

CONSTITUTION



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Calvary Bible Church is an institution free from any denominational control. Her members, aware of the prevailing apostasy in denominations, have separated themselves therefrom, in the spirit of 2 Corinthians 6:14-18. Calvary Bible Church would be a church after the New Testament pattern, being made up of a group of witnesses. Emphasis is placed upon the scriptural thought of "the fellowship of believers" rather than upon the importance of membership. Free of the sectarian spirit, we would remember that there is but one body, the Body of Christ, in which Body all believers are members. The church is established to preach the Gospel of our Lord Jesus and to "contend earnestly for the faith once for all delivered unto the saints."

Article 1. Name

The name of this Church shall be "Calvary Bible Church."

Article 2. Purpose

The purpose of Calvary Bible Church shall be the salvation of souls; the edification of the saints through the teaching of God's Word; the world wide proclamation of God's saving grace, in keeping with Christ's great commission; the defense of the "faith once delivered to the saints"; and cooperation with such Christian activities as function in harmony with God's Holy Word.

Article 3. Doctrine

§1: The Triune God

We believe that there is one and only one living and true God,¹ Who eternally exists in three equally divine Persons, the Father, the Son, and the Holy Spirit.² He is the Creator and Sustainer of all things,³ and He rules all things in holiness, wisdom, and love⁴ to bring about His eternal good purposes⁵ to redeem a people for Himself⁶ and restore His fallen creation,⁷ to the praise of His glorious grace.⁸

¹ Deuteronomy 6:4; 1 Corinthians 8:4

² 1Peter 1:2; John 1:1; Acts 5:3-4

³ Genesis 1:1; Hebrews 11:3; Colossians 1:16

⁴ Colossians 1:17; Daniel 4:34-35; Psalm 103:13; 145: 9, 16; Isaiah 6:3; Romans 11:33

⁵ Genesis 45:5-7; Ephesians 1:11-12

⁶ Genesis 3:15; Matthew 1:21; Revelation 5:9

⁷ Genesis 3:18-19; Romans 8:18-25; Revelation 21:5

⁸ Ephesians 1:3-14

§ 2: Revelation

We believe that this God has graciously disclosed His existence in the created order,⁹ and has supremely revealed Himself in His Son, the incarnate Word.¹⁰ Moreover, He has revealed Himself in human words,¹¹ the sixty-six books of the Old and New Testaments, which alone

constitute the verbally inspired Word of God.¹² The Scripture is without error in the original writings,¹³ complete in its revelation of His will to us,¹⁴ sufficient for all that God requires us to believe and do,¹⁵ and final in its authority over every domain of knowledge to which it speaks.¹⁶ As we hear, believe, and do the Word, we are equipped as disciples of Christ and witnesses to the gospel.¹⁷

⁹ Psalm 19:1; Romans 1:19–20

¹⁰ Hebrews 1:1–2; John 1:1, 14

¹¹ Genesis 1:3; Psalm 33:9

¹² 2 Timothy 3:16–17; 2 Peter 1:20–21

¹³ John 10:35; Proverbs 30:5; Titus 1:2

¹⁴ 2 Timothy 3:16–17

¹⁵ Luke 16:29–31; John 17:17; 1 Peter 1:23

¹⁶ John 5:39; 17:17; James 1:22; 2 Corinthians 1:20

¹⁷ Matthew 28:18–20; Acts 1:8; 1 Timothy 1:5

§3: Creation of Humanity

We believe that God created human beings, male and female, in His own image.¹⁸ Men and women equally bear the image of God, but are not simply interchangeable.¹⁹ God designed marriage to be an exclusive, lifelong covenant relationship between one man and one woman in which the husband reflects the self-sacrificing love of Christ for His church and the wife reflects the loving submission of the church to Christ.²⁰ Any sexual activity outside of this relationship is forbidden by our Creator.²¹ In the church, both men and women are encouraged to serve Christ and develop their full potential in the manifold ministries of the people of God.²²

¹⁸ Genesis 1:26–27; 9:6; James 3:9

¹⁹ 1 Corinthians 11:7–12; Galatians 3:26–29

²⁰ Malachi 2:14; Ephesians 5:22–33

²¹ Genesis 2:21–24; 1 Corinthians 6:9–10, 18–20

²² Luke 10:38–42; 1 Corinthians 11:2–6; 1 Timothy 3:1–13

§4: The Fall

We believe that Adam's sin in the Garden of Eden distorted the image of God in humanity and forfeited his original blessedness for himself and all his progeny.²³ As a result, all human beings are alienated from God,²⁴ corrupted in every aspect of their being,²⁵ and condemned finally and irrevocably to death.²⁶ The supreme need of all human beings is to be reconciled to God,²⁷ under Whose just and holy wrath we stand.²⁸ The only hope of all human beings is the undeserved love of God,²⁹ Who alone can rescue us and restore us to Himself.³⁰

²³ Genesis 3:16–19, 9:6; James 3:9; 1 Corinthians 15:21–22

²⁴ Ephesians 2:1–3, 12

²⁵ Romans 1:18–3:18

²⁶ John 3:18; 1 John 5:12; Revelation 20:15

²⁷ Romans 3:19–20

²⁸ John 3:18, 36; Romans 1:18, 3.24; 1 John 2:2

²⁹ John 3:14–17; Ephesians 2:4–7; 1 John 4:8

³⁰ Romans 1:16; 1Peter 5:10–11

§5: The Plan of God

We believe that from all eternity³¹ God determined to save a great multitude of guilty sinners from every tribe and language and people and nation to the praise of His glorious grace.³² To this end He chose them before the foundation of the world to be holy and blameless before Him.³³ In love God commands all people to repent and believe,³⁴ having set His saving love on those He has chosen³⁵ and having ordained Christ to be their Redeemer.³⁶

³¹ Ephesians 1:3–6; Revelation 13:8

³² Revelation 5:9–13; Ephesians 1:6, 12, 14

³³ Ephesians 1:4; Acts 13:48

³⁴ Acts 16:31; 17:30–31

³⁵ John 6:44, 65; 15:13–14; 17:20, 23

³⁶ Psalm 2; 2 Samuel 7:11–15; Acts 3:17–26

§6: The Gospel

We believe that the gospel is the good news of Jesus Christ,³⁷ Who lived the life we failed to live,³⁸ died the death we deserved to die,³⁹ and rose again to give us new life in Him.⁴⁰ All who turn from their sin and believe Christ are saved.⁴¹

³⁷ Romans 1:16; 1 Corinthians 1:18–24

³⁸ Romans 5:12–14, 18–19

³⁹ 1 Peter 2:24; 3:18; 2 Corinthians 5:21; John 1:29

⁴⁰ 1 Corinthians 15:21–22; Ephesians 1:18–2.6

⁴¹ Acts 20:21; Mark 1:15; John 3:16

§7: The Redemption of Christ

We believe that, moved by love and in obedience to His Father, the eternal Son became fully human without ceasing to be fully divine.⁴² For us and for our salvation, Jesus came down from heaven,⁴³ became incarnate of the virgin Mary by the power of the Holy Spirit,⁴⁴ lived a sinless life,⁴⁵ was crucified under Pontius Pilate,⁴⁶ and was buried.⁴⁷ On the cross He canceled sin,⁴⁸ satisfied God's anger,⁴⁹ and reconciled to God all who believe in Him.⁵⁰ He arose bodily from the dead on the third day according to the Scriptures,⁵¹ thus proving His innocence,⁵² breaking the power of death,⁵³ and bringing everlasting life to all His people.⁵⁴ He ascended into heaven,⁵⁵

where He sits on the right hand of the Father⁵⁶ to rule as King over all God's creation⁵⁷ and to serve God's people as their High Priest and Advocate.⁵⁸ He shall come again to judge the living and the dead,⁵⁹ and His kingdom shall have no end.⁶⁰

⁴² John 1:1, 14; 17:24–26

⁴³ Galatians 4:4–5

⁴⁴ Luke 1:30–35

⁴⁵ 2 Corinthians 5:21; Hebrews 4:15

⁴⁶ Matthew 27:11–50

⁴⁷ Matthew 27:57.61

⁴⁸ Colossians 2:13–15

⁴⁹ Romans 3:25–26; 1 John 2:2

⁵⁰ Romans 5:10–11

⁵¹ John 20:1–18

⁵² Isaiah 53:7–9; Romans 1:1–6

⁵³ Hebrews 2:14–15

⁵⁴ John 3:16, 36

⁵⁵ Acts 1:6–11

⁵⁶ Acts 2:33

⁵⁷ Acts 7:56; 15:12–21

⁵⁸ Hebrews 7:25; 1 John 2:1–2

⁵⁹ 2 Timothy 4:1; Titus 2:11–14

⁶⁰ Isaiah 9:6–7; Luke 1:33

§8: The Justification of Sinners

We believe that Christ, by His obedience and death, fully discharged the debt of all those who are justified.⁶¹ By His perfect obedience He satisfied the just demands of God on our behalf.⁶² By His sacrificial death, He bore in our place the punishment due us for our sins, thus satisfying God's justice on our behalf.⁶³ Salvation is found in no one else, for there is no other name given under heaven by which we must be saved.⁶⁴ We believe that a zeal for personal and public obedience flows from this free justification.⁶⁵

⁶¹ Galatians 4:4–5; Ephesians 1:7; Romans 3:22–24

⁶² Matthew 3:16; Romans 5:18–19; 1 Corinthians 15:21–22; Hebrews 10:5–10

⁶³ Isaiah 53:4–6; 1 Peter 3:18; Hebrews 10:11–12; Romans 3:25–26; 5:1–10; 1 John 2:1–2

⁶⁴ Acts 4:12

⁶⁵ Ephesians 2:10; 5:1–7; Titus 2:11–3.8; James 2:14–26

§9: The Power of the Holy Spirit

We believe that this salvation is applied to His people by the Holy Spirit,⁶⁶ Who gives life to spiritually dead sinners,⁶⁷ awakening them to repentance and faith.⁶⁸ In Him they are baptized into union with the Lord Jesus⁶⁹ and adopted into God's family.⁷⁰ The Spirit gives believers gifts⁷¹ to build up the body of Christ,⁷² to bring the gospel to the lost,⁷³ and to magnify the glory of

God.⁷⁴ The Holy Spirit is Himself the down payment of the promised inheritance,⁷⁵ and in this age indwells,⁷⁶ seals,⁷⁷ guides,⁷⁸ instructs,⁷⁹ equips,⁸⁰ revives,⁸¹ and empowers⁸² believers for Christ-like living and service.⁸³

⁶⁶ Ephesians 1:13–14

⁶⁷ Ephesians 2:1–7; John 3:1–7

⁶⁸ Acts 20:21; 2 Timothy 2:24–26; 1John 5:1

⁶⁹ 1 Corinthians 12:13

⁷⁰ Romans 8:14–16; Galatians 4:4–6

⁷¹ 1 Corinthians 12:4–11; Ephesians 4:7

⁷² 1 Corinthians 14:1–5; Ephesians 4:11–16

⁷³ 1 Corinthians 14:22–25; Ephesians 4:11

⁷⁴ Ephesians 3:10, 20–21; 1 Peter 4:10–11

⁷⁵ Ephesians 1:14

⁷⁶ 1 Corinthians 6:18–20

⁷⁷ Ephesians 4:30

⁷⁸ John 16:13

⁷⁹ John 14:26

⁸⁰ 1 Corinthians 12:4–11

⁸¹ Acts 4:7–31; 13:9, 49–52

⁸² Acts 1:8

⁸³ 2 Corinthians 3:18

§10: The Kingdom of God

We believe that God rules as King over His creation.⁸⁴ His kingdom is present since He rules everywhere at all times,⁸⁵ but it is not yet fully realized, since fallen humanity still rejects His authority.⁸⁶ But at redemption believers enter the kingdom of God⁸⁷ and delight in the blessings of the new covenant.⁸⁸ Since Christ calls us to be salt and light in the world,⁸⁹ believers should neither withdraw into seclusion from the world, nor become indistinguishable from it. Rather, we are to do good to the city⁹⁰ and to love our neighbors as ourselves.⁹¹ Through our witness God plunders Satan's dark kingdom,⁹² and regenerates and renovates the lives of individuals rescued through repentance and faith.⁹³

⁸⁴ Psalm 115:3

⁸⁵ Colossians 1:13–14

⁸⁶ Ephesians 5:3–14; Hebrews 2:8

⁸⁷ John 3:3, 5; Colossians 1:13–14

⁸⁸ Jeremiah 31:31–34; 1 Corinthians 11:23–24; Hebrews 8

⁸⁹ Matthew 5:13–16

⁹⁰ Luke 10:25–37; Jeremiah 29:7

⁹¹ Matthew 22:36–40; Galatians 6:10

⁹² Matthew 11:12; Mark 3:27

⁹³ Ephesians 2:11–21; John 17:20–21

§11: **God’s New People**

We believe that Jesus brings peace between alienated peoples through the gospel, creating in Himself one new humanity—the church.⁹⁴ This universal church is manifest in local churches⁹⁵ where the gospel is put on display by the power of the Spirit.⁹⁶ A true church is marked by her gospel message,⁹⁷ her sacred ordinances,⁹⁸ her discipline,⁹⁹ her great mission,¹⁰⁰ and, above all, by her love for God and by her members’ love for one another and for the world.¹⁰¹ And as we live here, as believers, we are called to live in such a manner as not to bring reproach upon our Savior and Lord and that separation from all religious apostasy, all worldly and sinful pleasures, practices and associations is commanded by God.¹⁰²

⁹⁴ Ephesians 2:14–18

⁹⁵ Matthew 16:18; Galatians 1:2

⁹⁶ Ephesians 3:10, 14–21

⁹⁷ Romans 1:16–17; 2 Corinthians 4:1–6

⁹⁸ Matthew 28:18–20; 1 Corinthians 11:17–26

⁹⁹ Matthew 18:15–18

¹⁰⁰ Matthew 28:18–20

¹⁰¹ Matthew 22:34–40; John 3:16

¹⁰² Romans 12:1-2; 1 John 2:15-17; 2 Corinthians 6:14-7:1

§12: **Baptism and the Lord’s Supper**

We believe that the Lord Jesus ordained baptism and the Lord’s Supper for the assurance of His people.¹⁰³ We believe that baptism is for believers,¹⁰⁴ serving as a visible sign of our participation with Jesus in His death and resurrection,¹⁰⁵ an entrance into the new covenant community,¹⁰⁶ and a pledge of future obedience to the Lordship of Christ.¹⁰⁷ We believe that the Lord’s Supper is an ongoing covenant renewal for the people of God¹⁰⁸ in which we affirm our unity as the redeemed,¹⁰⁹ commemorate the covenant of redemption,¹¹⁰ and enjoy the presence of the Redeemer.¹¹¹

¹⁰³ Matthew 28:18–20; 1 Corinthians 11:23–26

¹⁰⁴ Acts 2:39; 16:31–34

¹⁰⁵ Romans 6:2–3; Galatians 3:27

¹⁰⁶ 1 Corinthians 12:13; Colossians 2:11–12

¹⁰⁷ Matthew 28:19; Romans 6:4

¹⁰⁸ 1 Corinthians 11:23–26

¹⁰⁹ 1 Corinthians 11:17–22; Ephesians 2:11–18

¹¹⁰ 1 Corinthians 11:23–26

¹¹¹ 1 Corinthians 10:14–17; 11:27–34

§13: The Restoration of All Things

We believe in the personal, glorious, and bodily return of our Lord Jesus Christ with His holy angels,¹¹² when He will exercise His role as final Judge,¹¹³ and His kingdom will be consummated.¹¹⁴ We believe in the bodily resurrection of both the just and the unjust¹¹⁵—the unjust to judgment and eternal, conscious punishment in hell¹¹⁶ and the just to eternal blessedness in the presence of God.¹¹⁷ The church will be presented faultless before God by the redemptive work of Christ,¹¹⁸ all sin will be purged¹¹⁹ and its wretched effects will forever be banished.¹²⁰ God will be all in all¹²¹ and His people will be enthralled by the immediacy of His ineffable holiness,¹²² and everything will be to the praise of His glorious grace.

¹¹² Titus 2:13; Matthew 24:29–31

¹¹³ 2 Thessalonians 1:5–10; Matthew 25:41–46

¹¹⁴ 1 Corinthians 15:20–28; Daniel 7:13–14

¹¹⁵ Daniel 12:2; Revelation 20

¹¹⁶ Luke 16:19–31; Revelation 14:9–11

¹¹⁷ Matthew 25:21, 23; Psalm 23:6

¹¹⁸ Jude 24–25

¹¹⁹ Matthew 1:21; 1John 3:2–3

¹²⁰ Revelation 21:3–4

¹²¹ 1 Corinthians 15:28

¹²² Isaiah 6; Revelation 4:5

Article 4. Membership

§1. 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 or is willing to be, 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 Doctrinal Statement and must promise to keep the commitments expressed in the Church Covenant.

§2. Admission of Members

Persons can be received into the membership only upon:

- a) The completion of membership instruction,
- b) A membership application filled out and turned in to the Elders,
- c) An applicant's testimony of faith in Christ given at an interview conducted with the Elders, and
- d) A recommendation by the Elders, which must be affirmed by the members at any regular or special meeting of the members.

§3. Associate Membership

We extend "associate membership" to those who are away from home and who are temporarily located in the Columbus area. Such persons must be members of sister, Gospel-preaching churches and must meet the same requirements of regular membership. Associate membership entitles one to all privileges, discipline, and responsibilities of regular membership, including the right to vote in business meetings (with the exception of holding the office of deacon or elder). Upon removal from the Columbus area, associate members shall be automatically dropped from the membership roll. Upon written request to the Elders, associate membership may be changed to regular membership at any time, in which case, the home church of the individual involved shall be notified so that duplication of membership may be avoided.

§4. Duties and Privileges of Membership

Members are expected consistently to strive to live according to the light revealed to them by the Holy Spirit through God's Word. 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. Only those shall be entitled to serve in the ministries of the church who are members of this congregation; non-members may serve on an ad-hoc basis with the approval of the Elders. It is the privilege and responsibility of members to attend members' meetings and vote on the election of officers, membership matters, and on such other matters as may be submitted to a vote.

§5. Termination of Membership

The church shall recognize the termination of a person's membership:

- a) Upon death.
- b) Upon voluntarily resignation or joining with another church. The church shall have authority to refuse a member's resignation or transfer of membership to another church, either for the purpose of proceeding with a process of church discipline, or for any other biblical reason.
- c) Upon church discipline

§6. On Church Discipline

a) Explanation of Church Discipline: Since accountability within the context of loving relationships is a vital part of God's plan for spiritual growth, the members of Calvary Bible Church show their love for one another through mutual exhortation and encouragement (Rom 15:14). When a member becomes aware of a sin pattern that is hindering another member's spiritual growth and testimony for Christ, he should first examine his own heart (Matt 7:5) and then go alone to that person seeking to restore him in a spirit of gentleness (Gal 6:1). This is according to the instruction of our Lord in Matthew 18: 15-17.

b) Purpose of Church Discipline: Because Calvary Bible Church desires to glorify God by maintaining the purity of the local body (1 Cor 5:6-13), we seek to build up believers by deterring sin (Matt 18:17; 1 Tim 5:20) and to reclaim and restore offending believers by calling them to repentance (Gal 6:1).

c) Process of Church Discipline:

1) It is the responsibility of the erring member to confess his sin to the one(s) sinned against and be reconciled to the offended person(s) (Matt 5:24).

2) It is the responsibility of any member of CBC, having knowledge of an erring member's sin, to warn and correct him in private, seeking his repentance and restoration (Matt 18:15; Gal 6:1).

3) If the erring member does not heed these warnings, then the warning member shall request the presence of one or two others and go again to the erring member, repeatedly if necessary, seeking repentance and restoration (Matt 18:16).

4) If the erring member does not heed these warnings, then the matter shall be brought to the attention of the Elders. The Elders shall take the case into prayerful consideration and bring the matter before the church so that the body may publicly and corporately call the erring member to repentance (Matt 18:17). No action calling for dismissal shall be taken against any member until he be informed in writing, the offense cited, and he be given an opportunity to appear before the Elders.

5) If the erring member does not repent in response to the church then he shall be publicly dismissed from the membership and fellowship of the church at a regularly scheduled worship service (Matt 18:17).

6) If after dismissal the erring party heeds the warning, demonstrates repentance, and personally asks the Elders to be reinstated by the church, then he shall be publicly restored to all the rights, duties, privileges, and responsibilities of membership (2 Cor 2:6-8).

7) All matters of discipline shall be conducted in the spirit and letter of the Scriptures.

Article 5. Government

§1. Recognizing Christ as the head of the church (Ephesians 1:22-23; 5:23), the membership of this local church shall worship and labor together according to the discipline, rules, and fellowship set forth in this Constitution and Church Covenant. The government of the church is vested in its voting membership. Each member having reached the age of 16 is entitled to vote in congregational business meetings.

The corporate membership of this church shall be autonomous and independent from any denominational or ecclesiastical structure; that is, it shall be the sole, final authority in all matters of membership, doctrine, polity or government, property, and affiliation.

§2. The officers of the church shall be Elder and Deacon. The primary functions of the officers are to govern, and care for, and equip the body of believers for the work of the ministry.

The Elders shall be responsible for the teaching of the Word and caring for the spiritual needs of the body and shall be the overseers of the body in all its dealings. The Elders may be vocational Elders (Pastors serving as Elders) or non-vocational Elders. The Elders shall have supervision over the business transactions and general ministry of the church and its organizations. The Elders shall be equal in authority, but may be specialized in function.

The Deacons shall assist the Elders in any service to the church as needed, but especially in the areas of caring for physical needs of the congregation, administration, and implementation of ministry plans.

Article 6. Elders, Deacons, and Pastors

§1. Elders and Deacons

- a. **Selection.** Any man may be nominated to the office of Elder or Deacon if he has met the spiritual and ministerial guidelines set up by the Elders and governing documents of this church. Recommendations to fill the office of Elder and/or Deacon may be requested once a year from all church members. A review committee (a subcommittee of the Elders) shall be appointed to (1) inquire of church members either to nominate candidates or to present themselves as candidates for office, and (2) formally examine those candidates and recommend to the Elders a list of the names of the nominees.
- b. Upon nomination, the Elders will conduct interviews and determine whether a nominee fulfills the spiritual requirements necessary for the office. (1 Timothy 3:1-13; Titus 1:5-9; 1 Peter 5:1-4; and Acts 6:1-6). If so, the Elders will recommend the list of nominees for congregational affirmation in accordance with Article 7, §3. The names of the nominees will be made available to the congregation at least 2 Sundays preceding the meeting, in accordance with Article 7, §1. Unless extraordinary circumstances require otherwise, this meeting shall take place no later than the end of April.
- c. Each nominee will be presented to the congregation for a vote of affirmation. No person shall be appointed who is not affirmed by at least 66% of all votes cast by the voting members present.
- d. **Removal.** A non-vocational Elder (men who are not also serving as Pastors and/or staff members) or any Deacon may be removed from office at any time by a vote of at least 66% of all votes cast by the voting members present, at a meeting called in accordance with Article 7, §3, or by issuing a letter of resignation to the Elders. Removal of an Elder or Deacon should be done with due care, after thorough investigation by the Elders, if he is found to be physically or mentally incapacitated or spiritually unqualified according to pertinent Scripture, including 1 Timothy 3:1-13; Titus 1:5-9. Biblical procedures shall be observed, including those set forth in Matthew 18:15-18 and 1 Timothy 5:19-21. Further,

if he refuses to repent of a sin, which is deemed sufficient to disqualify him for shepherding or ministry, the removal shall be accompanied by a public rebuke, and notice shall be made before the church.

- e. **Term.** The term of office for non-vocational Elders and any Deacon shall be not less than 3 years and not more than 4 years. A non-vocational Elder or Deacon, upon completion of one full term in office, shall not be eligible for re-election to the same office during the year immediately following the expiration of his term. Any vacancy may be filled by recommendation of the Elders and congregational vote acting in accordance with Article 6, §1 (a)-(c).
- f. **Duties of Elders.** Elders are primarily responsible for the spiritual oversight of the church, for shepherding the flock of God (1 Peter 5:1-2), and are the governmental body of the church. (Acts 6:1-7; 20:26-32; 1Timothy 3:2; 5:17).
 - 1. The Elders will seek to act in a spirit of unanimity in all decisions, and in no event will any matter be deemed to have passed or be approved, which is not affirmed by at least 66% of the Elders voting on that item. All Elders will have one equal vote in all decisions, except in specific matters which pertain to any given Elder personally, in which case, he should not be included in the vote.
 - 2. The Elders have the authority to create ad hoc committees and positions to which they may delegate any aspect of their responsibility. The Elders may also dissolve any ad hoc committee or position which they created. The Elders also have authority to appoint members of the church to serve as members of such committees and to act as its agents in such positions.
 - 3. The Elders shall designate annually three individuals to act as trustees of the corporation for the exclusive purpose of signing legal papers, documents, etc. in the name of the church.
 - 4. Other paid church staff may be dismissed from their roles by the decision of the Elders.
- g. **Duties of Deacons.** The New Testament word which refers to a Deacon simply means servant and service. The office of Deacon is one of serving. Deacons shall assist the Elders in any service to the church as needed, but especially in the areas of caring for the physical needs of the congregation, administration, and implementation of ministries. (Acts 6:1-6).

§2. Pastors

- a. **Calling.** A Pastor or Assistant Pastor or Associate Pastor (vocational Elders) may be called after recommendation by the Elders, or by a committee appointed by the Elders.

A Pastor, or any Assistant Pastor or Associate Pastor, may be called by a congregational vote of at least 75% of the voting members present at a meeting called in accordance with Article 7, §3. The Senior Pastor will be considered as the lead Elder. All Assistant Pastors and/or Associate Pastors are Elders.

- b. **Duties.** In addition to the duties outlined above for Elders, the Senior Pastor, as lead Elder, will bear the chief responsibility of preaching the Word and leading in the administration of the ordinances of the church. He will provide direction, instruction, and training for all Elders as a “first among equals.” The Senior Pastor will provide vision and accountability for all staff members, and other paid employees of the church.
- c. An Assistant Pastor and/or Associate Pastor will fulfill the office of Elders, and will assist in all duties of Elders outlined above and as directed by Elders, in all areas where his spiritual giftedness is best utilized for the body.
- d. **Removal.** A Pastor will serve until such ministry is terminated by death, resignation, or by a vote of the congregation. A Pastor’s services may be terminated at any time by a congregational vote of at least 75% of the voting members present, at a meeting called in accordance with Article 7, §3. It is the responsibility of the Elders to hold Pastors accountable to Scripture, and to oversee all steps to terminate the services of a Pastor.
- e. Any Pastor who resigns, retires, or whose services are terminated, shall withdraw himself from the congregation within 30 days, unless otherwise mutually agreed upon by the Elders and the Pastor. A Pastor who resigns or retires shall give notice of 30 days before termination of his services, unless a shorter or longer notice is agreed upon by the Elders and the Pastor. Likewise, the salary involved shall continue for 30 days, unless a shorter or longer time period is agreed upon by the Elders and the Pastor.
- f. As with any Elder or Deacon, removal of a Pastor should be done with due care, after thorough investigation by the Elders, if he is found to be physically or mentally incapacitated or spiritually unqualified according to pertinent Scripture, including 1 Timothy 3:1-13; Titus 1:5-9. Biblical procedures shall be observed, including those set forth in Matthew 18:15-18 and 1 Timothy 5:19-21. Further, if he refuses to repent of a sin, which is deemed sufficient to disqualify him for shepherding or ministry, the removal shall be accompanied by a public rebuke, and notice shall be made before the church.

Article 7. Meetings

§1. The fiscal year of the Church shall end on the thirtieth (30th) day of June in each year, and the Annual Congregational Meeting shall be held during the month of April, the date to be determined by the Elders and announced to the Congregation from the pulpit on two Sundays preceding the meeting.

§2. At the Annual Congregational meeting, the minutes of the preceding annual meeting shall be read. The Church Treasurer shall present his financial report, and reports shall be presented

by the various organizations of the Church and Sunday School. Such other business as may be necessary shall be transacted.

§3. Called meetings of the Congregation may be held at the discretion of the Elders or upon the written request of ten percent of the members of the Church. Notice shall be given as provided for in Article 7, §1. No business other than that announced in the notice shall be considered at such called meetings.

§4. A majority vote of the voting members present at any constitutionally called congregational business meeting shall be required for the election of officers or to render final decisions in any matter under consideration, except amendments to this Constitution.

Article 8. Ordination

When in the judgment of the Elders, a man in this membership is called to the Christian ministry, it shall be within the power of the Elders to call and conduct a council for ordination, provided such authority is granted by the vote of the Church. The ordaining Council shall thoroughly examine all applicants for ordination as to their call to the Christian ministry, education, Christian experience, reputation, character, doctrinal beliefs, and demonstrated efficiency in Christian service. The following shall not be ordained to the ministry: those who have not served six months as Pastor, Associate Pastor, or in definite Christian work in such manner as to convey reasonable evidence of God's call to the ministry; those who are addicted to the use of intoxicating liquors, drugs, or tobacco in any form; or those who belong to secret societies, or who bring disrepute upon their ministry through worldly practices and associations. (Romans 12:1-2; II Corinthians 6:14-18; James 4:4; I John 2:15)

It shall be within the province of the Elders to discipline, even to revoke the ordination credentials, of any minister ordained under this Constitution, if the said minister is found guilty of any of the above practices, after an impartial trial conducted in the spirit of I Corinthians 13. The minister under trial shall have the privilege of appealing his case to the Congregation within thirty days after decision of the Elders.

Article 9. Amendments

This Constitution may be amended by a two-thirds vote of the voting members present at any regular or called Congregational meeting, provided the proposed amendment has been printed and distributed to the Congregation at each regular church service for the two Sundays preceding said meeting.

Amendment 1. Christian Day School

§1. The Northside Christian School is owned and administered by Calvary Bible Church. Its ministry is primarily to its own membership and adherence, but it will minister to others who agree to abide by the rules and policies of the Northside Christian School as outlined in the Parent's Handbook.

§2. As a ministry of the Calvary Bible Church, Northside Christian School functions under the authority of the Elders of the Church.

§3. The Elders shall appoint a school committee consisting of four or more members of Calvary Bible Church. Each member of the Committee shall be appointed to a three year term of service. Upon completion of a full term in office, the committee member shall not be eligible for re-appointment to the School Committee during the year immediately following the expiration of his or her term. It is recommended that at least one member of the School Committee, but not more than two, also be a member of the Elders and serve as a liaison between the Elders and the Committee.

§4. The School Committee is given the responsibility by the Elders for admission and retention of students and is responsible for the oversight of the school operations. The hiring and dismissal of all employees of the school are subject to the approval of the Elders.

§5. The Northside Christian School Committee shall prepare an annual budget for submission, on the approval of the Elders, to the congregation of Calvary Bible Church for its approval at the Annual Congregational meeting. The Elders, through the School Committee, will oversee the administration of the school budget approved at the Annual Congregational meeting.