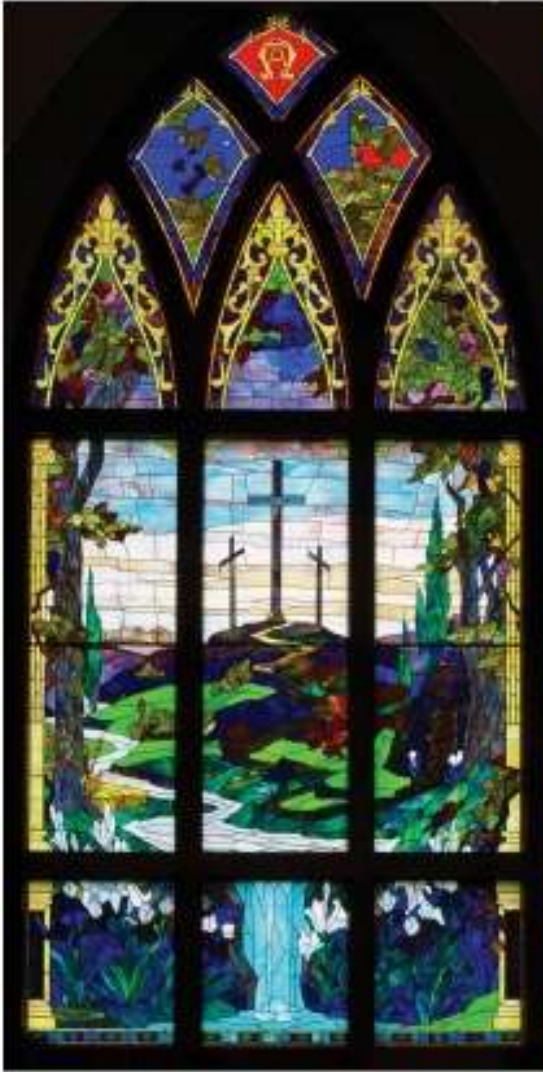


CONSTITUTION & BY-LAWS

JULY 2014



Calvary Baptist
C H U R C H
MIDLAND, MI WWW.CBCMIDLAND.ORG

CBC CHURCH CONSTITUTION

PREAMBLE

This Constitution and By-Laws are adopted to govern our work, in order that we as a church may, while carrying out the great commission (Matthew 28:19-20), do all things decently and in order (I Corinthians 14:40).

ARTICLE I – NAME & PURPOSE

Section 1 Name

The name of this assembly shall be the Calvary Baptist Church of Midland, Michigan.

Section 2 Mission

To glorify God in worship and by meeting the needs of people through compassionate evangelism, discipleship, and ministry.

- (a) I Corinthians 10:31
- (b) Psalms 99:9
- (c) Matthew 28:19-20

Section 3 Purpose

1. This congregation is organized as a church exclusively for charitable, religious, and educational purposes within the meaning of Section 501 (c) (3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Revenue Law), including, but not limited to, for such purposes, the establishing and maintaining of religious worship, the building, maintaining and operating of churches, parsonages, schools, chapels, radio stations, television stations, rescue missions, print shops, day-care centers, camps, and nursing homes.
2. This church shall also in a manner consistent with the Holy Scripture, evangelize the unsaved by the proclaiming of the Gospel of the Lord Jesus Christ; disciple believers towards Christlikeness; ordain and license believers to the Gospel ministry; and maintain missionary activities in the United States and throughout the world.

- (a) Matthew 28:19-20
- (b) Ephesians 4:11-13
- (c) Acts 1:8

ARTICLE II - CHARACTER

Section 1 Articles of Faith

I. OF THE SCRIPTURES

We believe that the scriptures teach (a) that the Holy Bible was written by man divinely inspired and is a perfect treasure of heavenly instruction; (b) that it has God for its author, salvation for its end; (c) and truth without any mixture of error for its matter; (d) that it reveals the principles by which God will judge us; (e) and therefore is, and shall remain to the end of the world, the true center of Christian union; (f) and the supreme standard by which all conduct, creeds and opinions shall be tried.

- | | |
|------------------------|---------------------|
| (a) II Timothy 3:15-17 | (d) John 12: 47, 48 |
| (b) Romans 1:16 | (e) Ephesians 4:3-6 |
| (c) John 17:17 | (f) Acts 17:11 |

II. OF THE TRUE GOD

We believe that the scriptures teach (a) that there is one, and only one living and true God, an infinite, intelligent Spirit, whose name is JEHOVAH the Maker, Supreme Ruler of heaven and earth; (b) inexpressibly glorious in holiness; (c) and worthy of all possible honor, confidence, and love; (d) that in the unity of the Godhead there are three persons, the Father, the Son, and the Holy Ghost; (e) equal in every divine perfection; (f) and executing distinct but harmonious offices in the work of redemption.

- | | |
|----------------------|--------------------------|
| (a) Hebrews 3:4 | (d) John 15:26 |
| (b) I Peter 1:15, 16 | (e) John 10:30 |
| (c) Mark 12:30 | (f) II Corinthians 13:14 |

1. We believe that the scriptures teach that Jesus Christ was begotten of the Holy Ghost in a miraculous manner, born of Mary, a virgin, as no other man was ever born or can ever be born of woman and that He is both the Son of God, and God the Son (Genesis 3:15; Matthew 1:18-25).
2. We believe that the scriptures teach that the Holy Spirit is a divine person; equal with God the Father and God the Son and of the same nature; He was active in the creation; that in His relation to the unbelieving world He restrains the Evil one until God's purpose is fulfilled; that He convicts of sin, of judgment and of righteousness; that He bears witness to the Truth of the Gospel in preaching and testimony; that He is the agent in the New Birth; that He seals, baptizes, endures, guides, teaches, witnesses, sanctifies, and helps the believer.

- | | |
|-------------------|--------------------|
| (a) John 14:16-17 | (d) Romans 8:16 |
| (b) Matthew 28:19 | (e) Romans 8:26-27 |
| (c) Genesis 1:1-3 | (f) I Peter 1:2 |

III. OF THE FALL OF MAN

We believe that the scriptures teach (a) that man was created in holiness, under the law of his Maker; (b) but by voluntary transgression fell from that holy and happy state; (c) in consequence of which all mankind are now sinners, (d) not by constraint, but choice; (e) being by nature utterly void of that holiness required by the law of God, positively inclined to evil; and therefore under just condemnation to eternal ruin, (f) without defense or excuse.

- | | |
|-------------------------------|----------------------------------|
| (a) Genesis 1:27 | (d) Isaiah 53:6; Romans 3:23 |
| (b) Genesis 3:6-24 | (e) Romans 1:18; Ephesians 2:1-3 |
| (c) John 1:16; Romans 5:12-19 | (f) Ezekiel 18:19-20 |

IV. OF THE WAY OF SALVATION

We believe that the scriptures teach (a) that the salvation of sinners is wholly of grace; (b) through the mediatorial offices of the Son of God; (c) who by the appointment of the Father, freely took upon him our nature, yet without sin; (d) honored the divine law by his personal obedience, risen from the dead, he is now enthroned in heaven; (g) and uniting in his wonderful person the tenderest sympathies with divine perfections, he is every way qualified to be a suitable, a compassionate, and an all-sufficient Savior.

- | | |
|-----------------------|----------------------|
| (a) Ephesians 2:8 | (e) Romans 4:25 |
| (b) John 3:16 | (f) Colossians 3:1-4 |
| (c) Philippians 2:6-7 | (g) Hebrews 2:15 |
| (d) Galatians 4:4-5 | |

V. OF JUSTIFICATION

We believe that the scriptures teach (a); (b) that the great gospel blessing which Christ secures to such as believe in him is Justification; (c) that Justification includes the pardon of sin; (d) and the promise of eternal life on principles of righteousness; (e) that it is bestowed, not in consideration of any works of righteousness which we have done but solely through faith in the Redeemer's blood; (f) by virtue of which faith his perfect righteousness is freely imputed to us of God; (g) that it brings us into a state of most blessed peace and favor with God, and secures every other blessing needful for time and eternity.

- | | |
|-----------------|------------------|
| (a) John 1:16 | (e) Romans 3:28 |
| (b) Acts 13:39 | (f) Romans 5:19 |
| (c) Romans 5:9 | (g) Romans 5:1-5 |
| (d) Romans 5:17 | |

VI. OF THE FREENESS OF SALVATION

We believe that the scriptures teach (a) that the blessings of salvation are made free to all by the gospel; (b) that it is the immediate duty of all to accept them by a cordial, penitent, and obedient faith; (c) and that nothing prevents the salvation of the greatest sinner on earth but his own inherent depravity and voluntary rejection of the gospel, (d) which rejection involves him in an aggravated condemnation.

- | | |
|--------------------|---------------|
| (a) Isaiah 55:1 | (c) John 5:40 |
| (b) Romans 1:15-17 | (d) John 3:19 |

VII. OF GRACE IN REGENERATION

We believe that the scriptures teach (a) that, in order to be saved, sinners must be regenerated or born again; (b) that regeneration consists in giving a holy disposition to the mind; (c) that it is effected, in a manner above our comprehension, by the power of the Holy Spirit in connection with divine truth, (d) so as to secure our voluntary obedience to the gospel; (e) and that its proper evidence appears in the holy fruits of repentance and faith and newness of life.

- | | |
|-------------------------|-----------------------|
| (a) John 3:3 | (d) Ephesians 4:20-24 |
| (b) II Corinthians 5:17 | (e) Ephesians 5:9 |
| (c) John 3:6 | |

VIII. OF REPENTANCE AND FAITH

We believe that the scriptures teach (a) that repentance and faith are sacred duties, and also inseparable graces, wrought in our souls by the regenerating Spirit of God; (b) whereby, being deeply convinced of our guilt, danger, and helplessness, and of the way of salvation by Christ, (c) we turn to God with unfeigned contrition, confession, and supplication for mercy; (d) 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.

- | | |
|----------------|--------------------|
| (a) Acts 20:21 | (c) Luke 18:13 |
| (b) John 16:8 | (d) Romans 10:9-11 |

IX. OF GOD'S PURPOSE OF GRACE

We believe that the scriptures teach (a) that election is the eternal purpose of God, according to which he graciously regenerates, sanctifies, and saves sinners (b) that being perfectly consistent with the free agency of man, it comprehends all the means in connection with the end; (c) that it is a most glorious display of God's sovereign goodness being infinitely free, wise, holy, and unchangeable; (d) that it utterly excludes boasting, and promotes humility, love, prayer, praise, and trust in God, and active imitation of his free mercy; (e) that it encourages the use of means in the highest degree; (f) that it may be ascertained by its effects in all who truly believe the gospel; (g) that it is the foundation of Christian assurance, (h) and that to ascertain it with regard to ourselves demands and deserves the utmost diligence.

- | | |
|-----------------------|----------------------------|
| (a) II Timothy 1:8-9 | (e) John 6:37-40 |
| (b) Acts 13:48 | (f) I Thessalonians 1:4-10 |
| (c) Ephesians 1:11 | (g) Romans 8:28-31 |
| (d) I Corinthians 4:7 | (h) II Peter 1:10-11 |

X. OF SANCTIFICATION

We believe that the scriptures teach (a) that sanctification is the process by which, according to the will of God, we are made partakers of his holiness; (b) that it is a progressive work; (c) that it is begun in regeneration; (d) and that it is carried on in the hearts of believers by the presence and power of the appointed means, especially the Word of God, self-examination, self-denial, watchfulness, and prayer, and the practice of all godly exercises and duties.

- | | |
|-------------------------|-------------------------|
| (a) Ephesians 1:4-6 | (c) John 3:6 |
| (b) Philippians 3:12-16 | (d) II Corinthians 13:5 |

XI. OF PERSEVERANCE OF SAINTS

We believe the scriptures teach that such as are truly regenerate, being born of the Spirit, will not utterly fall away and perish, but will endure unto the end; that their persevering attachment to Christ is the grand mark which distinguishes them from superficial professors; that a special Providence watches over their welfare, and that they are kept by the power of God through faith unto salvation (I John 2:27-28).

XII. OF THE LAW AND GOSPEL

We believe the scriptures teach that the law of God is the eternal and unchangeable rule of His moral government, that it is holy, just, and good; and that the inability which the scriptures ascribe to fallen man to fulfill its precepts arises entirely from their sinful nature; to deliver them from which, and to restore them through a Mediator to unfeigned obedience to the holy law, is one great end of the gospel, and of the means of grace connected with the establishment of the visible church (Romans 7:12; Romans 8:7-8).

XIII. OF A GOSPEL CHURCH

We believe the scriptures teach (a) that a visible church of Christ is a congregation of baptized believers associated by covenant in the faith and fellowship of the gospel; (b) observing the ordinances of Christ; (c) governed by his laws; (d) and exercising the gifts, rights, and privileges invested in them by His work; and (e) that its only scriptural officers are bishops, or pastors, and deacons, whose qualifications, claim, and duties are defined in the epistles to Timothy and Titus.

- | | |
|--------------------------|---------------------------------|
| (a) I Corinthians 1:1-13 | (d) Philippians 1:27 |
| (b) I Corinthians 11:2 | (e) Philippians 1:1; Acts 14:23 |
| (c) John 14:15 | |

XIV. OF CHRISTIAN BAPTISM AND THE LORD'S SUPPER

We believe the scriptures teach that Christian baptism is (a) the immersion in water of a believer (b) into the name of the Father, and Son, and Holy Ghost (c) to show forth, in a solemn and beautiful emblem, our faith in the crucified, buried, and risen Savior, with its effect in our death to sin and resurrection to a new life, (d) that it is prerequisite to the privileges of a church relation. We believe that the Lord's Supper is the commemoration of His death until He comes (e) and should be preceded always by solemn self-examination.

- | | |
|-------------------|-------------------------|
| (a) Acts 8:36-39 | (d) Acts 2:41-42 |
| (b) Matthew 28:19 | (e) I Corinthians 11:28 |
| (c) Romans 6:4 | |

XV. OF THE LORD'S DAY

We believe the scriptures teach (a) that the first day of the week is the Lord's Day, or Christian Sabbath, (b) and is to be kept sacred for religious purposes, (c) by the devout observance of all the means of grace, both private and public.

- | | |
|------------------|----------------|
| (a) Acts 20:7 | (c) Acts 11:26 |
| (b) Psalm 118:24 | |

XVI. OF CIVIL GOVERNMENT

We believe the scriptures teach (a) that civil government is of divine appointment for the interests and good order of human society; (b) and that magistrates are to be prayed for, conscientiously honored and obeyed, (c) except only in things opposed to the will of our Lord Jesus Christ, (d) who is the only Lord of the conscience, and the Prince of the kings of the earth.

- | | |
|---------------------|--------------------|
| (a) Romans 13:1-7 | (c) Acts 5:29 |
| (b) I Timothy 2:1-3 | (d) Romans 14:9-13 |

XVII. OF THE RIGHTEOUS AND THE WICKED

We believe the scriptures teach that there is (a) a radical and essential difference between the righteous and the wicked; (b) that such only as through faith and justified in the name of the Lord Jesus, and sanctified by the Spirit of our God, are truly righteous in His esteem; (c) while all such as continue in impenitence and unbelief are in His sight wicked and under the curse; and this distinction holds among men both in and after death, in the everlasting felicity of the saved and the everlasting conscious suffering of the lost.

- | | |
|-----------------|------------------|
| (a) Romans 6:16 | (c) John 8:21-24 |
| (b) Romans 1:17 | |

XVIII. OF THE RESURRECTION AND RETURN OF CHRIST AND RELATED EVENTS

We believe in and accept the sacred scriptures upon these subjects at their face and full value. We believe the scriptures teach (a) that our Lord Jesus Christ rose bodily from the tomb on the third day; (b) that He ascended into Heaven; (c) that He is now at the right hand of God the Father as our efficient and sufficient Mediator and Intercessor. (d) We believe in the imminent coming of Christ for the Church; (e) to be followed by a period called the Great Tribulation; (f) after which He will return with His saints to this earth where He will sit on the throne of David, and shall subdue all enemies and reign in righteousness for a thousand years. (g) After this shall be the Judgment of the Great White Throne when the wicked dead shall be raised and judged for the eternal punishment in the lake of fire which is the second death; and that the righteous shall then enjoy eternal glory with God.

- | | |
|-----------------------------|-------------------------|
| (a) I Corinthians 15:4 | (e) Matthew 24:21-22 |
| (b) Acts 1:9-11 | (f) I Corinthians 15:25 |
| (c) Romans 8:34 | (g) Revelation 20:11-15 |
| (d) I Thessalonians 4:13-18 | |

“Seeing then that all these things shall be dissolved, what manner of persons ought ye to be in all holy conversation and godliness, looking for and hasting unto the coming of the day of God?”

XIX. OF HUMAN SEXUALITY

- (1) We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between one man and one woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God’s gift of sex. We believe that God disapproves of and forbids any attempt to alter one’s gender by surgery or appearance (Genesis 2:24; Genesis 19:5, 13; Genesis 26:8-9; Leviticus 18:1-30; Romans 1: 26-29; 1 Corinthians 5:1; 6:9; 1 Thessalonians 4:1-8; Hebrews 13:4; Mark 10:6; I Timothy 1:9-10 Ephesians 5:3-5; I Corinthians 13:6; Jude 7).
- (2) We believe that the only Scriptural marriage is the joining of one man and one woman in a single, exclusive union, as delineated in Scripture. We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other.
 - (a) Marriages outside this parameter will not be performed by anyone on Calvary Baptist Church property. Under no circumstances are the pastors of this church to officiate, participate, or endorse any wedding ceremony that violates the belief and teaching of this church body in accordance with the Bible. Pre-marital counseling is required before any marriage is performed by any Calvary pastor. Church sponsored activities, such as pre-marriage classes and couple retreats, are open only to couples who subscribe to these Articles of Faith (Genesis 2:24; Romans 7:2; 1 Corinthians 7:10; Ephesians. 5:22-23).
 - (b) We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with scripture nor the doctrines of the church (I Corinthians 13:6).

Section 1.01 Authority of Articles of Faith

The Articles of Faith do not exhaust the extent of our faith. The Bible itself is the sole and final source of all that we believe. We do believe, however, that the foregoing Articles of Faith accurately represent the teachings of the Bible and, therefore, are binding upon all members. All literature, whether print or electronic, used in the church shall be in agreement with the Articles of Faith. For purposes of church doctrine, practice, policy, and discipline, the pastors and the deacons are the church's final interpretive authority on the meaning and application of the Articles of Faith.

Section 2 Covenant

The covenant by which this church exists as a distinct body, and which every member accepts, is as follows:

“Having been led, as we believe, by the Spirit of God to receive the Lord Jesus Christ as our Savior, and on the confession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, and accepting the Holy Scriptures as our rule of faith and practice, we do now in the presence of God, angels and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ.

We engage, 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, and the expenses of the church, the relief of the poor, and the spread of the gospel through all nations.

We also engage to maintain family and secret devotion; to educate our children religiously; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world; to avoid all tattling, backbiting, and excessive anger; to be just in our dealings, faithful in our engagements, and exemplary in our deportment; to abstain from the promotion and use of intoxicating drink as a beverage, and to be zealous in our efforts to advance the Kingdom of our Savior.

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

We moreover engage that, when we remove 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.”

Section 3 Polity

The authority of this church is vested in one body of believers who compose its membership. It is subject to the control of no other ecclesiastical body.

Section 4 Affiliation

This church, confessing a loyalty to the scripture as inerrantly determined under Divine inspiration, existing to propagate the Gospel and to promote a fellowship of believers of like faith, desiring to maintain the purity of its doctrinal position as Baptist, and concerned that its position and practice as to Scriptural separation shall remain as taught in the Bible, shall look with favor on affiliation only with other churches and organizations of like faith and order. Hence, this term, “of like faith and order,” shall normally refer to biblically, fundamental Baptist churches.

ARTICLE III - MEMBERSHIP

Section 1 Requirements for Membership

To become a member of this church one must publicly profess faith in Jesus Christ as personal Savior, be or have been baptized by immersion, subscribe to the views of faith and practice held by this church and subscribe to the church covenant. Each candidate for membership shall, after having made public profession of faith in Christ, meet with a pastor and a member of the board of deacons to receive instruction as to the doctrines, organization, methods and aims of the Church, and also, as to their personal obligations and duties as members. After having met the requirements for membership, the candidates shall be recommended to the church for consideration.

- (1) By baptism, on confession of faith in the Lord Jesus Christ as Savior, evidence having been shown of a change of heart.
- (2) By letter from any other church of like faith and order, on acceptance of confession of faith as held by the church.
- (3) On testimony of Christian experience, if candidate has previously been baptized by immersion as a believer, and holds the Christian doctrine as stated in the confession of faith of the church.
- (4) By reinstatement, on confession and restoration of such as may have been suspended from the fellowship by an act of discipline of the church.

The right hand of fellowship shall be extended as soon as possible after the candidate has been voted into the membership of the church.

Section 2 Privileges of Members

All members on the active list of the church, eighteen (18) years and up shall constitute the voting body of the church. Any member of the church may appeal the action of any committee to the Board of Deacons, or may appeal the action of the Board of Deacons to the church where a majority vote at a regular or special business meeting shall constitute a settlement.

Section 3 Dismission

- (1) A letter of dismissal from our church and recommendation for membership in any church of like faith and order shall be granted for any member in good standing upon application. This shall be subject to recommendation of the board of deacons and by majority vote of the members present at any meeting.
- (2) A recommendation of Christian character shall be granted for any member in good standing upon request by and to some body of evangelical Christians. Their name shall be dropped from the church roll.
- (3) Members may be dismissed by their names being erased from the church roll for conduct unbecoming a Christian, provided that notice of such charges and of the time and place for hearing the same by the deacon board shall be given to such member in writing. In case of conduct unbecoming a Christian, the Board of Deacons shall make their recommendation to the church for final action following procedure set forth in Article VIII.
- (4) No resident or nonresident member whose address is known shall be dropped without first being interviewed or written to and an attempt made to bring them back into fellowship of the church. The circumstances of each case will be prayerfully considered by the deacon board before a recommendation is made to the congregation for final determination.
- (5) Any member may be dropped from the church roll or moved to inactive status, at their own request by action of the deacon board. This request shall be in writing and signed.
- (6) The membership of any individual member shall automatically terminate without notice upon a majority vote of the pastors and deacons if the pastors and/or deacons become aware of a member's open and unrepentant involvement in any sexual misconduct described in Article II, Section 1 (XIX) (I Corinthians 5).

ARTICLE IV - ORDINANCES

This assembly recognizes that the Lord Jesus Christ is the head of the church, Lawgiver of the Gospel dispensation; the only Institutor of ordinances. It was His pleasure to appoint only two: namely, baptism and the Lord's Supper. These must be observed.

- (1) Baptism shall be by immersion.
- (2) The Lord's Supper shall be commemorated on the first Sunday of each month and/or at such times as the pastor and the board of deacons may determine.

ARTICLE V - MEETINGS

Section 1 For Worship

The stated meetings of this church for worship shall be held Sunday morning, Sunday evening and midweek. Special meetings will be held throughout the year in keeping with the stated purpose of Calvary Baptist Church.

Section 2 For Business

- (1) Regular meetings for the transaction of the business of the church shall be held quarterly on the dates and at the time specified in the by-laws.
- (2) The congregation shall consider at the January business meeting all church staff's salaries and vacations. The church staff shall be expected to absent themselves during the transaction of business affecting them.
- (3) Special business meetings may be called by the pastor with the concurrence of five members and may also be called at the written request of twelve members. Notice of special meetings shall be given from the pulpit at the two regular church services on the Sunday proceeding the date of the meetings and shall include a statement of the business to be considered.
- (4) Emergency business meetings may be called with the approval of a majority vote of the deacons.

ARTICLE VI - ORGANIZATIONS

Section 1 The church regards as integral parts of itself all organizations formed for the purpose of carrying out the Word of God and which use the facilities of the church property. Of such organizations, the pastor and the board of deacons will have general oversight.

Section 2 Organizations may be formed upon approval of the board of deacons and must conform to the spirit, policy and teaching of the church.

Section 3 Only members of this church are eligible to become officers or teachers in the ministry of this church. Exceptions to this must meet the approval of the board of deacons.

ARTICLE VII - OFFICERS AND COMMITTEES

Section 1 In accordance with the Word of God we will have two officers in our local church (Philippians 1:1). They will be pastors, known as bishops, elders, and overseers (Acts 20:17-28, I Peter 5:1-4) and deacons (I Timothy 3:12). All committees and officers will function within the biblical framework.

Section 2 All leaders of the church shall be members of good standing and in full fellowship with the doctrines and practices of this church. They shall be people of high standards and good testimony, noted for their love of the brethren. Each leader should endeavor, by God's grace, to live a consistent Christian life, avoiding worldly activities in general and to conduct themselves so they will not be a stumbling block to anyone, keeping in mind the church covenant and Paul's admonition to avoid all appearance of evil.

Section 3 No deacon shall remain in the same office more than six consecutive years. A period of one year must intervene before re-election.

Section 4 The Nominating Committee may waive the above (Section 3) with a unanimous vote of the deacon board.

ARTICLE VIII - DISCIPLINE

Section 1 Should any grievance arise between members, the aggrieved shall follow in a tender spirit, the rules given by our Lord, as recorded in Matthew 18:15-17 inclusive.

Section 2 Should any case of gross breach of covenant occur, the pastor and/or the board of deacons shall endeavor to remove the offense.

Section 3 If the board of deacons votes to entertain a complaint, the same must be in writing and they shall appoint a reasonable time and place of hearing before the church and notify the person complained against and furnish such person with a copy of the complaint. At such hearing, the accused may call to his aid any member of the church as counsel. If he shall not appear at the time and place set for the hearing or furnish satisfactory reasons for his failure to do so, the church may proceed in his absence to hear and determine the matter.

Section 4 All such proceedings shall be conducted in the spirit of Christian kindness and forbearance, but should an adverse decision be reached, the church may admonish the offender or declare such a one no longer a member of the church.

ARTICLE IX - AMENDMENTS

Section 1 This constitution may be amended at any business meeting of the church by a two-thirds vote of the members present provided:

- (1) A copy of the proposed amendment shall have been sent to all active members thirty days prior to such meetings.
- (2) Notice shall have been printed in the church bulletin for the two Sundays prior to the meeting.

ARTICLE X - DISSOLUTION

In the event a decision is made to dissolve this corporation, known as Calvary Baptist Church of Midland, Michigan; provisions shall be made by vote of the congregation, previous to the dissolution of the corporation, to assign all of the assets to one or more fundamental, Bible-believing, Baptist, non-profit organizations, such as churches, missions, schools, or associations. None of the assets shall be given to any individual.

Any of such assets not so disposed of shall be disposed of by the circuit court of the county in which the principle offices of the church is then located, exclusively for such purposes or to such organization or organizations, as said court shall determine, which are organized and operated exclusively for such purpose.

BY-LAWS

ARTICLE I - MEETINGS

Section 1 Regular business meetings shall be as follows:

- (1) The Annual Meeting shall normally be held in January.
- (2) The regular business meetings shall ordinarily be held during the months of April, July, and October.
- (3) The annual election of officers shall take place at the October quarterly meeting.
- (4) The board of deacons may present names of proposed new members for approval by the congregation at any regularly scheduled meeting. The members present will constitute a quorum.

Section 2 Rules of Order.

The rules contained in Robert's *Rules of Order Revised* shall govern conduct of the business in all cases where they are applicable and in which they are not inconsistent with the constitution and by-laws of the church.

Section 3 Quorum.

- (1) One third of the active family membership of the church shall constitute a quorum for the transaction of business except as stated in Article I, Section 1, Item 4 of the by-laws.
- (2) The deacons shall determine the number of active families on the church roll at least annually.

Section 4 Voting Procedures.

- (1) **Voter Qualification:** All members of the church on the active membership list and eighteen (18) years of age or older shall constitute the voting body of the church of all questions except in corporate matters such as apply only to authorizations to the legal trustees acting on behalf of the church. In such latter cases, those voting must be at least twenty-one (21) years of age.
- (2) **General Majority Requirements:** A majority of the eligible active members present shall be required to decide any question, motion, election or resolution coming before the church, unless otherwise ordered or except as specifically provided for below.
- (3) **On Contractual Agreements:** All corporate matters, calling for the approval of proposed contractual agreements or expenditures with outside agencies in the range of \$20,000.00 to \$100,000.00 or the equivalent thereof, shall require a two-thirds (2/3) majority of the eligible voters present to give approval to the action proposed.
- (4) **On Contractual Agreements:** All corporate matters, calling for the approval of proposed contractual agreements or expenditures with outside agencies of sums in excess of \$100,000.00 or the equivalent thereof, shall require a three-fourths (3/4) majority of the eligible voters present to give approval to the action proposed.
- (5) All above related proposed contractual expenditures shall be anticipated as far as possible and shall be considered for approval as a complete package proposal in determining the majority vote requirements. Should approval of one or more subsequent additional expenditure proposals, related to the same basic contract or agreement already approved of, be sought, the majority vote requirement per subsection (3) and (4) above shall be determined by the total dollar value of all such proposals acted on by the congregation during the past year, including the current proposal.

- (6) Any voting member of the church may request an absentee ballot from the clerk for the purpose of voting for the initial slate of officers submitted by the nominating committee and on contractual agreement as stated in Article I, Section 4, Items 3 and 4 of the by-laws. These ballots must be returned to the clerk before the election meeting or contractual agreement vote. The reason for absence must be stated on the ballot and must be for physical disability, being out of town, or shift work.
- (7) Voting at all business meetings shall be a public vote; except, in case where the Moderator deems it wise, or a member requests a secret ballot.
- (8) Nominating Committee – Three deacons selected by their board, three members of the congregation, elected at the July quarterly meeting, along with the senior pastor shall act as the nominating committee. During the month of August, the committee shall make available a nominating form containing the following information:
 - (a) Present officers' names.
 - (b) Indicate those who continue in office.
 - (c) Indicate offices to be filled.
 - (d) Indicate those ineligible for re-election.

They shall receive and screen nominations from the congregation prior to the annual business meeting.

Members are urged to pray and nominate the person they feel is most qualified for office. The resulting list of approved nominees shall be made available to voting members at least one week prior to the election date, which is at the October Quarterly Meeting. Election week should be spent in prayer, seeking God's guidance for the office to be filled.

An installation service shall be held in January. Also an expression of appreciation may be extended to retiring officers.

- (9) In case of vacancy, an attempt shall be made to fill the office for the remainder of the calendar year in the following manner. This will not affect his eligibility for serving three full terms.
 - (a) The nominating committee shall nominate and the congregation shall vote to fill the office.
 - (b) If the congregation so votes, the nominating committee may appoint to fill the office.

ARTICLE II - DUTIES OF OFFICERS

Section 1 The Pastor

The pastor as the under-shepherd of the Lord shall be a man called of God and set aside with unreserved consecration to the work of the Lord Jesus Christ. He is responsible to the Lord for his preaching, teaching, and daily living so that they are in accord with the Scriptures. His work shall include the preaching and teaching of the Word of God, the spiritual oversight of the church membership, the administration of the ordinances and the guidance of the outreach programs of the church. The pastor shall also avail himself of the Christian counsel of the congregation and the board of deacons.

He shall be Ex-officio member of all committees of the church. No official meetings of the church, nor Deacon Board or other committee, shall be held without the knowledge of the Pastor, except for meetings to care for such urgent and unanticipated business as may arise during a pastor's prolonged incapacitation or absence from the field.

Business Relationships with the Pastor

The pastor shall be called for an indeterminate term.

In case of the Pastor's resignation, he shall give the Congregation notice in writing not to exceed sixty days and at least thirty days before his ministry terminates. This time requirement may be waived by mutual agreement of the Pastor and the Congregation.

The congregation shall consider at the January meeting the pastor's salary, vacation, attendance at state and national association meetings and outside speaking engagements. The pastor and his family shall be expected to absent themselves during the transaction of this business.

A pastor charged with doctrinal error, flagrant violation of Christian ethics or lack of spiritual concern for the welfare of the church, shall be considered for dismissal in the following manner:

- (a) Hearing before the deacon board.
- (b) All charges entertained by the deacon board shall be in writing, signed by ten members of voting age from ten families.
- (c) If the charges before the deacon board are found to be valid, then a special meeting of the congregation will be called for the hearing of these charges. Notice of this meeting will be given ten days prior to the meeting date. Three-fourths (75%) of the members voting (secret ballot) shall be required to dismiss the pastor. A quorum as provided by Article I, Section 3, of the by-laws shall be required for this meeting.
- (d) The pastor shall be entitled to and encouraged to seek appropriate counsel and representation in his defense, as he may deem wise. At his discretion the pastor may seek and shall obtain the cooperation of the congregation acting through the deacon board and the church clerk in the calling of a mutual council either before or after the congregational hearing and action as he may elect, in keeping with the general applicable provisions as discussed by Hiscox, "The New Directory for Baptist Churches," thirtieth printing, pages 208-215 and 318-329.

Section 2 The Board of Deacons

Subject to the congregation, the board of deacons is charged with the responsibility of striving in all respects to work to implement the force and effectiveness of the Pastor and his ministry. In this, the board shall aid the Pastor in directing the business and programs of the church in seeking to carry out the Great Commission.

Deacons shall be men called by the Holy Spirit, elected to serve by the congregation and dedicated to this service by personal choice. In this, they forfeit the right to promote, in any way, a division in the life of the church.

This board shall meet each month on a date, which it shall determine. The board will elect its own chairman.

The general duties of the board of deacons shall be as follows:

- (1) To free the pastor as much as possible to prayer and the ministry of the church.
- (2) Assist the pastor in administering the ordinances of the church.
- (3) Examine carefully, with the pastor, all candidates for church membership. They shall recommend such as they consider eligible to the congregation for membership.
- (4) Have charge of the prayer meetings in the absence of the pastor.
- (5) Constitute the pulpit supply committee following the effective resignation of the pastor or at the pastor's request.
- (6) Protect the church fellowship and promote church harmony.
- (7) Strive to guard and maintain the purity and good order of the church so that it gives a more effective witness for the Lord Jesus Christ.
- (8) Provide for the welfare of the church membership. Visit the sick and relieve the needs of the distressed as far as is in their power. They shall administer the deacon's fund.
- (9) The deacons and/or the pastor shall counsel with and admonish a member in need of discipline. Any disciplinary action shall be in accordance with Article III, Section 3, and Article IX of the constitution.
- (10) The deacons shall be men who are members of the church in good standing and in full fellowship with the church and its doctrines and practice. They shall be men that meet the high qualifications set forth in the New Testament (Acts 6:1-3, I Timothy 3:8-13). Deacons shall be elected at the October quarterly business meeting by a majority vote of those present. The term of office for deacon-elect shall be two years. In case of a vacancy due to resignation, death or other cause, then such vacancy shall be filled by election at the will of the church, and such deacons so elected to fill the vacancy shall be elected for the balance of the term of the office of the deacon in whose place he is elected.

They shall not succeed themselves in office after having served three full two-year terms consecutively. After a year's absence from office of deacon, they may be placed in the office by proper election. It is recommended there will be one deacon for approximately every 10 families of the church. This number does not include Sunday school superintendent, church clerk, treasurer, moderator and day school committee chairman, who are on the deacon Board by virtue of election to their position.

They shall appoint from themselves a chairman and clerk at their first meeting of the new year. They shall also see that the financial records are audited yearly.

They shall have the duties and power provided by statute, shall acquaint themselves with the laws of the state and ordinances of the city that pertain to churches, seeing that such laws are obeyed. They shall not assume for the church any financial obligation totaling in excess of \$1,000.00 nor purchase, sell, or mortgage church property without the approval of the congregation. They shall see that the building are kept insured for at least 80% of their value against fire and tornado losses.

They shall have charge of the church's financial program, and the maintenance of church property and equipment.

Deacons shall fulfill the designated responsibility and work as outlined in their biblical definition, and in this constitution. They will provide counsel and advice to the pastors.

Their primary responsibility as servants of the congregation will be to meet the needs of the people on a biblical basis.

They are trustees for the church as required by the state, held in trust church property and are the legal representatives of the congregation.

Section 3 Elected Office and Committees

In order to carry out the duties of the church, certain officers and committees are elected by the congregation to assist the church staff in doing the work of the ministry

Examples are as follows:

(1) Sunday School Superintendent

The Sunday school superintendent shall serve as chairman of the Sunday school staff. This staff shall consist of all department superintendents and teachers. He shall be elected for a term of one year and may serve a maximum of four consecutive terms. He shall be considered a member of the deacon board by virtue of election to this office.

(2) Church Clerk

The clerk shall keep accurate records of the church as follows:

(a) Minutes of all business meetings.

(b) Church membership, including Baptismal Services and the Extension of the Right Hand of Fellowship.

The clerk shall sign all church letters and certificates to other churches and attend to the correspondence of the church.

The clerk shall report annually to the church. He shall be elected for a term of one year and may serve a maximum of four consecutive terms. He shall be considered a member of the deacon board by virtue of election to this position.

(3) Treasurer

The church treasurer shall be responsible for all church funds, and deposit same in a responsible bank. He shall pay all salaries, and on approval of the board of deacons, pay all bills and obligations. He shall make available monthly financial reports. He shall be elected for a term of one year and may serve a maximum of four consecutive terms. He shall be considered a member of the deacon board by virtue of election to this position

(4) Day School Chairman

The day school committee chairman shall have the responsibility for chairing the day school committee appointed by the deacon board. He is responsible for periodic reports to the congregation on the spiritual, academic and financial health of the school. He shall be elected for a term of one year and may serve a maximum of four consecutive terms. He shall be considered a member of the deacon board by virtue of election to this office. He should be a man totally committed to the ministry of the Christian day school.

(5) Moderator

The moderator shall preside at all business meetings. He shall be elected for a term of one year and may serve a maximum of four consecutive terms. He shall be considered a member of the deacon board by virtue of election to this position.

Section 4 Appointed Offices and Committees

In order to carry out the duties of the church, certain officers and committees are appointed by the pastors and deacons to assist them in doing the work of the ministry.

Examples are as follows:

(1) Missionary Committee

The missionary committee shall consist of the assistant church treasurer and a number of members from the church membership at large who are chosen by the current missionary committee. The committee shall choose a chairman each November. All members shall be approved by the deacons.

This committee shall oversee the missionary ministry of the church. It shall organize an annual missionary conference; act as liaison between missionaries and the congregation; and seek to stimulate prayer, giving and other activities on behalf of the missionaries the church financially supports. From time to time, the committee shall recommend to the pastors, deacons, and congregation missionaries, agencies, and projects for the church to consider for support. The committee shall also manage the use and maintenance of the church's missionary homes.

- (a) Missionaries shall be under spiritual and administrative authority of their sending church and/or a mission agency "of like faith and order" (hereafter designated agency).
- (b) As a condition of acceptance for support by this church, each agency shall be examined by the Missionary Committee, Pastors and deacons respecting its doctrine, objectives, programs, financing, staff policies, reputation, past performance, etc.
- (c) As a condition of continuing support and cooperation each agency shall make available to this church for approval by a designated committee and in writing a complete annual report covering in detail its activities and financial situation for the past year and its plans and financing for the years ahead. Its doctrinal positional and practice shall be reaffirmed each year by the agency's governing board. Copies of the above shall be made available to interested members upon request. Additional information shall be supplied by the agency upon the request of the church.
- (d) Any subsequent fundamental departure by the above agency, or by personnel receiving our support, from the faith and practice of this church, and activity prejudicing the Christian testimony of this church, failure to observe the above requirements or otherwise, may be considered as sufficient cause to sever any existing support or affiliation agreement. In such case and where feasible a ninety day notice of intent will be given.
- (e) Mission budget funds should not be used to provide spot or one time gifts or any form of support to candidates that have as yet not been approved by the congregation.
- (f) Under no circumstances shall any approved support be in effect a subsidy for the candidate's further education prior to active missionary service.
- (g) No agency shall be considered whose program is such as to make it virtually a full time training school for adults.
- (h) Funds from the mission budget shall only be used to advance missionary endeavors whose primary ministry is outside the geographical sphere of this church's ministry.

(2) Deaconess Committee

The Deaconess committee shall consist of one member for every ten (10) families in the congregation. They will be appointed by the deacons from names suggested by the congregation at the time of election of officers. They shall prepare the communion service; shall assist in the baptismal service; shall secure entertainment for visitors and shall perform such duties as may be required from time to time for the spiritual welfare of the church. They shall purchase flowers for the funerals of members and adherents, their children and parents. They shall be appointed for a term of two years.

(3) Envelope Secretary

The envelope secretary shall maintain a list of names and respective envelope numbers for all those desiring to use envelopes for their contributions. He shall be appointed for a term of one year.

(4) Head Usher

It will be his duty to see that ushers are present at each meeting where they are required. He shall keep records of attendance and regulate the heat and fresh air. He shall be appointed for a term of one year.

(5) Day School Committee

The day school committee shall have the responsibility of overseeing the spiritual, academic and financial health of the school. They shall be appointed for a term of one year. These should be men totally committed to the ministry of the Christian day school.

Section 5 Term Limits

Term limits may be waived on a year-to-year basis by a unanimous vote of the deacons.

Section 6 Employees and Volunteers

We believe that in order to preserve the function and integrity of the church as the local body of Christ, and to provide a biblical role model to church members and the community, it is imperative that all persons employed by the church in any capacity in anyone of its ministries shall abide by the Articles of Faith.

ARTICLE III - CHURCH FINANCES

Section 1 Free-Will Offerings

Believing that faithful financial support of the local church and its ministries is part of God's plan for each believer, regular, faithful, cheerful, and proportionate giving on the part of each member shall be taught and encouraged. Offerings will normally be received at each regular service of the church as well as at other special services which will occur from time to time. Giving records will be kept and receipts issued annually for all gifts for which the donor can be identified. Such records and receipts shall be the responsibility of the treasurer and shall be maintained as confidentially as possible.

Section 2 Sale within the Church

Only items such as books, literature, study guides, recorded music, etc., which have the purpose of strengthening the faith and daily walk of the believer may be made available for resale within the church. Any applicable sales taxes shall be paid by the church when obtaining such materials. The price for such items shall be set so as to recover costs only. The purpose of such sales shall be to facilitate distribution of desirable items and not to generate revenue. Any items offered for sale shall be subject to approval and review by the pastors and/or deacon board.

Section 3 Sale of Tickets

Tickets may be sold for admittance to specific events which are conducted within the purpose and mission of the church. Such events may be held in the church buildings or at locations off-site. Examples of such events include dinners, seminars, school presentations, athletic contests, retreats, group attendance at outside events, and etc. The cost of such tickets should not exceed what is needed to recover the cost of the event including indirect expenses.

Section 4 Fund-Raising Events

Social events such as bazaars, craft shows, flea markets and fairs or the sale of novelty items will not be used as fund-raising events to subsidize church ministries. As a part of the educational program of the day school ministry, students will be allowed to conduct events with the objective of funding approved school activities. The nature and details of such events shall be approved by the pastoral staff and/or deacon board.

Section 5 Designated Gifts

Designated gifts will be accepted by the church only for those purposes which are consistent with the mission and purpose of the church. Gifts for purposes which do not fit these criteria will be returned with appropriate explanation. The deacon board shall determine the acceptability of any gift with a questionable purpose or use.

ARTICLE IV - MISCELLANEOUS

The Church Fiscal Year.

The fiscal year of the church shall be from January 1 to December 31.

ARTICLE V - PROCEDURE FOR CALLING A PASTOR

Section 1 Pastoral Candidate Committee.

- (1) The pastoral candidate committee shall be selected at the first regular or special business meeting following official notification of a pulpit vacancy.
- (2) In keeping with the democratic principles of the church, the pastoral candidate committee shall be selected and approved by the congregation. The congregation shall select members from the following church groups:

(a) Board of Deacons	3 members
(b) Women's Missionary Society	1 member
(c) Christian Education Committee	1 member
(d) Members of the Congregation	2 members

Nominations of the respective members shall be made by the respective groups as named and then certified to the Congregation at the first business meeting following the announcement of the Pastor's resignation. Further nominations from the floor of representatives from the first three groups shall be permitted.

A total of seven members shall make up the committee. The committee shall select its own chairman.

Section 2 Procedure for Selection of Candidates for Pastor.

- (1) The selection of candidates for Pastor will be preceded by much prayer by the congregation, officers of the church and the pastoral candidate committee. Everything possible will be done to determine the will of God and His leadership in this matter.
- (2) As a matter of basic procedure, candidates for pastor of the church will be determined on a singular basis.
- (3) When a possible candidate is known, a complete investigation will precede his invitation to candidate. Such an investigation will include a visit to the candidate's home church to hear him and appraise the spiritual climate of his congregation. No man shall be recommended to the congregation as a pastoral candidate who has not been previously interviewed as a candidate by the committee or its designated sub-committee. Two of the pertinent items of the investigation to be considered are:
 - (a) He shall be a man called of God dedicated to a scriptural preaching of the Gospel of Jesus Christ.
 - (b) The candidate's record and qualifications including experience and training plus his ability to work with all groups of the church.
- (4) Arrangements shall be made by the pastoral candidate committee to announce a business meeting one week before the candidate arrives. Such a business meeting will be held on the Wednesday following the candidate filling the pulpit. At this meeting the congregation shall vote whether or not to extend a call to the candidate. The pastoral candidate committee will supply information as to the candidate's qualifications and background as requested by the congregation. A favorable vote by three-fourths (75%) of the members present of voting age shall be required to

extend the call. In the event of an unfavorable action, the committee shall resume its deliberations in keeping with the above. A quorum as provided by Article I, Section 3, of the by-laws shall be required for this meeting.

(5) The pastoral candidate committee upon extension and acceptance of a pastoral call shall be responsible for the arrangement of appropriate publicity, service, receptions and other social amenities as will facilitate the entry of the Pastor and his family onto his new field or work, except as it may be otherwise directed by the congregation.

ARTICLE VI - AMENDMENTS

Section 1 These by-laws may be amended at any business meeting of the church by a two-thirds vote of the members present provided:

- (1) A copy of the proposed amendment shall have been sent to all active members thirty days prior to such meeting.
- (2) Notice shall have been printed in the church bulletin for the two Sundays prior to the meeting.

ARTICLE VII - FACILITY USE

Section 1 The facilities of this church were provided through God's benevolence and by the sacrificial generosity of church members. The church desires that its facilities be used for the fellowship of the Body of Christ and always to God's glory. The facilities of Calvary Baptist Church of Midland may only be used for weddings that adhere to the biblical definition of marriage as per the Articles of Faith. Facility use will not be permitted to persons or groups holding, advancing, or advocating beliefs, or advancing or engaging in practices that conflict with the Articles of Faith.

