

CALVARY BAPTIST CHURCH



CONSTITUTION

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ARTICLE I: NAME & PURPOSE

The name of this church shall be Calvary Baptist Church of Greater Lancaster, Pennsylvania. It was incorporated in 1967 and reorganized in 1974 in the Commonwealth of Pennsylvania.

This church exists so that its members, both individually and corporately, can glorify God by exalting the Creator, evangelizing the sinner, equipping the believer, exemplifying the Savior, and encouraging the saint. Its members will seek to accomplish this by emphasizing the need for its people to be balanced in their goals, obedient in their methods, creative in their thinking, and active in their service.

ARTICLE II: DOCTRINAL STATEMENT

Section 1: The Holy Scriptures

We believe the Holy Scriptures, consisting of the Old and New Testaments only, to be the plenary, verbally inspired Word of God, inerrant in the original manuscripts, authoritative, infallible, and God-breathed; and that they are the only supreme and ultimate authority for faith and practice. (II Timothy 3:6-17; II Peter 1:20-21; Matthew 5:18; I Corinthians 2:10-13).

Section 2: The Godhead

We believe in one triune God, existing in three persons: Father, Son, and Holy Spirit; eternal in being; identical in essence; equal in power and glory; and having the same divine attributes and perfections, yet exercising them in varied offices. (Deuteronomy 6:4; Matthew 28:19; John 14:7-12; John 16:7; II Corinthians 13:14).

Section 3: The Person and Work of Jesus Christ

- A. We believe that the Lord Jesus Christ, the eternal Son of God, became man, without ceasing to be God, having been conceived of the Holy Spirit and born of the virgin Mary, in order that He might reveal God and redeem sinful man. (Matthew 1:18-20; John 1:1,2,14,18; Luke 1:35).
- B. We believe that the Lord Jesus Christ died for our sins according to the Scriptures, as a substitutionary sacrifice, and that all who receive Him are justified on the ground of His shed blood. (Romans 3:24-26, 4:25; I Corinthians 15:3-4; II Corinthians 5:21).

C. We believe in the resurrection of the crucified body of our Lord Jesus Christ and that our redemption and salvation are guaranteed to us by His literal, physical resurrection from the dead; in His bodily ascension into heaven; and in His present life there for us as High Priest and Intercessor. (Matthew 28:5-6; I Corinthians 15:12-19; Acts 1:9; Hebrews 4:14-16, 7:23-25, 9:24; I John 2:1-2).

D. We believe in that blessed hope which is the personal, visible, pretribulational, premillennial, and imminent return of our Lord and Saviour Jesus Christ. (I Corinthians 15:51-53; I Thessalonians 4:14-17; Titus 2:13; I John 3:2-3).

Section 4: The Second Coming Of Christ

We believe in the personal pretribulational, imminent coming of the Lord Jesus Christ for His own, the church, and His subsequent personal premillennial return visibly to the earth to establish His kingdom and to reign for a millennium over the entire earth from the throne of David. (II Samuel 7:12-16; Zechariah 14:4-11; Luke 1:30-33; Acts 15:14-18; I Thessalonians 4:13-18; I Corinthians 15:51-52; Revelation 19:11-16, 20:6).

Section 5: The Personality of the Holy Spirit

We believe that the Holy Spirit is a Divine Person, equal with the Father and the Son, and of the same substance and nature; that He convicts the world of sin, righteousness, and judgement; bears witness to the truth; is the agent of the new birth; and that He seals, endues, guides, teaches, witnesses to, sanctifies and helps the believer; that He baptizes them into the Church, the Body of Christ, indwells them permanently, seals them unto the day of redemption, bestows spiritual gifts upon each one, and fills for service those yielded to Him. We believe that certain of the spiritual gifts of the Holy Spirit to the Church, such as apostleship, prophecy, and tongues, were temporary, were needed only in the infancy of the Church and are not to be expected today. We believe the Holy Spirit testifies concerning Jesus Christ, and never leads any person, at any time, contrary to the teaching of the Bible. (John 3:8, 14:16, 15:26-27, 16:7-15; Acts 5:1-4; I Corinthians 12:4-13; I Corinthians 13:8-11; Ephesians 4:30, 5:18).

Section 6: The Total Depravity of Man

We believe that man was created in the image and likeness of God, but that in Adam's sin the race fell and thereby incurred not only physical death, but also spiritual death, which is separation from God; and that all mankind have inherited a sinful nature, became willful sinners with the

first expression of personal choice, are totally unable to regain their former position, and are without excuse before God. (Genesis 1:26, 3:1-24; Romans 3:23, 5:12, 1:20; Ephesians 2: 1-6, 12).

Section 7: Regeneration, and Eternal Security of the Believer

- A. We believe that salvation is a gift of God brought to many by grace, and received by personal faith in the Lord Jesus Christ, whose blood was shed on Calvary for the forgiveness of sins. Salvation is solely through faith in the Lord Jesus Christ who shed His blood for the forgiveness of our sins and, being a gift, is not earned by any good works whatsoever. All those who receive Jesus Christ as Lord and Saviour are regenerated and become sons of God. (Ephesians 1:7, 2:8-9; John 1:12, 3:5-7).
- B. We believe that the scriptures teach that regeneration, or the new birth, is that change in the soul by the Holy Spirit by which the new nature and spiritual life, not before possessed, are imparted, and the person becomes a new creation in Jesus Christ; and without it, salvation is impossible. (John 3:3-6; II Corinthians 5:17; I Peter 1:23; Titus 3:5).
- C. We believe that the salvation of every believer is secure for all eternity from the moment of regeneration. This security is guaranteed to each believer by the fact that the life received is eternal life, by the keeping power of God, by the sealing ministry of the Holy Spirit, and by the interceding ministry of Christ. (John 5:24, 10:27-30; Romans 8:1,20,30,38; Ephesians 4:30; Hebrews 7:25).

Section 8: Sanctification

We believe that immediate, positional sanctification is the act of God whereby believers are, at the time of regeneration, eternally set apart as belonging to Him by redemption, thereby being placed in the family of God as children, joint heirs with Jesus Christ. (I John 3:1; Romans 8:14-17; I Corinthians 1:2; Hebrews 10:10-14).

We believe that progressive sanctification is the process by which, according to God's will, we are made partakers of His holiness, that it is progressive; that it is begun in regeneration; that it progresses if the believer is yielded to the Holy Spirit's control; that it is carried on in the hearts of believers by the presence and power of the Holy Spirit through the Word of God, self-examination, watchfulness, and prayer. (I Thessalonians 4:3, 5:23; Proverbs 4:18; I John 2:29; Philippians 2:12-13; Ephesians 6:18; John 17:17).

We believe that ultimate sanctification will be the portion of every believer when finally in the presence of the Lord, complete and entire, with soul and spirit united in the resurrected body free from every trace or effect of sin and rebellion. (I John 3:2; I Corinthians 15:52-54; Ephesians 4:30, 5:27; Philippians 4:20-21).

Section 9: The Eternal State

We believe that the souls of those who have trusted in the Lord Jesus Christ for salvation do at death immediately pass into His presence and there remain in conscious bliss until the resurrection of the body at His coming, when soul and body reunited shall be associated with Him forever in Glory; but that the souls of unbelievers remain after death in conscious misery until the final judgment of the Great White Throne, are cast into the Lake of Fire from the presence of the Lord and from the glory of His power. (Luke 16:19-26, 23:43; II Corinthians 5:8; Philippians 1:23; II Thessalonians 1:7-9; Revelation 20:11-15, 14:9-14; I Thessalonians 4:13-18).

Section 10: The Church

We believe in the church, a living, spiritual body of which Christ is the Head. (Matthew 16:16-18; I Corinthians 12:12-13; Galatians 3:27; Ephesians 1:22-23, 5:25-27).

We believe that each Local Church is a visible expression of the body of Christ and is a congregation of believers in Jesus Christ immersed upon a credible confession of faith; and associated together by covenant for worship, evangelism, and observance of the ordinances, and fellowship. We believe that the local church is the center of God's program for this age, and that every Christian is bound by Scripture to give his unhindered cooperation to the program of his local church. (Acts 2:41-47, 20:17; I Timothy 3:1-16; Titus 1:5-11; I Corinthians 3:10-17, 5:1-5, 11:2).

Section 11: Offices

We believe that the Bible teaches the following offices of the Church should be held by men only: Pastor, Assistant Pastor, Deacons, and Moderator. (I Timothy 2:12; Acts 15).

Section 12: Ordinances

We believe that baptism is the immersion in water once of a believer in Christ, into the name of the Father, Son and Holy Spirit to show forth by solemn and beautiful symbolism, the believer's identification with Christ

in His death, burial and resurrection; and that it is a Scriptural prerequisite to church membership. (Matthew 28:19; Acts 8:36; Romans 6:3-5; I Peter 3:21; Acts 2:38-41).

We believe that the Lord's Supper is partaking of bread and the fruit of the vine as symbols of Christ's body and blood, commemorating His suffering and death for us and our continual benefit therefrom; that participation should be limited to those who have united to the local church by baptism and testimony, or those who are baptized members of churches of like faith and practice, and that participation should be preceded by careful self-examination. (I Corinthians 11:23-32, 9:1-5; Matthew 18:15-17).

Section 13: The Responsibility of Believers

We believe that all believers should seek to walk by the Spirit, not bringing reproach upon their Lord and Saviour, exercising Christian liberty regulated by love, separated from worldly pleasures and practices, separated from organizational association with apostate groups. (Romans 12:1-2; Galatians 6:16; II Corinthians 6:14-17; I Corinthians 8:1-13).

We believe that it is the responsibility of all believers to witness by life and by word to the truths of the Holy Scriptures and to assume responsibility for the propagation of the gospel to all the world. (Matthew 28:19-20; Acts 1:8).

We believe that it is the responsibility of all believers to remember the work of the local church and its extension ministries in prayer, to support it with their tithes and offerings as the Lord prospers them, to participate in all the regular services of the Church as the Lord enables, and to voluntarily submit to the watch care and discipline of the local church. (I Corinthians 16:2; Hebrews 10:19-25, 13:17-18).

Section 14: Creation

We believe that God created the heavens and the earth including all life, each after its own kind, by direct act, and not by any process of evolution; and that the days of creation in Genesis chapter 1 were solar, that it took six, twenty-four hour days. (Genesis 1,2; Colossians 1:16-17; John 1:3; Exodus 20:9-11; 31:17).

Section 15: Satan

We believe that Satan is literal and personal, and the agent of the fall, the prince and power of this world, and that he shall be judged and eternally punished. (Revelation 20:1-10; Ephesians 2:1-4).

Section 16: Separation

We believe that all the saved are called into a life of separation. This separation is in at least three areas: Moral, Personal, and Ecclesiastical.

A. Moral

The Ten Commandments are God's perfect standard for a perfect man. We are commanded to perfect holiness (II Corinthians 7:1) in the fear of God. The believer is to never suffer as an evil doer (I Peter 4:15), but is commanded to be clean in body and mind (II Corinthians 10:5).

B. Personal

Romans 14 explains that there are going to be areas where the believers are going to disagree in matters which they call sin. The weaker will do things that the stronger will not. In matters of eating, holy days, etc... every man should be fully persuaded in his own mind. (Romans 14:5).

C. Ecclesiastical

While recognizing the unity of all true believers, it is also evident that unbelief and error in many organized fellowships has developed to the point where recognized and indisputable apostasy exists. We, therefore, disavow the position of the World Council of Churches, the National Council of Churches, the National Association of Evangelicals, and other associations or fellowships that would be in sympathy with them. We stand in opposition to the Ecumenical Movement, New-orthodoxy, New Evangelicalism, and cooperative Evangelistic Programs between churches and people not of like precious faith. (II Corinthians 6:14-18; Ephesians 5:11-12; Luke 12:51).

Section 17: Healing and Tongues

We believe that the healing and tongues movement of today is unscriptural and contrary to sound doctrine and those who believe and practice these are in error. (I Corinthians 14:33-40, 13:8-11)

Section 18: Moral Issues

A. Abortion

We believe that human life begins at conception and that the unborn child is a living human being. Abortion is, therefore, murder. (Job 3:16; Psalm 51:5; 139:14-16; Isaiah 44:24; 49:1, 5; Jeremiah 1:5; 20:15-18;

Luke 1:44).

B. Sexuality

We believe that sexual intimacy was designed by God exclusively for a man (defined as one who is biologically male at the time of his birth) and a woman (defined as one who is biologically female at the time of her birth) who are biblically and lawfully married to each other. We believe that any form of sexual immorality such as adultery, fornication, homosexuality, bisexuality, bestiality, incest, use of pornography, attempt to change one's sex, or disagreement with one's biological sex, is sinful and offensive to God. (Genesis 2:24; 19:5,13; 26:8-9; Leviticus 18:1-30; Romans 1:26-29; I Corinthians 5:1; 6:9; I Thessalonians 4:1-8; Hebrews 13:4).

C. Marriage

We believe that marriage is a divine institution sanctioned by God which joins one man (as defined above) and one woman (as defined above) in a single, exclusive, covenantal union, as delineated in Scripture. We believe that God intends marriage to last until one of the spouses dies. We believe divorce is a distortion of God's intention for marriage. Although those who are divorced, as well as those who are divorced and remarried, may hold certain positions of service in the local church and be greatly used of God, they may not be considered for the offices of Pastor or Deacon. (Malachi 2:14-17; Matthew 5:31-32; 19:3-12; Romans 7:1-3; I Corinthians 7:1-16; Ephesians 5:22-33; I Timothy 3:2; Titus 1:6).

ARTICLE III: MEMBERSHIP

Section 1: Composition

A. Qualifications

To qualify for membership in this church, individuals must 1) profess faith in the Lord Jesus Christ, 2) have been baptized by immersion, 3) give evidence of regeneration and conduct worthy of their profession, 4) express their desire to fulfill the biblical purpose of this church, and 5) be willing to be held accountable by the membership to the biblical doctrines from which that purpose is derived.

All candidates for membership shall read this Constitution before applying for membership and shall have no significant disagreement with its statement of doctrine or its defined practices. Children are

exempt from this requirement for membership until they reach the age of 18, at which time they must read this Constitution and affirm that they have no significant disagreement with its statement of doctrine or its defined practices.

B. Admission

The Pastor and Deacons shall be responsible for determining each candidate's qualification for membership. Approved candidates shall be recommended for admission into membership and received by a minimum two-third vote of the church membership present and voting at a meeting called for that purpose. All candidates must appear before the church and give public testimony, except those candidates who are unable to do so because of physical handicap. Once received, membership in other churches is at that point relinquished.

C. Restrictions

Any candidate holding membership in any organization whose official statement of belief is contrary in substance to the stated doctrinal position of this church shall not be admitted to membership.

No candidate shall be received into membership based solely on a letter of transfer of membership from another church.

No candidate can become a member if there are ten or more dissenting votes from the church membership present and voting. Those who vote in objection must meet with the Pastor and Deacons to give just reason for the objection. If the reason is not justifiable, the candidate can again be recommended to the church at which time the ten or more dissenting votes can be overruled.

D. Associate Membership

Students and others temporarily residing in the local area and who are members of a church of like faith may apply for associate membership. The qualifications, process for admission to membership, and expectations shall be the same as that of regular members. Associate members shall not have voting privileges and their membership shall terminate upon their graduation and/or their permanent move away from the local area.

Section 2: Expectations

It is expected that members of this church will conduct themselves in a way that gives consistent evidence of their continued qualification for membership. This assumes that members will regularly attend the meetings of this church (with the exception of shut-ins, college students, or military personnel who are away from home), actively participating in order to see that its biblical purpose is fulfilled. Members who do not meet these expectations shall be pursued in love by others within the membership as described in Section 3.

Section 3: Discipline

Following the pattern established by Christ in Matthew 18 and upheld by Paul in Galatians 6, a member who does not meet the expectations described in Section 2 shall be pursued as follows:

A. Private Pursuits

Through the ministry of prayer and the communication of the Word of God, spiritually mature members close to the individual will lovingly remind him of his biblical responsibility to conduct himself in a way that gives consistent evidence of a genuine relationship with Christ and his commitment to follow Him. Every effort will be made to keep the matter as private as possible.

B. Semi-Public Pursuits

Should, over time, private pursuits prove unsuccessful, select other spiritually mature members from the church (Pastors and Deacons) shall be recruited to join the pursuit, again keeping the matter as private as possible

C. Fully-Public Pursuits

Should, over time, private and semi-public pursuits prove unsuccessful, the entire church membership shall be recruited to join the pursuit, again keeping the matter as private as possible.

D. Evangelistic Pursuits

Should, over time, private, semi-public, and fully-public pursuits prove unsuccessful, the individual shall be dismissed from the church membership by church action at a meeting called for that purpose. At that time the church shall be encouraged to continue its pursuit of the

individual, taking advantage of opportunities with him or her to share the Gospel of Jesus Christ.

Members recommended to the church for dismissal shall be notified of the church's pending action via written communication. They are permitted to attend the meeting and to speak in turn; however, the vote of the church shall be considered final.

Section 4: Voting

All references in this document to voting members or members present and voting are construed to mean eligible voters who are at least eighteen years of age.

Section 5: Dismissal

With the exception of those called by death, membership can be terminated only by church action at a meeting called for that purpose. In cases of voluntary resignation, it shall be recognized by the church that the individual has transferred membership and accountability elsewhere, has left no unresolved conflicts with this church, and needs no further pursuit. If this is not the case, the individual shall be recognized by the church as one in need of further pursuit. In either case, the voluntary resignation will be honored and the member will be dismissed from membership as of the date his resignation was submitted.

ARTICLE IV: OFFICERS OF THE CHURCH

Section 1: Officers

- A. The officers of the church shall consist of Pastor, Assistant Pastor(s), Deacon, Deaconess, Clerk, Treasurer, and Moderator.
- B. All officers of this church shall be members in good standing and on the active church roll. Prohibited conduct for officer service would be the use of tobacco, alcohol, and/or illegal drugs.
- C. Any officers failing to attend three (3) successive business meetings of the office to which he is elected, without reasonable excuse, may be dismissed from that office at a church business meeting.
- D. Any officer shall have been an active member for a minimum of six (6) months.
- E. Any officer shall have reached the minimum age of twenty-one (21).

- F. New officers shall assume responsibility at the first meeting following the election to office.
- G. Whenever dismissal proceedings may be in order against any officer on grounds of proven immorality, heresy in doctrine, apostasy, or failure to properly attend his/her duty, he/she may be dismissed from office by a minimum two-third (2/3) vote of the voting membership.

Section 2: The Pastor

A. Calling

- 1. When a vacancy occurs in the Pastorate, the Deacons shall elect a Pulpit Committee for the purpose of seeking a suitable Pastor. This committee shall consist of three (3) Deacons, three (3) church members, and shall be chaired by the Chairman of the Deacons.
- 2. The committee must vote by majority on any candidate before they present him to the Deacons, who will then vote by majority for presentation to the congregation. The candidate must then be voted on by the voting membership before another candidate can be presented to them. To be accepted as Pastor, a candidate must receive a minimum two-third (2/3) vote by the voting membership.
- 3. The Deacons shall be responsible for the pulpit supply during the vacancy.
- 4. The Pastor's salary shall be agreed upon by the church at the time of his election and may be changed at any business meeting of the church.
- 5. The Pastor shall be entitled to an annual paid vacation not to exceed one (1) month.
- 6. With approval by the Deacons, the Pastor may be absent at times to do evangelistic or Bible Conference work. On such occasions, the Pastor shall be responsible for the pulpit supply and the pulpit supply's salary with consideration by the Deacons.

B. Qualifications

- 1. He shall be a licensed or ordained Baptist Minister, subscribing without reservation to the doctrinal statement as found in Article II of this Constitution.

2. He shall not be a member of the American Baptist Convention, National Council of Churches, or any group connected with the Ecumenical Movement.

C. Duties

1. He shall endeavor to hold forth the Word of Life as a faithful servant.
2. He shall have the general oversight of the spiritual life, regular services, and administration of the Ordinances of the church; shall be an ex-officio member of all boards and committees connected with the church or any of its organizations, and shall conscientiously perform such duties as may be arranged between the Deacons and himself.
3. He and/or the Deacons shall approve and invite all speakers who subscribe without reservation to the doctrinal statement to occupy the pulpit when planning special program features.
4. He shall approve all speakers for church organizations.
5. He shall recommend the various officers of the Deacons to the Deacons for approval.
6. He shall be responsible for all educational ministries of Calvary Baptist Church.

D. Dismissal

1. The Pastor shall be free to resign as he feels led of the Holy Spirit, but out of Christian courtesy he shall give a thirty (30) day written notification to the church.
2. Should dismissal proceedings be in order against a Pastor on grounds of proven immorality, heresy in doctrine, apostasy, or failing to properly attend to his duties as Pastor, his services shall be terminated by a minimum two-third (2/3) vote of the voting membership. Should the congregation vote to abruptly terminate the Pastor's services, his current salary shall continue for thirty (30) days.

Section 3: Assisting Pastors

A. Calling

1. When the need for Assisting Pastors occurs, the Pastor and the Deacons shall examine the candidate(s) and, upon approval, present them to the church. They shall be voted into office by a minimum two-third (2/3) vote of the voting membership.
2. Assisting Pastor(s) salary shall be agreed upon at the time of their election and may be changed at any business meeting.
3. Assisting Pastor(s) shall be entitled to an annual paid vacation not to exceed two (2) weeks, with three (3) weeks after 5 years of continued service.

B. Qualifications

1. Shall be a licensed or ordained Baptist Minister.
2. Shall not be a member of the American Baptist Convention, National Council of Churches, or any group connected with the Ecumenical Movement.

C. Duties

1. Shall be responsible to the church through the Pastor and be directly under his supervision for all duties.

D. Dismissal

1. An Assisting Pastor shall be free to resign as led of the Holy Spirit, but out of Christian courtesy he shall give a thirty (30) day written notice to the church.
2. Should the congregation vote the Assisting Pastor's services to terminate abruptly, his current salary shall continue for thirty (30) days.
3. The dismissal of an Assisting Pastor shall have a minimum two-third (2/3) vote of the voting membership.

Section 4: Deacons

A. Organization

Officers shall be Chairman, Vice-Chairman, Secretary, and Treasurer. They shall meet for the appointment of officers, by the Pastor, no later than two (2) weeks after the Annual Business Meeting. Numerically, there shall be a minimum of three (3) with a maximum of five (5) for the first one hundred (100) members. Thereafter, shall be a minimum of one (1) with a maximum of three (3) shall be added for each one hundred (100) additional members.

B. Officers' Duties

1. Chairman

- a. Will chair all meetings of the Deacons.
- b. Is responsible to carry out the Constitution governing the Deacons.
- c. Will be spokesman for the Deacons, when necessary, at any meeting of the church.
- d. Will sign all legal documents along with the Pastor.

2. Vice-Chairman

- a. Will assist the Chairman in all duties.
- b. Will Chair Deacon meetings in the Chairman's absence.
- c. Will be moderator at any church business meeting in the absence of the Moderator.

3. Secretary

- a. Will keep an accurate account of all regular and special business meetings of the Deacons.
- b. Will be responsible to distribute a copy of all Deacon meetings minutes to all deacons one (1) week following any meeting.
- c. Will be custodian of all church legal documents.

4. Treasurer

- a. Will be responsible for the Deacons' Fund and keep an accurate record of the same.
- b. Will serve as church Treasurer if the church Treasurer is unable to serve.

C. Qualifications

1. Men who meet those as set forth in I Timothy 3:8-13 and Acts 6:16.
2. Non-user of tobacco, alcohol, and illegal drugs.

D. Term of Service

1. Shall be three (3) years in length.
2. Shall not be consecutive. A Deacon shall be eligible for re-election after a one (1) year break in service.

E. General Duties

1. Assist the Pastor in promoting the spiritual welfare of the church and in conducting the religious services and administering the Ordinances.
2. Consider all applicants for membership and letters of dismissal before making recommendations to the church.
3. Visit the sick, distressed, and inactive members of the church.
4. Administer at their discretion the Deacons' Fund which exists for the relief of the needy of the church.
5. Approve the type and kind of public assemblies on church property.
6. Thoroughly review the church roll quarterly and prior to the annual business meeting, in cooperation with the Church Clerk.
7. Be responsible for the supply of speakers for the pulpit should the need arise due to a vacancy in the Pastoral position.
8. Be in charge of all disciplinary measures and carry out the same in accordance with Article III – Section 8.

9. Hold in trust and have oversight of the property of the church, keep same in good repair, and have management of its general financial concerns including provision for payment of salaries, wages, and other obligations. Also keep, through the Treasurer, a faithful account of all monies received and disbursed. Also cause accurate and detailed reports of all finances to be rendered to the church at the annual business meeting and at other times as may be necessary.
10. Bring any disbursement of more than \$500 that is not a budgeted item (asset) before the church for approval. (New capital purchased will be brought to the congregation.)
11. Be responsible under the Pastor for the engagement and dismissal of all paid employees.
12. Be governed in their duties and responsibilities by the church Charter of Incorporation.
13. Will not purchase, sell, mortgage, or encumber any real estate belonging to the church without authority in writing given by the church at a regular or special business meeting.
14. Have no power to alter or make any major changes to the church property without consent of the church.
15. Assist (at least two (2) Deacons) the church Treasurer in counting all church offerings.
16. Be responsible for the selection of any nominating committee. A minimum of one (1) Deacon shall serve on each committee.

Section 5: Church Treasurer/Assistant Treasurer

A. Treasurer

1. Term of Service
 - a. Shall be appointed by the Deacons for a two (2) year term and shall be able to succeed himself.
2. Duties
 - a. Shall receive and take charge of all monies and disburse the same in accordance with the orders of the church and its Deacons.

- b. Shall keep a full and faithful account of all monies received and paid out specifying the purposes for which they are received and expended.
- c. Shall make a report to the church quarterly and annually and to the Deacons as often as may be required by them.

B. Assistant Treasurer

1. Term of Service
 - a. As appointed by the Deacons.
2. Duties
 - a. To assist the Treasurer in his duties.
 - b. Will not have authority to sign checks or dispense funds.

Section 6: Deaconesses

A. Organization

The term deaconess at Calvary Baptist Church is a church office for ladies that serve. It is however a distinct office from that of the Biblical office of deacon. Calvary Baptist Church does not believe women should hold the Biblical office of Deacon.

Officer shall be a Chairwoman whom the Pastor shall appoint each year to direct and organize their business. Numerically, there shall be a minimum of six (6) for the first one-hundred fifty (150) active members. An additional two (2) shall be added for each additional one-hundred (100) active members.

B. Term of Service

1. Shall be two (2) years in length.
2. Shall not be consecutive. A deaconess shall be eligible for re-election after a one (1) year break in service.

C. Duties

1. Shall be responsible for the preparation of the elements and care of the vessels used in the observance of the Lord's Supper.

2. Shall care for the baptismal robes and assist female candidates for baptism.
3. Shall assist the Pastor in the social life of the church as it pertains to the whole church body, such as New Year's Eve and Easter Sunrise services, singspirations, Fellowship Sundays, and other special occasions.
4. Shall meet monthly on a Sunday for prayer and review of their responsibilities.

Section 7: Clerk

A. Qualifications

1. The church clerk shall be the church secretary.

B. Duties

1. Shall be the corresponding secretary of the church.
2. Shall keep a full and careful record of all proceedings in the church Minutes Book.
3. Shall keep a complete register of names and residences of church members, admissions, dismissals, deaths, baptisms, ordination services, etc.
4. Shall keep an accurate record of the history of the church.

Section 8: Moderator

A. Term of service

1. The moderator shall be elected from the membership for a period of one (1) year and shall be able to succeed himself.
2. He shall not hold any other church office while moderator.

B. Duties

1. Preside over the annual business meeting and special business meetings of the church. He shall call the meeting to order, check that the church clerk is present, and ascertain that a quorum is present.

2. He shall make certain that all church business is handled in a legal and constitutional manner and that the meeting is carried out decently and in order.
3. The Bible and the leading of the Senior Pastor will determine the polity.

ARTICLE V: MISSIONS

Section 1

It shall be the policy of the church to proclaim the Gospel and to support only missions engaged in evangelization and establishing New Testament churches. They shall be in hearty agreement with our confession of faith, both in doctrine and practice. (Acts 1:18; Matthew 28:19-20).

Section 2

No missionary or mission board that is a member of the American Baptist Convention, National Council of Churches, or any group connected with the Ecumenical Movement shall be supported by this church.

Section 3

Any missionary or mission board shall be approved by the church voting membership before receiving support.

Section 4: Missions Committee

A. Organization

This committee shall be comprised of five (5) members: one (1) Deacon and four (4) church members. A quorum of at least three (3) committee members must be present for the conducting of business. The Pastor and Deacons shall appoint the Mission Committee. The officers of the committee shall include a Chairman (who will be the Pastor or Assisting Pastor of the church) and a secretary.

B. Term of Service

1. Shall be two (2) years.
2. May be re-appointed as many times as the Pastor and Deacons see fit.

C. Duties

1. To advise on the amount of financial giving to missions by bringing proposals to the church through the Deacons.
2. To screen missionary candidates for presentation to the church.
3. To guide in the policies of missions in the church.
4. To assist the Pastor with the planning of any Missions Conference.

D. Finances/Records

1. All finances shall be distributed through the Deacons.
2. The church Treasurer shall keep the financial books.

ARTICLE VI: MEETINGS

Section 1: Services

The church shall meet regularly for public worship, minimally every Sunday morning for teaching and preaching, and at such other times as will aid the church in carrying out its purpose. Only those translations of the scriptures that are the result of a more formal approach to translation, accurately reflecting the structure and words of the original biblical text, shall be used for the teaching and preaching ministries of the church (e.g. King James Version, New King James Version, English Standard Version, New American Standard Version, etc.).

Section 2: Business

A. Quorum

A quorum for all business meetings of this church shall consist of one-fourth (1/4) of the membership. Any member below voting age and shut-ins, college students, or military personnel who are not able to attend will not be counted in the total membership from which the quorum is formulated.

B. Voting

Members who have not reached the age of eighteen (18) shall not have the right to vote. All references in this document to voting members or members present and voting are construed to mean eligible voters who

are at least eighteen (18) years of age.

Excluding the voting in of new members (cf. Article III: Section 1), all votes of this church shall be determined by a minimum two-third (2/3) vote of the membership present and voting.

C. Annual Business

The fiscal year shall begin January 1st and end December 31st. The annual business meeting of the church shall be held on the last Sunday of October. At that time, the Pastors and ministry leaders shall give a report of their activities during the previous year.

D. Special Business

Special business meetings may be called by the Pastor, Deacons, or by a written request to the church clerk by not less than seven (7) voting members in good standing. Notice shall be posted two (2) weeks before any such meeting is held. Each item of business to be acted upon shall be announced from the pulpit whenever possible.

ARTICLE VII: ORDINANCES

Section 1: Lord's Supper

The ordinance of the Lord's Supper shall be observed by the church at least once every two months, at which time an offering for the Deacon's Fund of the church shall be received.

Section 2: Baptism

The ordinance of Baptism shall be administered upon request.

ARTICLE VIII: ORGANIZATIONS

Section 1: Pulpit Committee (See Article IV, Section 2-A)

Section 2: Nominating Committee

A. Organization

The committee shall be appointed by the Deacons between the first of July and the first of August. Names of the Nominating Committee shall be posted on the bulletin board of the church no later than the second Sunday of August along with the offices to be filled and the present

office holders. The committee shall have a membership comprised of the Chairman of the Deacons, one other Deacon, and three members of the church, none of which are immediate family of any church officer.

B. Purpose

The committee shall be specially created at any time a vacancy in any church office occurs. If for any reason this committee should fail to make recommendations to the church for said vacancies at the appropriate business meeting, the church shall then take nominations from the floor in order to fill the vacancy.

C. Duties

1. Shall recommend to the church at least one (1) or more candidates for each vacant office.
2. The committee must contact all nominees. The nominees must give consent to have their name entered on the ballot, and be willing, if elected, to perform the duties of that office as set forth in this constitution.
3. Each nominee name before being posted must meet with the majority vote of this committee and the pastor's discretion.
4. Shall post their slate of nominees on the church bulletin board no later than fifteen (15) days prior to the annual business meeting.

Section 3: Ushers

The Head Usher of the church shall be a male member in good standing and shall be appointed by the Deacons as soon as possible after the annual meeting. He shall report regularly to the Deacons and meet with the ushers on a quarterly basis for review of their responsibilities.

Section 4: Audit Committee

The Audit Committee shall be appointed annually by the Deacons at least four weeks before the annual meeting. It shall consist of at least three members of the church who are not in the immediate family of any officer or staff member of the church. This committee shall examine the books of the Treasurer and make report of the same to the church within eight weeks following the end of the fiscal year.

ARTICLE IX: LICENSING AND ORDINATION

Section 1: Licensing

Since it is our hope that Spirit-filled men will be called out from among us to proclaim the Gospel of the grace of God, such men may be given a commission to preach and to administer the New Testament Ordinances. A license may be issued by a minimum two-third (2/3) vote of the voting membership, provided the Pastor and Deacons are unanimous in their conviction that the candidate has the scriptural qualifications, suitable gifts, necessary training, and the blessing of God upon his public ministry.

Section 2: Ordination

When the church decides that one of its candidates possesses the scriptural qualifications for ordination, the church shall call a council of ministers and brethren to examine the qualifications of the candidate and to recommend him to the church. After due consideration of the council's recommendation, the church shall decide upon ordination of the candidate by a minimum two-third (2/3) vote of the voting membership.

Section 3: Women Candidates

We believe that the Scriptures teach that women should not be ordained into the ministry; therefore, the church shall not sponsor nor accept such applications. (I Timothy 2:12).

ARTICLE X: FINANCES

Section 1: Tithes/Offerings

The entire program of this church shall be supported by the tithes and offerings of the members of Calvary Baptist Church of Lancaster, and those who are led by the Holy Spirit to contribute to its support. At no time may this church be permitted to use any unscriptural methods of raising funds. Such methods would include suppers for pecuniary gain, selling of tickets, chances, or merchandise, rummage sales, and any other method of raising funds that are not supported by the teaching of the Word of God. All collections for ministries officially sponsored by this church must be kept by the church Treasurer.

Section 2: Budget

A. The church budget will be a single, unified, general fund budget. All monies shall be kept by the church Treasurer and Deacons, and all bills

shall be paid by them. No member or organization of this church has a right to incur an expense for the church without permission of the Pastor or the Deacons.

- B. Before each annual business meeting, the Pastor shall present a suggested budget to the Deacons. They in turn shall present the proposed budget to the church.

Section 3: Special Funds

Any special fund(s) proposed by any organization of the church or donated by any person(s) shall be approved by the Deacons. These funds shall be kept by the church Treasurer and shall be kept separate from the church treasury.

ARTICLE XI: AFFILIATED ORGANIZATIONS

This church reserves the right to affiliate with any other Christian organization which holds to our doctrinal statement and practices. In no wise shall we become a permanent member of any organization, and we shall always reserve the right to withdraw any affiliations.

ARTICLE XII: AMENDMENTS

This Constitution may be altered or amended at any business meeting of the church by a minimum two-third (2/3) vote of the voting membership, provided the notice of such alterations or amendments is presented to the church in written form at least one (1) month before action is taken.