

CONSTITUTION

As revised in 2013

CALVARY BAPTIST CHURCH

PREAMBLE

For the more certain preservation and security of the principles of our faith, and to the end that this body may be governed in an orderly manner as a Southern Baptist Church, and for the purpose of preserving the liberties inherent in each individual member of this church and the freedom of action of this body with respect to its relation to other churches of the same faith, we do declare and establish this constitution.

ARTICLE I

NAME: The name of this organization shall be Calvary Baptist Church of Reidsville, Inc. of 7860 NC 87 N, Reidsville, North Carolina 27320, in the Dan Valley Association. (Revised 1-16-00)

ARTICLE II.

PURPOSE: The Calvary Baptist Church is organized for the purpose of advancing and promoting the worship of God through the reading and study of the Holy Bible as the revealed word of God, the teaching and preaching of the Gospel of our Lord and Savior, Jesus Christ, conducting regular services of worship for the spiritual training, development and benefit of each member and for the winning of souls to Jesus Christ. This church shall be missionary in spirit, extending the Gospel through our organized religious channels to the entire world. It shall exist to provide regular opportunities for public worship, to sustain the ordinances, doctrines and ethics set forth in the New Testament for the church of our Lord Jesus Christ, and to channel its offerings to the support of the objects of the Kingdom of God. In order to effectively carry forward the objects and purposes set forth above, the church will have full

power and authority to purchase, lease and acquire by gift, devise or bequest and to hold, mortgage, convey and dispose of all kinds of property, both real and personal, provided that the title to all property shall be vested in the church trustees as here-in-after set forth.

III. ARTICLES OF FAITH

(See these Articles of Faith as adopted by the Southern Baptist Convention in Kansas City, Mo., 1963)

IV. CHURCH COVENANT

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Savior, and on the profession of our faith having been baptized in the name of the Father, and of the Son, and of the Holy Ghost, 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 doctrines; to contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the Gospel through all nations.

We also engage to maintain family and secret devotions; to religiously educate our children; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings, to be faithful in our engagements, to exhibit character becoming a Christian, 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 offense, but always ready for reconciliation.

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.

V. AFFILIATION

Section 1

This church is a free, autonomous, independent body, congregational in nature with authority to determine for itself in the manner set forth in this constitution, free of any outside control, authority or power, whether governmental or otherwise, the use of its property and all church policies. All internal groups created and empowered by the church shall report to and be accountable only to the church, unless otherwise specified by church action. The church recognizes the value and mutual helpfulness in voluntary association of churches which are in such agreement in faith and it is recognized that association and cooperation between such churches will influence the missionary, educational and benevolent interest of each other.

The church does, therefore, declare its intention as far as conscience will allow, to work in mutual cooperation with other Southern Baptist groups including the Dan Valley Missionary Baptist Association, The Baptist State Convention of North Carolina, The Southern Baptist Convention, the Cooperative Baptist Fellowship and The Baptist World Alliance.

Section 2

Discontinuance of Affiliation and/or Cooperation: The calling of a church conference for the purpose of voting on withdrawal from affiliation from the Dan Valley Missionary Baptist Association and /or discontinuance of cooperation with the Baptist State Convention and or The Southern Baptist Convention shall require that a written notice be sent to each resident member of the church, stating the purpose and time of said conference. Action to withdraw must be carried by vote of three-fourths of members present and voting. practice as to make possible a spirit of fellowship and goodwill.

BY-LAWS

I. CHURCH MEMBERSHIP

Section 1.

The membership of this church shall be composed of persons who have given evidence of regeneration by the spirit of God, who have been baptized by immersion in water, and who have subscribed to the church covenant, articles of faith, and constitution of this church, and who have been received into membership by vote of the church.

Section 2. CANDIDACY

Any person may offer himself as a candidate for membership in this church. All such candidates shall be presented to the church at any regular church service for membership in any of the following ways:

1. By profession of faith and for baptism according to the policies of this church.
2. By promise of a letter of recommendation from another Baptist Church.
3. By statement of a prior conversion experience and believer's baptism by immersion.

A majority vote of those church members present and voting shall be required to elect such candidates to membership.

Section 3. TERMINATION OF MEMBERSHIP

Membership shall be terminated in the following ways:

4. Death of the member
5. Dismission to another Baptist church
6. Exclusion by action of this church
7. Erasure upon request or proof of membership in a church of another denomination.

All such applications must be passed upon by the church in conference.

Section 4. VOTING RIGHTS

Each person accepted into membership of Calvary Baptist Church of Reidsville, Inc., shall be a voting member of the corporation.

II. MEETINGS

Section 1.

This church shall hold regular meetings for worship, teaching, training and fellowship.

Section 2.

This church shall hold regular business meetings for the disposition of all business matters not otherwise provided for, to hear reports from the various church organizations, and to consider other matters essential to the spiritual welfare and prosperity of the congregation.

Section 3.

Other meetings of the church as a whole or of authorized groups within the church may be set according to the needs of the congregation.

III. CHURCH ORDINANCES

Section 1. BAPTISM

The church shall receive for baptism any person who has received Jesus Christ as Savior by personal faith, who professes Him publicly at any worship service, and who indicates a commitment to follow Christ as Lord.

1. Baptism shall be by immersion in water.
2. The pastor, or whomever the church shall authorize, shall administer baptism. The Baptismal Committee shall assist in the preparation for, and the observance of, baptism.
3. Baptism shall be administered as an act of worship during any worship service of the church.
4. A person who professes Christ and is not baptized after a reasonable length of time shall be counseled.

Section 2. THE LORD'S SUPPER

The church shall observe the Lord's Supper quarterly, the fifth Sunday of the quarter, unless otherwise scheduled by the deacons. The pastor and deacons shall administer the Lord's Supper. The Lord's Supper Committee shall be responsible for the physical preparations.

IV. OFFICERS

The officers of this church shall be a pastor, and other vocational leadership as needed, deacons, trustees, clerk, treasurer, and such other officers as shall be required to do the work of the church in any of its departments or organizations.

All of these shall be elected by the church and shall be members in good standing at the time of election; the exception being that the pastor/called staff are not required to be a member prior to their call.

V. ELECTION AND DUTIES OF CHURCH OFFICERS

Section 1. PASTOR

A: CALL: Whenever a vacancy occurs, a pastor shall be called by the church to serve until the relationship is dissolved at the request of either the pastor or the church. In either case, at least sixty days' notice shall be given of termination of the relationship, unless otherwise mutually agreed upon, and with both pastor and church seeking to follow the will of God through the leadership of the Holy Spirit.

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

B: DUTIES: The pastor shall have in charge the welfare

and oversight of the church; he shall be ex-officio member of all organizations, departments and committees; he may call a special meeting of the deacons or of any committee according to procedures which are set forth in the By-laws; he shall conduct religious services on stated and on special occasions, administer the ordinances, minister to the spiritual needs of the members of the church and community; he shall perform other duties that usually pertain to that office; he shall have special charge of the pulpit ministry of the church and shall, in cooperation with the deacons, provide for pulpit supply when he is absent, and shall arrange, with the concurrence of the deacons, for ministers to assist in revival meetings and workers to assist in other special services required by the church. It shall be his special responsibility with the full cooperation of every member of the church to win the lost to Christ, to minister to the spiritual needs of the members of his congregation, and through prayer and study to render effective preaching and pastoral ministries.

Section 2. DEACONS

The church shall have twelve (12) elected deacons and additional deacons as deemed necessary to carry out the needs of the church. The deacons shall be elected from among those members who have proven themselves to have spiritual qualifications according to the principles set forth in the New Testament. Deacons shall serve on a rotation basis and shall be elected for a term of three (3) years. On the first Sunday in August of each year a current list of the resident members of Calvary Baptist Church will be published for the church to use in considering deacon nominees. This list will be available at the church office, posted in the vestibule, outside the Sunday school office, and posted on the church website. Nominations for deacons will be taken until the third Sunday in August. The active deacons will put together a final list to vote from based on the nominations received from the church membership. This list will be made available to the church

membership by the first Sunday in September. Voting for deacons will take place on the second Sunday in September

and only those members in attendance on that Sunday will be allowed to vote. In the event members are not present for voting due to participation in a church sponsored function, arrangements may be made with the deacons for casting their votes ahead of time. Members will vote for four (4) deacons from the final nominee list and the active deacons will call the nominees based on the number of votes they receive until four (4) agree to serve. These four will then be presented to the congregation with the rest of the nominating committee report.

Deacons retiring from active participation by rotation shall retain their title of deacon and may be called upon for service by the church at any time but shall be ineligible for re-election to the active deaconate until at least one year has elapsed following their retirement from this service.

Deacons shall at all times regard themselves as servants of the church. (1) They are to be zealous to guard the unity of the spirit within the church in the bonds of peace.

(2) They shall serve as a council with the pastor in all matters pertaining to the welfare and work of the church.

With the pastor and in cooperation with elected committees, they are to consider and formulate plans for the constant effort and progress of the church in all things pertaining to the saving of souls, the development of Christians, and the extension and growth of the Kingdom of God. (3) By proper organization and method among themselves, they are to establish and maintain personal fraternal relations with, and inspiring oversight of, all the membership of the church.

Especially are they to seek to know the physical needs and the moral and spiritual struggles of the church members; and to serve the whole church in relieving, encouraging, and developing all who are in need. (4) In dealing with church relationships, they are to be guided always by the principles

of Christian love set forth in the New Testament. (5) They shall assist the pastor in the observances of the ordinances.

(6) They shall arrange for regular meetings and such committees as are necessary to the discharge of their duties.

(7) The pastor, or the chairman of the deacons, may call the deacons into special session whenever need arises. (8) The person serving from time to time as Chairman of the Deacons will be president of the corporation.

Section 3. TRUSTEES

At all times the church shall have three (3) or more trustees to serve as legal officers for the church. They shall hold in trust the church property. Upon a specific vote of the church authorizing each action, they shall have the power to buy, sell, mortgage, lease, or transfer any church property. When the signatures of trustees are required, they shall sign legal documents involving the sale, mortgage, purchase, or rental of property, or other legal documents related to church-approved matters. Trustees shall be recommended by the Nominating Committee. The persons serving from time to time as trustees shall be Board of Directors of the Corporation.

Section 4. CLERK

The clerk shall be elected annually upon recommendation of the Nominating Committee. It shall be the responsibility of the clerk to attend or to be represented at all church business meetings, to keep an accurate record of all business transactions, to prepare the annual associational letter and to see that it is properly transmitted to the associational clerk, and shall notify all officers, members of committees and messengers of their election or appointment; and shall issue letters of dismissal as authorized by the church, and preserve a true history of the church, keeping same in a safe place. It shall be the duty of the clerk to see that an accurate roll of the church membership is kept, the dates and methods of admission and dismissal, change in name, correct mailing addresses and other pertinent information about each member.

The church may delegate some of the clerical responsibilities to a church secretary who will assist the elected clerk. All church records are church property and shall be kept in the church office when an office is maintained. The person serving from time to time as Church Clerk will be the secretary of the corporation.

Section 5. TREASURER

The church shall elect a treasurer annually upon recommendation of the Nominating Committee. One who has served previously in this position will be eligible for re-election. It shall be the duty of the treasurer to preserve and to disburse by check upon proper authority all money or things of value that are given to the church, in accordance with instructions from the church. The treasurer shall keep at all times an itemized account of all receipts and disbursements; rendering an account regularly to the church to be preserved by the church clerk. The treasurer's books are subject to audit, and all books, records, and accounts shall be the property of the church. The treasurer shall upon invitation meet with the deacons, and shall be a member of the Stewardship Committee. The person serving from time to time as the Treasurer will be the treasurer of the corporation.

Section 6. OTHER CHURCH OFFICERS

All church officers subject to annual election shall be elected prior to October 1. Other officers of the church shall be a Sunday School director, Baptist Men's director, Women's Missionary Union director, and such other officers as may be necessary and desirable. All officers of the church and its organizations, unless otherwise specified, shall be elected for a term of one year upon the recommendation of the Nominating Committee. Members of the church may offer substitute nominations for any position for which the Nominating Committee makes nominations.

Exceptions: (1) The Women's Missionary Union director and WMU officers shall be nominated by a WMU committee

and submitted to church for approval in conjunction with recommendation of the Nominating Committee. (2) Election of Deacons as described in By-Laws V. Election and Duties of Church Officers, Section 2 - Deacons.

DUTIES OF OTHER CHURCH OFFICERS

1. **Sunday School Director:** The Sunday School director shall have general oversight of the entire school, and shall administer its affairs in cooperation with, and according to, the plans and methods of the Sunday School Board of the Southern Baptist Convention, subject to the approval of the local church.
The director shall be acquainted with the best methods of religious education and endeavor to adopt them in this school. It shall be the duty of the director to counsel with the teachers and officers by giving advice and receiving suggestions from co-workers. The director shall endeavor to see that a full and accurate report is made of the work of the Sunday School in the regular business meetings of the church.
2. **Baptist Men's Director:** The Baptist Men's Director shall promote the work of Baptist Men as outlined by the Brotherhood Commission of the Southern Baptist Convention, seeking to enlist the men, and boys of the church in an active program of missionary training, giving, and activity, subject to the approval of the church. He shall endeavor to see that a full and accurate report is given at the regular business meetings of the church.
3. **Women's Missionary Union Director:** The WMU Director shall seek to enlist all the preschool children, girls, and women of the church in a program of missionary training, giving, and activity according to plans promoted by the Women's Missionary Union, Auxiliary to the Southern Baptist Convention, subject to the approval of the church.
She shall endeavor to see that a full and accurate report is given at the regular business meetings of the church.

VI. COMMITTEES

Section 1

The church shall elect such committees as may be deemed necessary to carry out the various phases of the program of the church efficiently and effectively. In any event, the church shall have at all times the following standing committees:

Nominating, Stewardship, Building and Grounds, Missions, Treasury, Personnel, and any additional committees deemed necessary for the proper function of the church. The church upon recommendation by the deacons may elect at any time committees to perform temporary functions.

Section 2. DUTIES OF COMMITTEES

1. The Nominating Committee coordinates the staffing of all church leadership positions filled by volunteer workers, unless otherwise specified herein. Persons considered for any such position shall first be approved by the nominating committee before they are approached for recruitment. The nominating committee shall present to the church for election all who accept the invitation to serve. They may propose changes in Committee structure, name, and responsibilities as a part of their Report for Church approval. They shall prepare and update a Committee Guidebook that includes composition, leadership, and duties of each committee.

Committees are encouraged to add procedures and notes to the Guidebook.

2. The Stewardship Committee develops and recommends an overall stewardship development plan and an annual unified church budget. It advises and recommends the administration of the gifts of church members and others, using sound principles of financial management. It works with the treasurer in the preparation and presentation to the church of required reports regarding the financial affairs of the church.

3. The Building and Grounds Committee assists the church in matters related to properties administration. Its work includes such areas as maintaining all church properties for ready use,

recommending policies regarding use of properties, consulting with the personnel committee and the church staff regarding the needs for, and the employment of, maintenance personnel, and regarding the assignment of supervisory responsibility to appropriate personnel.

4. The Missions Committee seeks to discover possibilities for local missions projects, shares findings with church program organizations, and serves the church in establishing and conducting such missions projects as may be assigned to it.

5. The Personnel Committee assists the church in matters related to employed personnel administration, including those called by church action. Their duties include such areas as employment, policies, job descriptions, and personnel services.

6. The Treasury Committee shall receive, verify to members' offering envelopes, and make deposits to the church bank account all offerings given to the church. A duplicate copy of each deposit slip will be given to the treasurer for maintaining church books.

VII. CHURCH GOVERNMENT

Section 1.

The government of this church shall be congregational in nature and shall be vested in the membership.

Section 2. CHURCH CONFERENCE

A church conference shall be held on the second Sunday night of each quarter. In addition to the quarterly conferences, a conference of the church may be called, upon advance notice, jointly by the pastor and deacons.

Section 3. MODERATOR

The pastor of the church may preside as moderator or ask the chairman of deacons to preside. In the absence of the pastor or chairman of deacons, the pastor and/or deacons shall designate some other member in good standing to preside.

Section 4. QUORUM

The quorum consists of those members who attend the business meeting, provided it is a stated meeting or one that has been properly called.

Section 5. PARLIAMENTARY RULES

Robert's Rules of Order, Revised, is the authority for parliamentary rules of procedure for all business meetings of the church.

VIII. AMENDMENTS

Changes in the Constitution and Bylaws may be made at any regular business meeting of the church provided each amendment shall have been presented in writing at a previous business meeting and copies of the proposed amendment shall have been furnished to each member present at the earlier meeting. Amendments to the constitution shall be by two-thirds vote of church members present and voting. Amendments to the By-Laws shall have a concurrence of a majority of the members present and voting.

IX. VALIDATE

Section 1.

The adoption by the church of this Constitution and By-Laws shall repeal all previously adopted rules including the rules of Calvary Baptist Church Government adopted at its organization in conflict herewith, provided, however, that no actions taken by the church prior to this date shall be invalidated by the adoption of this Constitution and By-Laws.

Section 2.

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

