



CONSTITUTION AND BYLAWS

PREAMBLE

We, the members of Calvary Baptist Church of Mount Airy, do ordain and establish this constitution in order to clearly state our common faith, to provide for equitable government for our church, to set forth our relationship to other churches, recognizing our affiliation with the Surry Baptist Association, the Baptist State Convention of North Carolina, Inc., the North Carolina Cooperative Baptist Fellowship, the Cooperative Baptist Fellowship and the Southern Baptist Convention: to guarantee the right of each member, under the guidance of the Holy Spirit, to the free expression of that individual's faith; and to protect the autonomy of the local church.

NAME

This body shall be known as Calvary Baptist Church of Mount Airy, North Carolina, Inc. This church was incorporated August 19, 1997 by the state of North Carolina to operate and function as a Church in all its religious, charitable and educational dimensions.

PURPOSE

To worship God as revealed in Jesus Christ, to teach the Bible and encourage the study of the Holy Scriptures in order to create a desire for a deeper personal relationship with Jesus as Savior and Lord, to advance the gospel of Jesus Christ through evangelism and outreach, to witness to God's love at home and around the world, and to be a caring fellowship of believers, devoted to each other in love and service. The church being incorporated shall also carry out the purposes as defined in the Articles of Incorporation.

COVENANT

Having been led, as we believe by the Spirit of God, to receive the Lord Jesus Christ as our Savior and, on the profession of our faith, having been baptized in the name of the Father, and of the Son,

and of the Holy Spirit, we do now in the presence of God, and this assembly, most solemnly and joyfully enter into covenant with one another as one body in Christ.

We agree therefore, by the aid of the Holy Spirit to walk together in Christian love; to strive for the advancement of this church, in knowledge, holiness, and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline, and doctrine; to contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the gospel through the nations.

We also agree to encourage family and individual devotions; to bring up our children in the nurture and admonition of the Lord; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment; to avoid gossip, backbiting, and excessive anger; to abstain from the abuse of intoxicating beverages and the use of illegal substances and to be zealous in our efforts to advance the kingdom of our Savior.

We further agree to watch over one another in Christian love; to remember one another in prayer; to aid one another in sickness and distress; to cultivate Christian sympathy in feeling and Christian courtesy in speech; to be slow to take offense, but always ready for reconciliation and mindful of the rules of our Savior to secure it without delay.

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

CHURCH GOVERNANCE

The church acknowledges the authority of God over all the life of this church.

The government of this church shall be congregational in nature, and the final authority for the operation and management of affairs in this church, spiritual and temporal, shall be vested in its membership, which authority shall be exercised in the manner set forth in the Constitution and By-Laws. Members alone shall have the final authority to adopt and amend the Constitution and By-Laws, approve budgets, receive members and govern and conduct the business of the church.

The membership shall strive to follow the Articles of Faith as set forth in the addendum to the Constitution and By-Laws.

ADOPTION AND AMENDMENTS

This constitution shall be considered adopted and in immediate effect if and when two-thirds of the members present at the business meeting at which a vote is taken shall vote in favor of same. This vote shall be taken not less than 30 days after formal presentation of the constitution to the church.

Notice of such meeting in which the vote is to be taken shall be given at least two weeks in advance.

The constitution and by-laws was first considered adopted and in immediate effect when two thirds of the members present at the business meeting voted in favor of the same. The constitution may be amended, altered, or repealed by two-thirds of the members present at any regular business meeting of the church. Such amendment, alteration, or repeal must be given in writing to the deacons and the church clerk. This proposed change shall be presented to the church at least 30 days prior to the time the vote is taken.

The adoption by the church of this constitution and by-laws shall repeal all previously adopted rules in conflict herewith, provided, however, that no action taken by the church prior to this date shall be invalidated by the adoption.

A copy of this constitution and by-laws shall be kept by the clerk at all times among his records and another copy shall be kept in the church office and all amendments to or revisions thereof shall be prepared by the clerk and attached to copies of the constitution and by-laws and made available to the church members generally upon request.

BY-LAWS OF CALVARY BAPTIST CHURCH

ARTICLE 1: Meetings of the Church

- A.** The church shall hold regular meetings for worship, teaching, training and fellowship. Regular services of worship shall be held on Sundays and at other times agreed upon by the church.
- B.** The Lord's Supper shall be observed at least once a quarter at a time agreed upon by the Church.
- C.** Regular business meetings of the church shall be held every two months. The church covenant shall be read at these meetings. The church will use the latest revised edition of Robert's Rules of Order as the authority in the conduct of its parliamentary procedures.
- D.** Other meetings of the church as a whole or of authorized groups within the church shall be set according to the needs of the congregation.
- E.** The deacons shall hold regular monthly meetings.

ARTICLE II: Membership of the Church

- A.** The membership of this church shall be composed of persons who have made a public profession of faith in Jesus Christ as Savior and Lord, who have been baptized by immersion, who have subscribed to the covenant and constitution of this church, and have been received by vote of the church.
- B.** When physical or health infirmities preclude a person from being baptized, associate membership may be granted when recommended by the deacons and approved by the church. Associate members will have all the privileges of membership except for voting.
- C.** A member of another Baptist Church of like faith and order or another denomination may be received by vote of this church upon promise of letter of dismissal from the other church and upon complying with membership requirements. If there is no letter of dismissal, anyone who has been a member of a Baptist Church, may be received into our fellowship upon a statement satisfactory to the church.
- D.** Letters of dismissal may be granted to any church of like faith and order for members in good standing.
- E.** When a member of this church joins a church of a different faith and order, membership in this church will be terminated.
- F.** The church, after due notice and opportunity for hearing and kindly effort to make such action unnecessary, may terminate the membership of persons who fail to fulfill the obligations specified in the Church Covenant.
- G.** In considering the duties involved, members are expected to be faithful in all the duties essential to the Christian life; to attend regularly the services of the church, to give regularly and systematically to its support and Kingdom causes, and to share in its organized work.
- H.** The church membership is responsible for the financial support of the church, therefore, the solicitations of funds among non-members is guided by Article IVB in paragraph four of the By Laws.
- I.** In considering the rights involved, members and members only, may act and vote in the transactions of the church. Voting shall be in person only.
- J.** The clerk of the church, with support from the deacons, will update the church roll every 5 years. The list of names to be updated shall be approved by the church.

Article III: General

- A.** Affiliation-We recognize that there is mutual helpfulness in the association of churches who are in agreement in faith and practice as to encourage the spirit of fellowship and good will. We also recognize that there have been devised, through the voluntary cooperation of churches of like faith and order, organizations whose purpose it is to implement the missionary, education, and benevolent interests and obligations of the individual Christian and the church family.

Believing that the Surry Baptist Association, The Baptist State Convention of North Carolina, Inc., the North Carolina Cooperative Baptist Fellowship, the Cooperative Baptist Fellowship and the Southern Baptist Convention are organizations which have as their primary purpose the promotion and support of missions, education and benevolence of the character and in keeping with the spirit of the constitution and the Articles of Faith of this church, we therefore agree to participate in these organizations through our duly elected messengers and alternates nominated and elected by the church.

This church may withdraw from affiliation with these associations and/or conventions with a three-fourths vote of the members present and voting at a special business meeting authorized by the deacons. The membership shall be given thirty days written notice of the purpose for which this meeting was called. The vote shall be by secret ballot.

- B.** License- When a member announces to the church a calling to the ministry, the church, by majority vote, may license the member as an acknowledgement of the call to the ministry and encouragement to make preparation for it. The clerk of the church may furnish the member with a copy of the minutes or a certificate of license as a credential. It is understood that the performance of civil duties by the member shall be governed by state law.
- C.** Ordination- In the event this church has been requested to ordain a member who has been called into vocational ministry of a Baptist church, this procedure shall be followed: The church will express its approval by a vote of three-fourths of the members present at any regularly arranged business meeting of the church. The Deacons will establish a Council of Ordination made of members of Calvary and other persons from churches in the Surry Baptist Association. This council shall examine the candidate concerning fitness for the ministry and report to the church. Then in the event the report of the council is favorable, the church shall proceed with the ordination.

Article IV: Officers of the Church

The officers of this church shall be a pastor, and other ministerial leaders as needed, deacons, board of directors, clerk, treasurer, moderator, vice moderator, director of Sunday School, director of Baptist Men, Women's Missionary Union director, and such other officers as may be necessary and desirable. All officers must be members of the church. All officers of the church and its organization, upon recommendation of the nominating committee and unless other wise specified, shall be elected before the first Sunday in October for a term of one year.

It is understood that members of the church may offer substitute nominations for any position for which the nominating committee makes nominations.

A. Pastor

Whenever a vacancy for pastor occurs, the deacons shall nominate church members to serve on a special committee whose purpose is to seek out and nominate as pastor a minister of the gospel. The deacons shall determine the size of the committee. The church shall approve this pastor search committee.

A pastor shall be called by the church to serve until the relationship is dissolved at the request of either the pastor or the church. In either case, a thirty day notice shall be given of the termination of the relationship, unless otherwise mutually agreed by both the pastor and the church, seeking to follow the will of God and leadership of the Holy Spirit. A covenant between the church and the pastor will be developed by the Pastor Search Committee that will be approved by the church and agreed to by the pastor.

The call of the pastor shall take place at a meeting especially set for that purpose of which at least two weeks' notice has been given the membership of the church. The election shall be upon recommendation of a special committee elected to seek out and nominate as pastor a minister of the gospel whose Christian character and qualifications fit the nominee for the office of pastor of this church. The committee shall bring only one name at a time for consideration of the church and no nominations shall be made except that of the committee. Election shall be by secret ballot with an affirmation of three-fourths of those present and voting necessary for a call. Should the one recommended by the committee fail to receive a three-fourths vote, the committee will be instructed to seek out another minister, and the meeting shall be adjourned without debate.

The pastor shall have as a priority, the welfare and oversight of the church; shall be ex-officio member of all organizations, departments and committees; may call a special meeting of the deacons or any committee according to the procedures which may be set forth in the by-laws; shall conduct religious services on stated and special occasions, administer the ordinances, minister to the members of the church and community, and perform other duties that usually pertain to the office of pastor of a Baptist church. The pastor shall, in cooperation with the deacons, provide for pulpit supply when absent. When possible other ministerial staff will preach.

The pastor shall direct and supervise the work of the ministerial staff members as they assist in the organizational and spiritual practices of the church.

B. Deacons

Qualifications and Responsibilities

The church considers the office of deacon as God-called and elected by the church. Members of the church considered for the office of deacon must meet the constitutional, Biblical, and

spiritual qualifications required of a deacon. The church adheres to the belief that once ordained as a deacon, a person is always a deacon.

Deacons shall at all times consider themselves as servants of the church; they shall furnish leadership in attendance, in financially supporting the work of the Lord and outreach. With the pastor, and as the Holy Spirit may direct, they are to consider and make recommendations to the church in matters pertaining to its work and progress, including the discipline of the church, and establishing and maintaining spiritual fellowship and fraternal relations with all members of the church. They shall assist the pastor in observance of the Lord's Supper and Baptism, as needed, and shall offer advice for the upkeep, repair, and use of the church property. They shall offer advice concerning the financial program of the church. They shall arrange for the regular monthly meetings; they shall appoint and supervise such committees as are necessary for the discharge of deacon duties. The deacons shall be knowledgeable of the provisions of this constitution and by-laws.

The deacons shall nominate members of the personnel committee, board of directors, constitution and by-laws committee, and the pastor liaison committee annually. These members shall rotate according to the system for all other committees of this church.

All fund-raising projects, promotions and solicitation plans must be approved by the deacons on a case by case basis. Fund raising will be used only to support missions. No door to door solicitations will be permitted. Funds will go directly to the mission's project. Any excess funds will be used for future mission projects.

Deacon Emeritus can occur when a deacon has faithfully served the church for a period of time and, because of age or illness, has asked the deacon body to be relieved of active deacon duty. The deacon body may then recommend to the church that such an individual be elected Deacon Emeritus. If the church concurs with this recommendation, the individual will be given the title Deacon Emeritus and can serve the deacon body in an advisory capacity.

Selection Process

There shall be three deacons for each 100 members of the church, not to include any number less than 100. These deacons shall be elected from among the regular resident members (excluding ordained members of the ministerial staff and their spouses) who are 21 years old or older, who have been members of the church for at least two years, and who have proven themselves to have spiritual qualifications. Deacons shall be elected in September for a term of three years, beginning on October first; one-third of the number of deacons shall be elected each year. After the completion of full three year term, no deacon shall be eligible for re-election until after the lapse of one year.

A list of deacons who are rotating off the board and are therefore not eligible for re-election will be published in the newsletter by the first week in August. On the third Sunday in August, members of the church may nominate for the office of deacon a number of persons equal to the number of vacancies (due to rotation, resignation, etc) on the deacon body for the coming church year.

A committee of five retiring deacons, as appointed by the deacon chair and approved by the deacons, shall tabulate the nominations from the church and list the nominees in descending order according to the number of nominations received from the church. These five deacons will remove from the list the names of those who do not meet the constitutional, Biblical, and spiritual qualifications required of a deacon. They will also remove from the list of names those who through their actions or deportment in the community or church have disqualified themselves from the office of deacon. The process for determining these qualifications shall be established through policies set by the deacons. This process is to be used to impress upon nominees the gravity of the office to which they have been nominated.

The committee of five retiring deacons will then contact each qualified person on the nomination list, in descending order according to the number of nominations received from the church, to ascertain that person's willingness to serve if elected. This process will continue until a number of persons equal to the number of vacancies have agreed to serve. This list of persons will be published in the newsletter/bulletin. On the second Sunday in September, the congregation shall vote by secret ballot on the list presented by the deacons. The committee of five retiring deacons will tabulate the vote. Each nominee who is affirmed by a majority of those voting shall be deacons. Should a nominee not be affirmed by a majority of those voting, the deacons will present the next candidate available on the nomination list. The vote shall be held on a Sunday as soon as possible. An ordination service shall be held as soon as possible after a new deacon is elected.

In the event of vacancies among the deacons during the church year, the deacons shall determine whether to immediately fill the vacancies or wait until the next yearly election. If the vacancies are to be filled immediately, the deacon chair will contact the next name(s) on the current year's nomination list to determine the willingness of the nominee(s) to be presented to the church for approval. A special election by the church for this purpose will be held with two weeks notice to the congregation who will vote by secret ballot.

When it becomes necessary to increase the number of deacons because of increased membership of the church, members of the congregation shall nominate three additional persons. The last name and the next to last name on the nomination list shall serve one and two years respectively. When it becomes necessary to reduce the number of deacons because of membership changes in the church, the church shall reduce the total number of deacons by one per year until the constitutional requirement in the first paragraph has been achieved.

In their first meeting of the church year, the deacons shall elect a chair, vice-chair, and a secretary.

C. Board of Directors

The board of directors shall be nominated by the deacons and elected by the church prior to the beginning of the church year. They shall nominate nine members to serve on the board of directors. They shall be nominated for three-year terms, shall rotate according to the system for all rotating committees of the church, and shall be eligible for reelection after the lapse of

one year. Vacancies may be filled by the deacons at any time they occur. The board of directors will elect their chairperson and secretary. The secretary will be responsible for the corporate seal.

The board of directors shall, as provided for by law, and the action of the church, hold in trust the title of all church property and shall represent the church in all matters of legal responsibility regarding the purchase, improvement and disposal of church property. They shall execute all legal papers relating to the church and to the community as the church may direct and as are defined in the bylaws and the articles of incorporation. They shall have no power to buy or sell, mortgage, lease or transfer any property of the church without a specific vote of the church authorizing such action; neither shall they have any control over the use of the church property except by vote of the church.

Any legal action must be signed by a simple majority of the board of directors.

D. Moderator and Vice-Moderator

A moderator and vice-moderator will be nominated by the nominating committee and elected by the church annually. Neither the pastor nor members of the ministerial staff are eligible for this office. The moderator shall preside at all meetings of the church for the transaction of business. The moderator and vice-moderator shall be familiar with the Robert's Rules of Order. The vice-moderator will serve in the absence of the moderator.

E. Clerk

The clerk shall be elected annually. It shall be the duty of the clerk to attend, or be represented, at all church business meetings and keep accurate records of the proceedings. The clerk will also prepare the annual congregational profile. The clerk shall issue letters of dismissal as authorized by the church, preserve all papers and valuable letters and records that belong to the church and preserve a true history of the church. It shall be the duty of the clerk to see that an accurate roll of the church membership is kept with date and methods of admission and dismissal, change in name, and other pertinent information.

F. Treasurer

The treasurer shall be elected annually. It shall be the duty of the treasurer and the administrative assistant to keep in a bank, and disburse by check as authorized by the finance committee, all money or things of value that are given to the church. The treasurer shall, upon invitation, meet with the deacons and shall be a voting member of the finance committee. The treasurer, the administrative assistant and one member of the finance committee shall have the authority to sign checks.

G. Financial Secretaries

At least two financial secretaries shall be nominated by the nominating committee and elected annually. They shall receive offerings, verify contents of individual envelopes, count money,

prepare deposit slips for the designated church accounts, deposit funds, and remit verified deposit slips to the treasurer. They shall keep a record of the receipts from the offering.

H. Sunday School Director

The director(s) of the Sunday School in cooperation with church staff, shall have general oversight of the entire school, and shall administer its affairs subject to the approval of the church. The Sunday School director shall counsel with teachers and officers through officers and teachers meetings in the work of the school, giving advice and receiving suggestions from co-workers. The Sunday School director shall make a full and accurate report of the work of the Sunday School in the business meetings of the church. The Sunday School Director shall be a voting member of the nominating committee.

I. Director of Baptist Men

The Director of Baptist Men shall seek to enlist all the boys and men of the church in a program of projects and activity to promote the work of missions.

J. Director of Woman's Missionary Union (WMU)

The director of the Woman's Missionary Union shall seek to enlist all the girls and women of the church in a program of missionary training, giving, and activity according to plans promoted by the Woman's Missionary Union.

ARTICLE V: Committees and Teams of the Church

The church will elect committees and teams – both standing and temporary – as may be deemed necessary to carry out the various phases of the church's ministry. Anyone working with committees or teams involving youth and/or children will be selected under, and must abide by, the conditions of the Children's Protection Policy.

In the case of standing committees, all committee members must be members of the church and must be elected by the church. Members of standing committees serve rotating three year terms; and after the completion of that term they are not eligible to serve on the same committee until after the lapse of one year. Each standing committee will elect its own chair.

In the case of standing teams, a core of no fewer than three and no more than six team members must be members of the church and must be elected by the church. These elected members serve rotating three years terms unless otherwise noted; and after the completion of that term they are not eligible to serve *as elected members* on the same team until after the lapse of one year. Each standing team will elect its own team leader from among its elected members. In addition to their elected members, standing teams are encouraged to involve any other individuals who are active in the life of Calvary Baptist and who wish to serve in their ministry efforts. In the event that a decision of a standing team requires a vote of the team, only its elected members will be eligible to vote.

In the case of temporary committees and teams, the deacons will authorize the creation of the committee or team and will select at least one member of the church to serve as the chair or team leader. Once the specific task or assignment of the committee or team has been completed, it will be dissolved and its leader and members will be released to pursue other opportunities for ministry.

Standing Committees

- A. Audit Committee:** The Audit Committee will consist of three members. Its duties will be:
- To audit the church's financial records annually at the close of the fiscal year and at other times as directed by the church
 - To present a statement of any audit to the Finance Committee, the Deacons, the Church Clerk, and to the church in a business meeting
- B. Finance Committee:** The Finance Committee will consist of six members plus the Church Treasurer, who will also be a voting member. The Committee may invite other church members to attend meetings and will determine when meetings are to be open or closed for attendance. Its duties will be:
- To prepare and present a proposed church budget to the Deacons for their review prior to the end of the church year, and before presentation to the church for approval
 - To monitor the ongoing financial condition of the church
 - To make regular reports and recommendations to the church and to other bodies as needed
 - To recommend annual changes to the pastor's salary
 - To follow the procedures set forth in the Budget and Finance Policies
 - To make recommendations to the Deacons and the church for any items not covered by the budget
 - To authorize purchase orders
 - To promote financial stewardship within the life of the church
- C. Constitution and Bylaws Committee:** The Constitution and Bylaws Committee will consist of six members, all of whom are nominated by the Deacons. Its duties will be:
- To review the constitution and bylaws at least once annually
 - To report findings and make recommendations to the Deacons
- D. Heritage Committee:** The Heritage Committee will consist of six members plus the Church Clerk, who will also be a voting member. Its duties will be:
- a. To maintain a true history of the church by preserving significant records of the congregation's life and meaningful objects associated with it
 - b. To display appropriate items from the history of the church in the heritage collection
- E. Nominating Committee:** The Nominating Committee will consist of six members plus the Sunday School Director, who will also be a voting member. Its duties will be:

- a. To place before the church nominations for all church officers, Sunday School teachers, and members of standing committees and teams – unless otherwise stated in the constitution and bylaws
- b. To secure permission from all nominated persons to place their names before the church
- c. To insure that all nominees understand the duties of the positions to which they are nominated

F. Pastor Liaison Committee: The Pastor Liaison Committee will consist of six members – all of whom are nominated by the Deacons – and will serve as the liaison between the Pastor and the Congregation. Its duties will be:

- To offer advice, encouragement and prayer support to the Pastor
- To assist with conflict resolution
- To evaluate the Pastor annually based on the Pastor-Church Covenant and other information and input that they deem relevant
- To encourage accountability on the part of both the Pastor and the Congregation

G. Personnel Committee: The Personnel Committee will consist of six members – all of whom are nominated by the Deacons – and will serve in an advisory capacity in all staff personnel matters. The committee will follow the policies outlined in the congregation’s policy manual. Its duties will be:

- To create and maintain job descriptions for all church staff positions
- To review personnel policies and to make appropriate recommendations when needed
- To conduct an annual performance review of church staff members and make a report to the Deacons when complete
- To make recommendations to the Finance Committee with respect to salary adjustments
- To review staff concerns and make recommendations to the Pastor, Deacons or other appropriate committees when needed
- To make recommendations to the Deacons regarding the employment or termination of any staff members with the exception of the pastor. Recommendations related to ministerial staff members will be made to the board of deacons who will then make recommendations to the church. The recommendations will be voted upon by church membership.
- To receive from church members any reported concerns about staff members and to follow up on those concerns in a prompt and confidential manner.

Standing Teams

A. Audio/Visual Team: The Audio/Visual Team will consist of three elected members and any others who will invest their gifts and abilities in this ministry. The elected members are non-rotating. The team will be trained in the operation of the A/V systems and will be called upon as needed to operate those systems for worship services and special events. The team will evaluate the quality of the church A/V systems and make recommendations to the church. The team will consult with the Ministerial Staff and the Music Committee, as needed. The church’s A/V Engineers will serve as ex-officio members of the team.

- B. Building and Grounds Team:** The Build and Grounds Team will consist of six elected members and any others who will invest their gifts and abilities in this ministry. The team will monitor the state of repair and appearance of the congregation's physical plant. They will make normal repairs and improvements as authorized by the church budget. They will refer to the Deacons and the Finance Committee any recommendations for major repairs and improvements that are not included in the church budget.
- C. Children's Ministry Team:** The Children's Ministry Team will consist of three elected members and any others who will invest their gifts and abilities in this ministry. The team will assist the church staff in planning, promoting, implementing and evaluating the Children's ministry of the church. The Minister to Youth and Children will serve as an ex officio member of the team.
- D. Christian Growth Team:** The Christian Growth team will consist of six elected members and any others who will invest their gifts and abilities in this ministry. The team will assist the ministerial staff in planning, promoting, implementing and evaluating the Christian Growth ministry of the church. The Sunday School Director will serve as an ex officio member of the team.
- E. Christmas Program Team:** The Christmas Program team will consist of three elected members and any others who will invest their gifts and abilities in this ministry. The team will organize a children's Christmas program that will allow children to discover and use their talents and will help them develop a deeper understanding of the true meaning of Christmas. The Minister of Music will serve as an ex-officio member of the team.
- F. Connections Team:** The Connections team will consist of three elected members and any others who will invest their gifts and abilities in this ministry. The team will encourage participants in the life of the church to discover their uniqueness in Christ, to connect with other followers of Jesus, and to serve God in the church and in the world. The team will work with individuals on an ongoing basis to identify their gifts and abilities for ministry and will refer them to the appropriate standing team or community organization.
- G. Decorating and Flower Team:** The Decorating and Flower Team will consist of three elected members and any others who will invest their gifts and abilities in this ministry. The elected members are non-rotating. The team will be responsible for planning and decorating the church for Advent, Christmas, Easter, and other holidays or special services. They will remove and store neatly all decorations. They will see that appropriate flowers are provided for worship and will maintain a schedule for church members who desire to present floral offerings.
- H. College Ministry/Military Service Team:** The College Ministry/Military Service team will consist of three elected members and any others who will invest their gifts and abilities in this ministry. The team will communicate with college students and military personnel in order to keep them connected to the congregation.

- I. Fellowship Team:** The Fellowship Team will consist of six elected members and any others who will invest their gifts and abilities in this ministry. The team will coordinate decorations, food service and cleanup at church functions where such items are requested. They will monitor the condition of the kitchen(s) and provide additional cleaning and organizing as needed. They will make recommendations to the Deacons concerning policies for the use of the kitchen and fellowship hall.
- J. Media Center Team:** The Media Center Team will consist of three elected members and any others who will invest their gifts and abilities in this ministry. The elected members are non-rotating. The team will catalogue and organize all materials in the media center and will make the congregation aware of available resources.
- K. Missions Team:** The Missions Team will consist of three elected members and any others who will invest their gifts and abilities in this ministry. The team will direct the overall mission efforts of the church. It's duties will be:
- To make recommendations to the Finance Committee regarding allocation of the church's cooperative missions budget
 - To schedule, set goals for and promote the church's mission offerings
 - To assist the WMU, GA's, RA's, Mission Friends and Baptist Men in their mission efforts as requested
 - To evaluate and approve requests from church members and groups for access to local mission funds
 - To work with individuals and groups within the church to plan, promote, implement and evaluate mission projects and trips as the opportunity arises
 - To keep the church informed of denominational activities that impact missions
- L. Music Team:** The Music Team will consist of six elected members (three who participate in the contemporary worship service and three who participate in the traditional worship service) and any others who will invest their gifts and abilities in this ministry. The team will assist the church staff in planning, promoting, implementing and evaluating and the Music Ministry of the church. The Minister of Music will serve as an ex officio member of the team.
- M. Nursery Team:** The Nursery Team will consist of six elected members and any others who will invest their gifts and abilities in this ministry. The team will secure workers to care for small children (infants through age 3) during the Sunday morning worship of the church and other church events. The team will monitor the needs of the nursery for staff, equipment or materials and will report any needs to the Pastor or the Minister to Children and Youth.
- N. Ordinance Team:** The Ordinance Team will consist of six elected members and any others who will invest their gifts and abilities in this ministry. The team will coordinate arrangements for the two ordinances of the church – baptism and the Lord's Supper – as needed. For baptisms, the team will assist baptismal candidates on the day of their baptism and will clean and store baptismal robes. For the Lord's Supper, the team will prepare the elements for worship and will clean and store the serving plates and trays.

- O. Transportation Team:** The Transportation Team will consist of three elected members and any others who will invest their gifts and abilities in this ministry. The team will be responsible for the care of church vehicles, insuring that regular maintenance, service, and inspections are performed and that appropriate records are kept. The team will make recommendations to the Deacons concerning policies for church vehicle use.
- P. Welcome Team:** The Welcome Team will consist of three elected members and any others who will invest their gifts and abilities in this ministry. The team will coordinate greeters and ushers for Calvary's Sunday morning ministries (the Uplift worship service, Sunday School, and the Traditional worship service) and for other programs or events as requested. The team will also distribute hearing assistance devices as requested and will return any non-functioning devices to the A/V Team for repair.
- Q. Youth Ministry Team:** The Youth Ministry Team will consist of three elected members and any others who will invest their gifts and abilities in this ministry. The team will assist the ministerial staff in the planning, promotion, implementation, and evaluation of the Youth Ministry of the church. The Minister of Youth and Children shall be an ex officio member of the team.

Revised July 20, 2014

ARTICLES OF FAITH

I. The Scriptures

We believe that the Holy Bible was written by men divinely inspired, and is a perfect treasure of heavenly instruction; that it has God for its author, salvation for its end, and truth for its matter; that it reveals the principles by which God will judge us; and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds and religious opinions should be tried.

Scripture references: Luke 16:29-31; Ephesians 2:19-22; Matthew 22:29-32; John 1:45; II Timothy 3:14-17; Hebrews 1:1; II Peter 1:19-21; Psalm 19:7-11; Psalm 119:1:9, 105.

II. God

There is one and only one living and true God, an intelligent, spiritual, and personal Being, the Creator, Preserver, and Ruler of the universe, infinite in holiness and all other perfections, to whom we owe the highest love, reverence, and obedience. He is revealed to us as Father, Son, and Holy Spirit, each with distinct personal attributes, but without division of nature, essence, or being.

Genesis 1:1; Exodus 3:14; Deut. 5:6-7; Deut. 6:4-5; Isa. 48:12-13; Jer. 10:10; Matt. 28:19, John 1:14-18; John 5:26; Gal. 4:4-6; I Tim. 1:17; I Cor. 8:4-6; Hebrews 11:6.

III. The Fall of Man

Man was created by the special act of God, as recorded in Genesis. (Genesis 1:27 and Genesis 2:7). He was created in a state of holiness under the law of his Maker, but, through the temptation of Satan, he fell from his original holiness and righteousness; whereby his posterity inherit a nature corrupt and in bondage to sin, are under condemnation, and as soon as they are capable of moral action, become actual transgressors.

Romans 3:21; Gen. 1:27; Gen 2:7; Gen 3:4-7; Gen. 3:22-24; Psalm 51:5; John 1:23; Rom. 5:12-14; Rom. 7:23-25; Col 1:21.

IV. The Way of Salvation

The salvation of sinners is wholly of grace, through the mediatorial office of the Son of God, who by the Holy Spirit was borne of the Virgin Mary and took upon him our nature, yet without sin; honored the divine law by his personal obedience and made atonement for our sins by his death. Being risen from the dead, he is now enthroned in Heaven, and, uniting in his person the tenderest sympathies with divine perfections, he is in every way qualified to be a compassionate and all-sufficient Saviour.

Matt. 1:21-25; Luke 1:35; Rom. 1:1-6; Rom. 3:25; 1 Cor. 13:3-4; Gal 2:19-20; Gal. 3:13; Eph. 1:7-14; Eph. 1:20-23; Eph. 2:1-3; Col. 1:21-23.

V. Justification

Justification is God's gracious and full acquittal upon principles of righteousness of all sinners who believe in Christ. This blessing is bestowed, not in consideration of any works of righteousness which we have done, but through the redemption that is in and through Jesus Christ. It brings us into a state of most blessed peace and favor with God, and secures every other needed blessing.

Rom. 3:21-26; 5:1-2; 8:30; 1 Cor. 1:30-31; II Cor. 5:21.

VI. Freeness of Salvation

The blessings of salvation are made free to all by the gospel. It is the duty of all to accept them by penitent and obedient faith. Nothing prevents the salvation of the greatest sinner except his own voluntary refusal to accept Jesus Christ as teacher, Saviour, and Lord.

Mark 16:16; John 3:14-18; Rom. 5:1-11; 1 Cor. 1:30-31; Eph. 1:5; 2:4-10; Rev. 22:17.

VII. Regeneration

Regeneration of the new birth is a change of heart wrought by the Holy Spirit, whereby we become partakers of the divine nature and a holy disposition is given, leading to the love and practice of righteousness. It is a work of God's free grace conditioned upon faith in Christ and made manifest by the fruit which we bring forth to the glory of God.

John 1:12-13; John 3:1-8; Rom. 8:1-3; II Cor. 5:17; Gal. 6:15; Eph. 2:1-10; 4:30; Col. 3:1-11; Titus 3:3-7.

VIII. Repentance and Faith

We believe that repentance and faith are sacred duties, and also inseparable graces, wrought in our souls by the regenerating Spirit of God; whereby being deeply convinced of our guilt, danger, and helplessness, and of the way of salvation by Christ, we turn to God with unfeigned contrition, confession, and supplication for mercy; at the same time heartily receiving the Lord Jesus Christ as our Prophet, Priest, and King, and relying on him alone as the only and all-sufficient Savior.

Mark 1:14-15; Mark 6:12; Luke 13:1-5; John 16:8-11; Acts 2:38; Acts 3:19; Acts 17:30; Acts 20:20-21; Rom. 3:25:31.

IX. God's Purpose of Grace

Election is the gracious purpose of God, according to which he regenerates, sanctifies and saves sinners. It is perfectly consistent with the free agency of man, and comprehends all the means in connection with the end. It is a most glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility. It encourages the use of means in the highest degree.

Acts 26:18; Rom. 8:29-30; 11:7-16; Eph. 1:9-10; Eph. 1:15-23; Eph. 2:4-7; II Tim. 1:8-10.

X. Sanctification

Sanctification is the process by which the regenerate gradually attain to moral and spiritual perfection through the present and power of the Holy Spirit dwelling in their hearts. It continues throughout the earthly life, and is accomplished by the use of all the ordinary means of grace, and particularly by the Word of God.

John 17:15-17; Act 20:32; Rom. 6:3-7; Rom. 8:17-28; II Cor. 3:18; Gal. 5:16-26; Eph. 3:14-21; Heb. 12:14.

XI. Perseverance

All real believers endure to the end. Their continuance in well-doing is the mark which distinguishes them from mere professors. A special Providence cares for them, and they are kept by the power of God through faith unto salvation.

Matt. 26:70-75; John 10:27-31; Rom. 5:8-10; Rom. 8:28-39; 9:16; I Cor. 11:32; II Cor. 1:21-22; Eph. 1:13-14; 4:30; II Tim. 2:19; I John 2:19-20.

XII. A Gospel Church

A church of Christ is a congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the ordinances of Christ, governed by his laws, and exercising the gifts, rights, and privileges invested in them by his work, and seeking to extend the gospel to the end of the earth. Its Scriptural officers are bishops, or elders, and deacons.

Matt. 16:18; Matt. 18:15-18; Acts 2:41-47; Acts 14:21-24; I Cor. 1:2; I Cor. 9:6, 14; Phil. 1:1; I Tim. 3:1-13.

XIII. Baptism and the Lord's Supper

Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. The act is a symbol of our faith in a crucified, buried and risen Savior. It is prerequisite to the privileges of a church relation and to the Lord's Supper, in which the members of the church, by the use of bread and wine, commemorate the dying love of Christ.

Matt. 3:13-17; Matt. 28:19-20; Mark 1:9-11; Matt. 26:26-27; Luke 22:19, 30; John 3:22-23; Acts 8:38-39; Rom. 6:3-5; I Cor. 10:16-17; I Cor. 11:23-26.

XIV. The Lord's Day

The first day of the week is the Lord's day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should be employed in exercises of worship and spiritual devotion, both public and private, and by refraining from amusements, and resting from secular employments, works of necessity and mercy only expected.

Matt. 28:1-6; John 20:1; Act 20:7; I Cor. 16:1-2; Rev. 1:9-11.

XV. The Righteous and the Wicked

There is a radical and essential difference between the righteous and wicked. Those only who are justified through the name of the Lord Jesus Christ and sanctified by the Holy Spirit are truly righteous in his sight. Those who continue in impenitence and unbelief are in his sight wicked and under condemnation. This distinction between the righteous and the wicked holds in and after death, and will be made manifest at the judgment when final and everlasting awards are made to all men.

Matt. 25:31-46; Mark 9:48; Luke 23:43; John 3:36; Rom. 9:22-24; I Cor. 15:45-53; II Cor. 5:1-10; Phil. 3:20-21; I Thess. 4:16-17; Rev. 20:10-15.

XVI. The Resurrection

The Scriptures clearly teach that Jesus rose from the dead. His grave was emptied of its contents. He appeared to the disciples after his resurrection in many convincing manifestations. He now exist in his glorified body at God's right hand. There will be a resurrection of the righteous and the wicked. The bodies of the righteous will conform to the glorious spiritual body of Jesus.

Matt. 28:6; John 5:28-29; John 14:1-3; John 20:1-29; Acts 24:14-15; I Cor. 15:1-58; II Cor. 5:1-10; Phil. 3:20-21; I Thess. 4:13-17; Rev. 20:12-15.

XVII. The Return of the Lord

The New Testament teaches in many places the visible and personal return of Jesus to this earth. The time of his coming is not revealed. It is the duty of all believers to live in readiness for his coming and by diligence in good words to make manifest to all men the reality and power of their hope in Christ.

Matt. 24:29-44; Mark 13:24-37; Luke 21:25-28; Acts 1:9-11.

XVIII. Religious Liberty

God alone is Lord of the conscience, and he has left it free from the doctrines and commandments of men which are contrary to his word or not contained in it. Church and state should be separate. The state owes to the church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The Gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

Matt. 22:17-21; Mark 12:13-17; Romans 13:1-7; I Tim. 2:1-4; I Peter 2:17.

XIX. Peace and War

It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war. The true remedy for the war spirit is the pure gospel of our Lord. The supreme need of the world is the acceptance of his teachings in all the affairs of men and nations, and the practical application of his law of love. Christian people throughout the world should pray for the reign of the Prince of Peace and oppose everything likely to provoke war.

Matt. 5:3-12; Matt. 5:38-48; Rom. 14:17-19; Rom. 12:17-21; Heb. 12:14; James 4:1-3.

XX. Education

Christianity is the religion of enlightenment and intelligence. In Jesus Christ are hidden all the treasures of wisdom and knowledge. All sound learning is therefore a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. An adequate system of schools is necessary to a complete spiritual program for Christ's people. The cause of education in the Kingdom of Christ is co-ordinate with the cause of missions and general benevolence, and should receive along with these the liberal support of the churches.

Deut. 4:1-14; Deut. 6:1-10; Psalm 19:7-11; Prov. 4:1-13; Neh. 8:1-9; Matt. 28:19-20; Col. 2:2-7; II Tim. 2:14-15.

XXI. Social Service

Every Christian is under obligation to seek to make the will of Christ regnant in his own life and in human society; to oppose in the spirit of Christ every form of greed, selfishness, and

vice; to provide for the orphaned, the aged, the helpless, and the sick; to seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth and brotherly love; to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and his truth. All means and methods used in social service for the amelioration of society and the establishment of righteousness among men must finally depend on the regeneration of the individual by the saving grace of God in Christ Jesus.

Ex. 20:16; Ex. 22:9-15; Lev. 6:1-5; Deut. 4:41-42; Deut. 15:1-2; Deut. 27:17, Ezek. 18:5-9; Zech. 8:16-17; Luke 10:25-37; 6:27-36; Rom. 12:14-21; Col. 3:12-17; James 2:8.

XXII. Co-operation

Christ's people should, as occasion requires, organize such associations and conventions as may best secure co-operation for the great objects of the Kingdom of God. Such organizations have no authority over each other or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Individual members of New Testament churches should cooperate with each other, and the churches themselves should cooperate with each other in carrying forward the missionary, educational, and benevolent program for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and his Word as revealed in the New Testament.

Ezra 1:3-4; 2:68-69; 5:14-15; Neh 4:4-6; 8:1-4; Mal. 3:10; Matt. 10:5-15; 20:1-16; 22:1-10; Acts 1:13-14; 1:21-26; 2:1, 41-47; I Cor. 1:10; 3:1-15; I Cor. 11:12; I Cor. 16:2 II Cor. 9: Eph 4:1-16; III John 1:5-8.

XXIII. Evangelism and Missions

It is the duty of every Christian man and woman, and the duty of every church of Christ to seek to extend the gospel to the ends of the earth. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon spiritual necessity of the regenerate life. It is also expressly and repeatedly commanded in the teachings of Christ. It is the duty of every child of God to seek constantly to win the lost to Christ by personal effort and by all other methods sanctioned by the gospel of Christ.

Matt. 10:5-15; 13:1-23; 22:8-10; 28:19-20; Mark 16:15-16; 16:19-20; Luke 24:46-53; Acts 1:4-8; 2:1-4; 21; 39; 8:1-40; 10:42-48; 13:1-3; 30-33; II Cor 5:19-21; 1 Thess. 1:1-8.

XXIV. Stewardship

God is the source of all blessings, temporal and spiritual; all that we have and are we owe to him. We have a spiritual debtorship to the whole world, a holy trusteeship in the Gospel, and a binding stewardship in our possessions. We are therefore under obligation to serve him with

our time, talents and material possessions; and should recognize all these as entrusted to us to use for the glory of God and helping others. Christians should cheerfully, regularly, systematically, proportionately, and liberally contribute of their means to advancing the Redeemer's cause on earth.

Lev. 27:30; Mal. 3:8-10; Matt. 23:23; Matt. 25:14-30; Luke 12:41-48; Acts 2:44-47; I Cor. 16:2; II Cor. 8:1-15.

XXV. The Kingdom

The Kingdom of God is the reign of God in the heart and life of the individual in every human relationship, and in every form and institution or organized human society. The chief means for promoting the Kingdom of God on earth are preaching the gospel of Christ, and teaching the principles of righteousness contained therein. The Kingdom of God will be complete when every thought and will of man shall be brought into captivity to the will of Christ. And it is the duty of all Christ's people to pray and labor continually that his Kingdom may come and his will be done on earth as it is done in heaven.

Dan. 2:37-44; 7:18; Matt. 4:23; Matt. 6:10; Matt. 8:12; Matt. 13:25; Mark 11:10; Luke 12:32, Luke 22:29; Luke 23:42; John 3:3; John 18:36; I Cor. 15:24; Col 1:13; Heb. 12:28.