – Missionary Involvement

In order to help believers fulfill the gospel commission of the New Testament, this church shall support missionary causes that agree with the church's Articles of Faith, purposes, and practices as a Baptist church. The missionary program will be governed by the missionary policies adopted by the church.

SECTION 2 – Finances

- A. The ministry of this church shall be supported by the voluntary giving by the people as the regular means of raising money for church purposes.
- B. We believe it is the privilege and responsibility of members to support their church as an act of worship. This stewardship unto God should be regular, proportionate, purposeful, and cheerful.
- C. Fundraising methods and appeals for special projects by the church or its ministries must be approved by the deacons or follow policies already approved.

SECTION 3 – Political Activities

Involvement in political activities must be in accordance with federal and state laws.

SECTION 4 – Licensing and Ordaining to the Gospel Ministry

Any man who desires to be licensed or ordained for the ministry shall make written application to the deacons and give satisfactory evidence of his scriptural qualifications, training, and calling into the ministry. The church may call a council of pastors and Christian laymen from churches of like faith and practice to examine the qualifications of a candidate for ordination. Arrangements for the ordination council and service shall be made by the deacons. The church may withdraw the ordination or license of one it has approved who departs from the Articles of Faith of our church.