

**CORNERSTONE BIBLE CHURCH
CONSTITUTION**

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Church Covenant

Having been led by the Spirit of God to receive Jesus Christ as our personal Lord and Savior, and accepting the Word of God as our rule for faith and practice, we do now in the presence of God and this assembly most solemnly and joyfully enter into this covenant with one another as one body in Christ.

We pledge, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church in knowledge, in holiness and comfort in time of distress; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline and doctrines; to give it a sacred preeminence in all aspects of our lives; to contribute cheerfully and regularly to the support of the ministry, the expenses of the church and the spreading of the gospel through all nations.

We also pledge to maintain family and personal devotions; to educate our children in the things of Christ; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world, to be just in our dealings; faithful in our responsibilities and exemplary in our deportment and to be zealous in our efforts to advance the cause of Christ; remembering that our bodies are the temple of the Holy Spirit and that as Christ is our Lord we should refrain from using our bodies in any way that might grieve the Holy Spirit.

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

We moreover pledge 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.

To these and all other Christian duties we do humbly and cheerfully submit ourselves, promising to perform them not in our own strength, being aware of our weakness, but in the strength of the Lord, whose we are, and whom we serve; to whom be glory in the Church through all ages, world without end. Amen.

Constitution

The Preamble

Resting our faith wholly in the Lord Jesus Christ for our salvation, and believing in the teachings of the Holy Bible as the inerrant, inspired Word of the Living God both verbally and in every part, we have affiliated ourselves with one another as a body of born-again believers, and we adopt this constitution as a declaration of our convictions so that we may carry on the Lord's work decently and in order. We enter into a fellowship which asks all of its members to engage in the ministry of maintaining its unique and significant testimony against the apostasy, worldliness and indifference and to seek every means possible to assist it in its positive preaching of the Bible as the Word of God and in seeking to win the lost to Christ.

Article I -- Name

The name of the church shall be Cornerstone Bible Church.

Article II -- Purpose

Our purpose is to glorify God by conducting a Bible church in accordance with the Word of God, the Statement of Belief, the Covenant and the Constitution of this local church, promoting the worship of our God, edifying believers, teaching the whole counsel of God, administering the ordinances and Biblical discipline, seeking to win the lost to Christ through personal witnessing and the preaching of the gospel, carrying on a missions program beginning in Jerusalem, defending the faith and maintaining a good testimony for Christ in our community by godliness and good works.

Article III -- Associations

This church shall be an independent, autonomous church, subject only to Jesus Christ, the Head of the Church. It has the right to cooperate and associate with other Biblical groups on a voluntary basis. There shall be no cooperation with any group that permits the presence of apostates or apostasy, or that endorses groups that permit the presence of apostates or apostasy.

Article IV -- Statement of Belief

Statement of Belief

1. **The Scriptures**
We believe that the Scriptures of the Old and New Testaments as originally written were God-breathed, both verbally and in every part. We believe God, who is Truth, communicated through Spirit-controlled men so that the Scriptures are without error and therefore authoritative in all they teach and in all matters they touch. We believe the Bible is the supreme revelation of God's will for man and constitutes the only infallible guide for faith and life. Matthew 5:18; 15:4-6; Mark 12:36; John 10:34,35; Acts 1:16; Romans 3:1-4; Galatians 3:16; 2 Timothy 3:16; Hebrews 4:12; 1 Peter 1:23; 2 Peter 1:19-21; Revelation 22:18,19

2. **The Trinity**
We believe there is one, and only one, true and living God; that there is indivisible unity in the Godhead, yet existing in three separate persons -- the Father, the Son and the Holy Spirit -- equal in every divine perfection, of the same essence and executing distinct, but harmonious, offices in the great work of both creation and redemption. Matthew 3:16,17; 28:19; John 6:27; Acts 5:3,4; 1 Corinthians 1:9-14; 2 Corinthians 13, 14; Ephesians 4:6; Hebrews 1:8

3. **God the Father**
We believe God, the Father, is a spirit infinite, eternal and unchangeable in all of His being, wisdom, power, holiness, justice, goodness and truth. He is the Creator, Sustainer and Ruler of the universe, Giver of all life in sovereign authority over all His created beings, the Keeper over the national Israel and the Father and Disciplinarian of His chosen in Jesus Christ. Psalm 139:7-10; Isaiah 46:9; Romans 11:33; Revelation 19:6

4. **The Lord Jesus Christ**
We believe that the Lord Jesus Christ, the eternal Son of God was conceived by the Holy Spirit and born of the virgin Mary as no other man was ever nor can be born of a woman. He is very God of very God, being "God manifest in the flesh." He lived a life of absolute sinlessness and in His death made a full and vicarious atonement for our sins, dying not as a martyr, but as a voluntary substitute in the sinner's place. He rose bodily from the dead on the third day and ascended into heaven where He now sits at the right hand of the Father as our High Priest, interceding and preparing a place for us. He shall appear in the air to rapture His saints, and after seven years, shall come again with the saints to set up the throne of David and establish His millennial kingdom. Matthew 1:18-25; 28:6; John 1:1; 14:3; 20:27; Acts 15:16; 1 Corinthians 15:4; 1 Thessalonians 4:16; 2 Thessalonians 2:6-8; Hebrews 7:25; 8:6; 12:2; 1 Peter 2:22; 3:18; 1 John 2:1; Revelation 3:21

5. **The Holy Spirit**
We believe that the Holy Spirit is a divine Person possessing all the attributes of personality and of deity. He is equal with the Father and the Son and is of the same nature. His relation to the unbelieving world is that He convicts of sin, righteousness and judgment. He is the agent of the new birth, and His work among believers includes His sealing, indwelling, infilling, guiding and teaching them the ways of righteousness. We believe there is a distinction between the ministry of the Holy Spirit in the Old Testament and His ministry in the New Testament. There is a new and unique work of the Holy Spirit in relation to the Body of Christ. We believe that the Holy Spirit endues believers with service gifts. We believe the Bible disavows the authenticity of the sign gifts such as prophecy, speaking in tongues, interpretation of tongues, miracles and healing for today and repudiates the experience-oriented theology and ecumenically-oriented practice of the charismatic movement. John 7:39; 14:16,17,26; Acts 1:5; Romans 12:3-8; 1 Corinthians 12:8-13, 28-31; 13:8-12; Ephesians 1:13,14; 4:7-11; Hebrews 9:14; Revelation 22:18,19

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6. **Creation**
We believe the Genesis account of creation as being neither allegory nor myth, but a literal, historical account of the direct, immediate creative acts of the Trinity without any evolutionary process. Genesis 1 and 2; Psalm 33:9; John 1:3; Colossians 1:16,17; Hebrews 1:2
7. **Man**
We believe the Scriptures teach that man was created by a direct act of God and not from any previously existing form of life; and that all men are descended from the historical Adam and Eve, first parents of the entire human race. By voluntary transgression man fell from his sinless state, in consequence of which all men are now sinners by nature and by choice, utterly devoid of the holiness required by God's law, positively inclined to evil, and therefore under just condemnation to eternal judgment and everlasting existence separated from God without defense or excuse. Genesis 1:27; Isaiah 53:6; Romans 3:23; 5:12-19
8. **Salvation**
We believe the Scriptures teach that Christ died for the whole world and that salvation of sinners is divinely initiated, wholly of grace, and accomplished only through the mediatorial work of the Son of God. It is wholly apart from works and is upon the sole condition of faith in the Lord Jesus Christ and never without genuine repentance. In order to be saved the sinner must be born again, personally receiving Christ as Savior, being regenerated by the power of the Holy Spirit through faith in God's Word and becoming the recipient of a new nature. The great gospel blessing which Christ secures to such as believe in Him is justification, that judicial act of God accompanied by the pardon of sin and the imputation of divine righteousness, not because of any works of righteousness on our part, but solely through faith in the Redeemer's blood. The believer who has exercised personal faith in the Lord Jesus Christ is completely justified and in possession of eternal life which is eternally secure. John 1:11,12; 3:3-6,16; 10:28,29; Acts 13:39; Romans 2:4; 2 Corinthians 7:9,10; Ephesians 2:8-10; 1 Timothy 2:5,6; Hebrews 4:2; 1 Peter 1:18-23; 2 Peter 1:4; 2:1
9. **The Church**
We believe the Scriptures teach that the Church of Jesus Christ began at Pentecost and will be completed at the Rapture. It must be considered in two aspects: the local church and the "church which is His body."

The local church is a congregation of born-again believers, associated by a covenant in the faith and fellowship of the gospel, observing the ordinances of Christ, governed by His laws and exercising the gifts, rights and privileges invested in them by His word. Its Scriptural officers are pastors, sometimes called bishops and Elders, whose qualifications, claims and duties are defined in the epistles to Timothy and Titus. This definition of the local church leads to these Scriptural distinctives:
- a. Sole authority of the Scriptures for faith and practice;
 - b. Autonomy of the local church;
 - c. Believer's baptism by immersion;
 - d. Two scriptural officers, pastor (elder, bishop) and Elder;
 - e. Two symbolic ordinances, baptism and the Lord's table;
 - f. Individual priesthood of the believer.
- The "church which is His body" is the entire company of believers in Christ, whether Jew or Gentile, regardless of denominational affiliation and present position in heaven or in earth. Matthew 28:19,20; Acts 1:5; 2:1-4,41,42; 10:44,45; 11:15,16; 1 Corinthians 12:13; Ephesians 1:22,23; Titus 1; Hebrews 12:23
10. **Baptism and Communion**
We believe the Scriptures teach that Christian baptism is the single immersion of a believer in water in the name of the Father, Son and Holy Spirit, to show forth in a solemn and beautiful emblem his identification with the crucified, buried, risen Savior, thus illustrating the believer's death to sin and his resurrection to a new life. We believe that communion is the commemoration of His death until He comes and should be preceded by solemn self-examination and confession of known sin. Observance of communion is for born-again believers only. The ordinances of baptism and communion must be observed under the authority of the local church. Acts 8:36-39; Romans 6:3-5; 1 Corinthians 11:23-28

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11. Coming Events
- a. The Righteous & the Wicked
We believe that there is a radical and essential difference between the righteous and the wicked; that such only as through faith are justified in the name of the Lord Jesus, and sanctified by the Spirit of our God, are truly righteous in His esteem; 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 happiness of the saved and the everlasting conscious suffering of the lost. Genesis 18:23; Proverbs 14:21; Malachi 3:18; John 8:21; Matthew 25:34-41; Romans 6:17,18; 1 John 5:19
 - b. The Rapture of the Church
We believe in the “Blessed Hope”, the personal, imminent pretribulation and premillennial appearance of the Lord Jesus Christ to rapture His redeemed ones of the church. 1 Corinthians 15:51,52; 1 Thessalonians 4:13-18; 2 Thessalonians 2:1,2; Titus 2:13; 1 John 3:2
 - c. The Judgment Seat of Christ
We believe that every saved person of the Church Age will appear before the “Judgment Seat” to be judged by the Lord in regard to his service and receive rewards according to his works. Matthew 6:2; Romans 14:10; 1 Corinthians 3:11-15; 2 Corinthians 5:10
 - d. The Millennial Kingdom
We believe that Christ will return to earth after the tribulation with His saints to establish the Millennial Kingdom which literally will be on earth and will be ruled by Christ from the throne of David. Isaiah 9:6,7; Luke 1:32; Acts 2:29,30; 2 Thessalonians 1:6-12; Revelation 20:1-6, 12-14
 - e. The Eternal State
We believe in the bodily resurrection of all men, the saved to eternal life and the unsaved to judgment and everlasting punishment in the Lake of Fire. The souls of the redeemed are, at death, absent from the body and present with the Lord where in conscious bliss they await the first resurrection, when spirit, soul and new body are reunited to be forever glorified with the Lord. The souls of the unbelievers after death remain in conscious misery until the second resurrection, when the spirit, soul and body reunited they shall appear before the Great White Throne Judgment and shall be cast in the Lake of Fire, not to be annihilated, but to suffer everlasting conscious punishment. Matthew 25:46; Luke 16:19-26; John 5:28,29; 2 Corinthians 5:8,10; Philippians 1:23
12. Israel
We believe in the sovereign selection of Israel as God’s eternal covenant people, that she is now dispersed because of her disobedience and rejection of Christ, that she will be regathered in the Holy Land and, after the completion of the Church, she will be saved as a nation at the second advent of Christ. Genesis 13:14-17; Romans 11:1-32; Ezekiel 37
13. Angels
We believe in the personal existence of angels who were created by God to bring honor and glory to His name and to serve Him. Those angels who kept their first estate minister for them who are the heirs of salvation. There were among the hosts those who fell with Satan, the angels who kept not their first estate, who are presently functioning in Satan’s counterfeit system as rulers of darkness, to be resisted by the believer through the armor provided by God. Isaiah 6; Matthew 17:18; Ephesians 6:11,12; Colossians 1:16; 1 Timothy 4:1,2; Hebrews 1:4; 1 Peter 1:12; Jude 6
14. Satan
We believe the Scriptures teach that there is a personal devil, a created angel who through pride became the enemy of his creator, who is “the god of this age” and “the prince of the power of the air,” who is full of all subtlety, who seeks continually to frustrate the purposes of God and to ensnare the sons of men, and who was conquered by Christ on the cross and condemned to everlasting punishment in the Lake of Fire. Isaiah 14:12-15; Luke 10:18; 2 Corinthians 4:4; 11:13-15; Ephesians 2:2; Hebrews 2:14; Revelation 12:9

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15. **Personal Separation**
We believe the Scriptures teach that every believer should be separated unto God from the world, and by the aid of the Holy Spirit, should walk in Christian love and holiness, exhibiting qualities of honesty, integrity, forgiveness and loving-kindness. We further believe that any achievement in these characteristics will be evidence by sincere humility and genuine zeal for the advancement of the cause of Christ. We also believe the Scriptures admonish every believer not to love the world or the things in the world, but rather to flee evil desires, avoid every kind of evil and refrain from questionable practices which destroy one's testimony, offend one's brother and fail to glorify God. Proverbs 15:33; Romans 14:19-21; 1 Corinthians 6:18-20; 8:9-13; 10:23,33; 2 Corinthians 7:1; Galatians 5:22-25; Ephesians 4:32; 5:1,2,7-10,15-20; Philippians 4:8; 1 Thessalonians 4:7; 1 Peter 5:5,6
16. **Ecclesiastical Separation**
We believe the Scriptures teach that the believer should be separated from apostasy as exemplified in ecclesiastical organizations which include radicals, liberals and those who sanction theological compromise. This doctrine is based upon God's eternal principle of division between truth and error and His specific command to be separate from unbelievers and disobedient brethren. This truth is to be practiced with an attitude of devotion to God, humility, compassion, and yet with conviction, to create the proper condition and atmosphere for the main objective, i.e. the salvation of the lost through the gospel of God. Matthew 10:34-49; 18:15; Romans 16:17; 1 Corinthians 5:7-13; 2 Corinthians 6:14; 11:4; Galatians 1:8,9; 1 Timothy 6:3-6; 2 Timothy 2:16-18; Titus 3:10,11; 2 John 9-11
17. **The Lord's Day**
We believe that the Scriptures teach that the first day of the week is to be set aside unto the Lord for worship, fellowship with others of like faith, instruction in the Word of God and rest from the cares of the world as a testimony both public and private. It is a day of rejoicing in the resurrection of our Lord by giving of our time and resources to further our evangelistic outreach. Acts 20:7; 1 Corinthians 16:1,2; Hebrews 10:25
18. **Marriage and the Home**
We believe that the home was the first institution God provided for man, and that marriage is a sacred relationship between a man and a woman and honorable for all. "What God hath joined together let no man put asunder." Marriage is used as an emblem of the union of Christ and His Church. Genesis 2:18-24; Mark 10:9; 1 Corinthians 7:2; Ephesians 5:21,23; Hebrews 12:4
19. **Civil Government**
We believe that civil government is of divine appointment for the interest and good order of human society; those in authority are to be prayed for, conscientiously honored and obeyed; except only in things opposed to the will of our Lord Jesus Christ, who is the only Lord of the conscience, and the coming King of Kings and Lord of Lords. Acts 5:29; Romans 3:1-17; 13:1; 1 Timothy 2:1-3; 1 Peter 2:13-18; Revelation 19:16

Article V -- Rules of Order

Section 1 - Membership

5.1.1 Qualification for Membership

Anyone seeking to become a member of this local assembly must profess faith in the Lord Jesus Christ, giving evidence of a changed life through regeneration, and must have been baptized (by immersion) following their regeneration. They must also affirm acceptance of and adherence to the Statement of Belief, Rules of Order and Covenant of this church.

5.1.2 Reception

All persons desiring to unite with this church must complete the Church Membership Application and turn it in to a Pastor or Elder. They will then be interviewed by Pastor(s) or Elder(s) and give testimony of conversion

and Christian experience. The Elder Board will then present approved candidates for membership to the church with an appropriate recommendation for reception at any regularly scheduled business meeting. Candidates will be accepted by a three-fourths majority vote of members present and voting. The right hand of fellowship will be extended to the new member(s) on a regularly scheduled Sunday service determined by the Elder Board.

5.1.3 Duties and Privileges

In accordance with the Covenant of this local assembly, members are expected to attend regularly the services of the church and participate in the life and ministry of the church consistent with the time, gifts, and resources God has given them. Non-members will have the ability to serve in limited ways after being examined and approved by the Elder Board.

Members are to honor those in authority within the church, pray for them, submit to their leadership as the Scriptures command and assist them with wholehearted cooperation.

Every member should cultivate his own Christian life and character so that the unity of the brethren might be preserved and a good testimony might be obtained before those who are without. Members should practice the Church Covenant.

Members have the privilege and responsibility to attend the business meetings of the church and to vote on the following matters:

- a. Acceptance of new members and removal of current members
- b. Acceptance of pastoral staff, Elders and Deacons
- c. Changes to the Church Constitution
- d. Prospective Annual Budget

Members will also have the responsibility to vote on matters presented to them by the Board of Elders.

5.1.4 Membership Classes

The church will conduct regularly, according to need, classes for new members. These will be taught by the Pastor(s) or Elder(s). The classes will include instruction on what it means to be a member, our statement of faith, and the Constitution.

5.1.5 Church Discipline

The members of this church in conjunction with its leadership desire to follow the Biblical guidelines for administering church discipline. The issue pertains to everyone in the church. It is not to be undertaken to harass or torment a person but to attempt to love the person back into fellowship with our Lord and our congregation. The following steps are recognized as the pattern by which the membership should live.

Step One: Identify Sin

The first stage is to clearly identify an action or attitude of sin. This involves being able to state which Scripture is being violated and what the name of the sin is. This involves such things as disputes between individuals (Matthew 18:15), false doctrine (Titus 1:9-11), immorality (1 Corinthians 5:11), and/or disorderliness (3 John 9-10). In this process the sin must be demonstrated by clear and irrevocable evidence. Gossip, rumor and innuendo are never to be the cause for beginning this procedure.

Step Two: Individual Confrontation (Matthew 18:15)

It is the responsibility of each believer to confront another believer when irrefutable facts make it apparent that another has sinned. This confrontation must begin with careful self-evaluation to ensure that the confronter is not partaking in the same sin, or involved in equal or greater sin themselves (Matthew 7:1-5). The confronter should never discuss the matter with another person, for this would be gossip. The individual who has knowledge of the sin must proceed to confront the other person with an attitude of restoring the other to fellowship with God and other members. If this issue is resolved, the matter is to be dropped and never mentioned again.

Step Three: Increased Confrontation (Matthew 18:16)

If the individual refuses to repent, then two or three witnesses are to accompany the confronter to the person. These witnesses function in a multiple capacity. They serve to help convince the individual of the need for repentance. Also they help confirm the act of sin. It is preferable that these people should have knowledge of the situation when possible. Finally, they serve to show the increased ramification of sin. All these people should come with a humble spirit as they approach the individual. If the person repents, then the issue is forgiven and never mentioned again.

Step Four: Incorporate Confrontation (Matthew 18:17)

If the individual persists in sin, the matter then must be brought to the Elders for consideration. They will examine all sides of the issue to determine if/when the confrontation is to continue. If repentance is deemed necessary and the individual refuses, then the need for repentance is to be brought before the congregation. Care will be taken to ensure that the congregation examines itself thoroughly before further action follows. Discretion will be used as much as possible to disclose that information which will help the congregation understand that sin has occurred and the person refuses to repent. A majority vote of the congregation will be taken to treat the person as a non-Christian (Matthew 18:17). This must be done to show the seriousness of sin. This is to be done until the individual repents of the sin after which forgiveness and restoration must follow.

5.1.6 Termination of Membership

Termination of membership may transpire in the following ways:

1. Death

2. Departure (by request).

Any member, (except a member under discipline), upon presentation of a written request to the Membership Committee (Elders), and upon notice given to the congregation at any congregational business meeting, will be dropped from the membership.

Any member who ceases to attend the worship services of the church, or, who willingly leaves without submitting a letter to have their membership withdrawn, will be reviewed by the Board of Elders. The Elders will then present the member(s) before the congregation at any regularly scheduled business meeting with a recommendation of how to proceed. The member(s) in question may be removed from membership by a majority vote of active members present and voting. Those who are removed from membership will receive a letter from the Board of Elders, in a timely manner, notifying them of the church's decision.

3. Discipline.

The Elders will take prompt action against any member of the church whose words or actions violate the Statement of Belief, Rules of Order or Church Covenant, seeking first to secure restoration of such, and if unsuccessful to recommend to the church his or her prompt dismissal from the church by majority vote (Matthew 18:15-17).

In cases involving a problem of morals or issues which would seriously disturb the peace of the church, the recommendations of the Elders will be approved by a majority vote of the church. Failing to approve the recommendation of the Elders, the church must hear the case for themselves.

4. Exception Clause.

The exception clause is that any member may appeal his/her case to the church and be heard in his/her own defense if the church agrees by a majority vote to hear the case. Matthew 18:15-17; 1 Corinthians 5; 2 Corinthians 2:6-8; 2 Thessalonians 3:6-15; Galatians 6:1; Titus 3:10.

Section 2 - Officers**Elected and Appointed Officers**

The elected officers of this church will be the pastor, Elders and Deacons. The appointed officers will be the church treasurer, financial secretary, clerk, Christian education director and youth director. These appointments will be instituted by the pastor and Elders or Deacons as deemed necessary.

Qualifications

Elected and appointed officers of this church will be members at least twenty-one years of age. A member of a secret society will not be permitted to hold office. In light of 1 Timothy 3, the home and family relationships must be considered, as well as individual qualifications. Moral conduct should be beyond reproach and free from drug abuse. They should be spiritually mature, of unquestioned Christian character, loyal to the Word of God, dedicated and devoted to the Lord Jesus Christ and to the spiritual welfare of this church. They should be faithful in attendance, participating in regular and special meetings, as well as business sessions, of the church.

No person will hold more than two offices at the same time. All new officers will assume office on the first Sunday following the Annual Meeting.

Retention of Records

The records of all officers are considered to be church property to be maintained in good order. These records are to be given to the succeeding officers as soon as practical for safekeeping in a prudent place.

Dismissal of Officers

Any officer unable or unwilling to fulfill the duties of his office should resign from office. If any officer refuses to subscribe to the Statement of Belief, Covenant and Rules of Order of this church, it will be just cause for his removal from office by the pastor and Elders. Vacancies will be filled by going back to the congregational meeting when the officer was voted into office. The person with the next highest vote will be asked to finish out the term of the officer who resigned or was dismissed.

Section 3 - PastorQualifications (Article V -- Section 2, Paragraph 2)

The Elders of the church will serve as the Pulpit Committee. As often as it may become necessary to call a pastor, the Committee will without unnecessary delay investigate and invite to the church a minister of good report who accepts the doctrinal stand and practices of the church. If he has served in other churches, his ministry there should be explored. If after hearing him the Pulpit Committee desires to consider him as a candidate for the pastorate, he will be invited to come and preach. His candidacy is to be announced to the church prior to his coming.

The candidate, before he is called, will be required to state his acceptance of and adherence to the Statement of Belief, Rules of Order and Covenant of this church to the Pulpit Committee. Any differences which he holds concerning these documents should be submitted to the Committee in writing and announced to the congregation. He must also state in writing any differences which he holds relating to groups and associations with which this church is in fellowship.

Call and Termination

The candidate for the pastorate will be extended a call at a special meeting of the church called for that purpose. Notice of this meeting will be given on two Sundays immediately preceding the date of the meeting.

The pastor will be elected for an indeterminate term. He will be chosen by a three-fourths majority vote of the qualified church members present and voting. To avoid confusion, only one candidate for the pastorate will be considered at one time.

The pastor will give the church not less than two weeks nor more than thirty days notice of his intention to discontinue as pastor. The church will give the pastor not less than sixty days notice of dismissal. Dismissal of the pastor will be by vote of the church at a special meeting called for that purpose which will have been read from the pulpit on two successive Sundays immediately preceding the date of the meeting. A three-fourths vote of the qualified church members will be required for dismissal.

If it is not deemed wise by the church for the pastor to continue his duties, he may be released immediately with two month's pay, except in a case of immorality when he would be dismissed immediately without pay.

Responsibilities

The pastor is to be considered the chief administrator of the church and have spiritual oversight with a servant's attitude toward this church which practices congregational government. He is to preach the Gospel, feed the flock and equip the membership for the work of the ministry; he is to have in his charge the stated services of public worship; he will administer the ordinances; and he is to perform the usual duties of a minister.

The pastor will moderate all business meetings of the church and Elders or in his absence he may appoint a member of the Elders to moderate. When the pastor is unavailable to appoint a moderator, the chairman of the Elders will moderate or appoint a moderator from the Elders.

The pastor has a right to attend all committees of the church. He is to have access to all books of record except personal giving records.

The pastor will secure speakers and programs for the church in cooperation with the Elders.

Compensation

The pastor's compensation will be reviewed by the Deacons annually and a recommendation submitted as a part of the church budget prior to the Annual Church Business Meeting.

Vacation

The pastor is to have an annual vacation; the time and extent to be agreed upon by the pastor and Elders.

Absence

Absence from the services of the church will be by mutual consent of the pastor and Elders. The pastor will be expected to attend, when expedient, at the church's expense, the conferences which will benefit the church's ministry.

Section 4 - Elders**5.4.1 Purpose:**

The Elder(s) of Cornerstone Bible Church exist to glorify God by faithfully teaching, overseeing, protecting, directing, and caring for this local assembly so that the church may grow in their knowledge of God and His word (2 Peter 3:18), be strengthened in her love for the Lord (Matt. 22:37), be better equipped to serve God (Eph. 4:1-13), walk in unity with one another (Eph. 4:3), and become more like Christ (Gal. 4:19).

5.4.2 Responsibilities:

In accordance with the responsibilities associated with Elders in Acts 15:1-21, 20:28, 1 Peter 5:2-3, Ephesians 4:11-13, Titus 1:9, 1 Timothy 4:11-16; 5:17, and 2 Timothy 4:1-2, the duties and responsibilities of this Board will be to:

- a. serve as the church's final interpretive authority on the Bible's meaning and application as it pertains to church doctrine, practice, policy, and discipline
- b. equip the church in sound doctrine through preaching, teaching and discipleship
- c. admonish and correct error
- d. oversee the ministries, activities, and events of the church
- e. assist the pastor in administering the two NT sacraments: the Lord's Supper and baptism
- f. examine and present to the congregation all prospective candidates for the office of pastor /Elder, deacon, or any other staffing position within the church
- g. examine and present to the congregation all prospective candidates for church membership
- h. determine and present to the congregation the removal of person(s) from offices or positions within the church who no longer meet the physical, mental, and / or spiritual qualifications required of them according to Scripture, the Constitution, and/or their job description
- i. Schedule, examine, and approve of all guest speakers to ensure that they share the fundamental convictions and doctrines of this local assembly
- j. Determine who may and may not use this facility

5.4.3 Qualifications

Each member of the Board of Elders must be an active member of this church and must possess all the qualifications described in 1 Timothy 3:1-7 and Titus 1:6-9:

- (1) Blameless as a steward of God; above reproach (1 Timothy 3:2; Titus 1:6-7)
- (2) The husband of one wife; a one-woman man (1 Timothy 3:2; Titus 1:6)
- (3) Able to teach; skillful in teaching; he can exhort believers and refute false teaching (1 Timothy 3:2; Titus 1:9)
- (4) Temperate, sober, vigilant (1 Timothy 3:2)
- (5) Sober-minded, prudent (1 Timothy 3:2; Titus 1:8)
- (6) Of good behavior; orderly, respectable (1 Timothy 3:2)
- (7) Given to hospitality (1 Timothy 3:2; Titus 1:8)
- (8) Not given to wine (1 Timothy 3:3; Titus 1:7)
- (9) Not violent; not quarrelsome (1 Timothy 3:3, Titus 1:7)
- (10) Patient, moderate, forbearing, gentle (1 Timothy 3:3)
- (11) Not a brawler; uncontentious; not soon angry or quick-tempered (1 Timothy 3:3; Titus 1:7)
- (12) Not covetous; not a lover of money; not greedy of base gain (1 Timothy 3:3, Titus 1:7)
- (13) Rules his house well; his children are faithful, not accused of rebellion to God (1 Timothy 3:4; Titus 1:7)
- (14) Not a novice; not a new convert (1 Timothy 3:6)
- (15) Has a good report or reputation with outsiders (1 Timothy 3:7)

- (16) Not self-willed (Titus 1:7)
- (17) A lover of good (Titus 1:8)
- (18) Just, fair (Titus 1:8)
- (19) Holy, devout (Titus 1:8)
- (20) Self-controlled (Titus 1:8)

5.4.4 Number of Elders

The number of Elders will be determined by the number of qualified men the Lord provides to the church.

5.4.5 Nomination and Selection

The church body shall nominate men for Eldership once a year during the month of December. All nominations must be submitted by the last Sunday of the month in order to be considered. Nominations will then be presented to the Board of Elders who will prayerfully review, examine, and approve of the qualifications for each individual. All approved nominees must complete a minimum of one year of the Elder Training established by the Elder Board. Those whom the Board approves for Eldership at the end of the training period will be presented to the congregation at least (2) weeks prior to the annual business meeting. The church voting membership will then elect Elders from the ballot submitted by the Elder Board at the annual business meeting. A majority vote of the qualified members present and voting shall be required for acceptance into office.

5.4.6 Length of Term

With the exception of pastoral positions, each Elder shall serve a term of (3) years. Elders may serve two consecutive terms but must then sit out one year before being re-elected for this position. An Elder may serve more than two consecutive terms only by a two-thirds majority vote from the active voting membership at the annual business meeting.

5.4.7 Resignation

An Elder may resign from his position by submitting a letter to the Board of Elders requesting removal along with an explanation for why he no longer desires to serve. The date of his resignation will be the date on which the letter requesting removal is presented to the Board.

5.4.8 Removal of Elders

Any Elder may be removed from office if he is found, by the Board of Elders, to be spiritually, mentally, or physically disqualified from serving. This decision will be determined after thoroughly investigating the character and qualifications concerning the Elder.

Furthermore, following the qualification(s) found in 1 Timothy 3:1-7 and Titus 1:6-9 and the pattern established in Matthew 18:15-18 and 1 Tim 5:19, any sin which would disqualify an Elder from continuing to serve, or any unrepentant attitude from an Elder for sins committed will result in immediate termination. The congregation will be made aware of removals due to sinful behavior and/or unrepentance, from the pulpit, during a regularly scheduled worship service.

5.4.9 Elder Meetings / Quorum

Elder meetings will be held on a monthly basis, with the specific date and time established by the Elder Board. The pastor will preside at all meetings unless he chooses to appoint an Elder to preside. A majority of the current number of members on the Board will constitute as a quorum.

5.4.10 Elder Board Decisions

All decisions from the Board of Elders will be made with a spirit of humility and love towards each other, through prayerful consideration, and by unanimous vote. Board members who are not present may submit their vote in written form to the chairman prior to the meeting.

Section 5 - Deacons

5.5.1 Purpose

The Deacons of Cornerstone Bible Church exist to glorify God through faithful service to this local assembly by assisting the Board of Elders so that the Elders can more effectively lead, equip, and care for the church body.

5.5.2 Responsibilities

The responsibility of those serving in this office is to facilitating the ministries and tasks given to them by the Board of Elders. This will be accomplished by serving as needed, in various areas of the church, through faithful leadership and with a godly character (1 Tim. 3:8-13). The work Deacons perform can range from building maintenance, budgeting money, paying bills, church security, maintaining church property, ushering, scheduling, and other similar tasks.

5.5.3 Qualifications

Each Deacon must be an active member of this church and must possess *all* the qualifications described in 1 Timothy 3:8-13:

- (1) Dignified, worthy of respect (1 Timothy 3:8)
- (2) Not double-tongued but honest (1 Timothy 3:8)
- (3) Not addicted to much wine but sober (1 Timothy 3:8)
- (4) Not greedy for dishonest gain (1 Timothy 3:8)
- (5) One who holds fast to the faith with a guiltless conscience (1 Timothy 3:9)
- (6) Continuously tested and found to be blameless (1 Timothy 3:10)
- (7) Faithful to his wife (1 Timothy 3:12)
- (8) One who manages his children, family and household well (1 Timothy 3:12)

5.5.4 Nomination and Selection

Active members of this church shall nominate men for the office of Deacon once a year during the month of December. All nominations must be submitted to the Elder Board by the last Sunday of the month in order to be considered. The Elder Board will review the qualifications of each nominee and then present approved candidates to the congregation at the annual business meeting. The church voting membership will then elect Deacons from the ballot submitted by the Elder Board at the annual business meeting. A majority vote of the qualified members present and voting shall be required for acceptance into office.

5.5.5. Length of Term

Each Deacon will serve a term of (3) years. No person shall succeed themselves after two consecutive terms; He must first sit out one year before he may run for the office of Deacon again.

5.5.6 Removal of Deacons

Any Deacon may be removed from office if he is found, by the Board of Elders, to be spiritually, mentally, or physically disqualified from serving. This decision will be determined by the Elders after a thorough investigation regarding the character and qualifications of the Deacon is completed. The decision will be made known to the congregation at a regularly scheduled or special business meeting.

Furthermore, following the pattern established in Matthew 18:15-18, any sin which would disqualify a Deacon from continuing to serve, or any unrepentant attitude from a Deacon for sins committed will result in immediate termination. The congregation will be made aware of removals due to unrepentant sin, from the pulpit, during a regularly scheduled worship service.

Treasurer

The treasurer of the church will be appointed annually by the Deacons from the church body. He/she will serve as a member of the Properties Committee and cooperate with the financial secretary in counting and recording all monies received by the church. A weekly record of income and disbursements, specifying distribution into various funds, will be maintained with a copy to be received by the pastor.

The treasurer will perform his/her duties in accordance with the financial policies of the church (Article V, Section 9), sound accounting principles and any written instructions from the Deacons or Auditing Committee.

All financial transactions are to be kept in permanent records. Written monthly, quarterly and annual reports will be submitted to the church.

The treasurer will deposit all church receipts in the bank, including monies received from within the church or from other individuals, with receipts from all sources being recorded on the weekly reports and books of record.

All liabilities submitted for payment will first be approved by the pastor or Deacons, except budget support commitments. All disbursement of funds will be by check signed by the treasurer or other authorized officer in his/her absence.

The president or secretary of the corporation will assume the responsibilities of the treasurer in his/her absence, except that he/she may not simultaneously perform the duties of the financial secretary.

Financial Secretary

The financial secretary will be appointed annually by the pastor and Deacons following the Annual Meeting of the church.

He/she will assist the treasurer in counting and recording all monies received by the church. He/she is to keep an accurate record of all giving through the individual envelope system, cooperating with the treasurer in guarding the records of individual giving as a sacred trust. A report of annual church contributions for each participant will be provided in January of each year.

The president or secretary of the corporation will assume the responsibilities of the financial secretary in his/her absence, except that he/she may not simultaneously perform the duties of treasurer.

Church Clerk

The secretary shall be a church member appointed annually by the pastor and Elders and will have the responsibilities of church clerk. An assistant may be appointed by the pastor to assist in the recording and preparation of minutes of church business meetings.

The secretary will keep a record of all church business meetings. He/she will keep a record of receptions and terminations of membership, including baptisms. He/she will be responsible for notification of other churches relative to church membership. He/she may not release the membership roll of this church to any group or individual for other than official church business.

He/she will make a full written report of all official church actions at the Annual Meeting of the church. This report is to include a current membership roster and the names of members received or terminated during the preceding year.

Director of Christian Education

The Director of Christian Education will be appointed annually by the pastor and Elders following the Annual Meeting of the church. He/she will serve as the chairperson of the Education Committee. He/she is to have general supervision over the Sunday Bible school, teachers and staff, as well as all other educational programs established by the pastor and Elders. He/she will appoint all teachers and staff, subject to the approval of the Education Committee and Elders.

The director will carry out the program established by the Education Committee and is to report annually to the church or as requested by the church.

Youth Director

The youth director will be appointed annually by the pastor and Elders following the Annual Meeting of the church. He/she will be a member of the Education Committee. He/she is to have the general supervision over the youth program, teachers, and staff. He/she will appoint all teachers and staff, subject to the approval of the Education Committee and Elders.

The youth director will carry out the program established by the Education Committee and is to report annually to the church or as requested by the church.

Vocational Staff

Every effort will be made to provide qualified personnel for the ministries of the church through voluntary staff from the working membership. When it is deemed necessary to invite vocational staff (such as pastoral assistants or secretaries), the pastor and Elders will establish such staff positions, and recommend qualified personnel, with appropriate salaries, to the church for approval by a two-thirds majority vote at a special meeting called for that purpose which shall have been read from the pulpit on two successive Sundays immediately preceding the date of the meeting.

Staff members will become, if not already, members of the church and are to be under the direct supervision of the pastor who will prepare an appropriate, written job description for each staff member.

Staff members may be dismissed from the staff, as elected officers of the church (Article V, Section 2, Paragraph 4), by a majority vote of the qualified members at a special meeting called for that purpose which will have been read from the pulpit on two successive Sundays immediately preceding the date of the meeting.

Executive Church Council

The church council will serve as a forum to safeguard the total philosophy of the church and its programs. The council will guide all church leaders in planning, coordination, conducting and evaluation of the total work of the church. As chair of the church council, the pastor is able to lead in the development of a unified program that gives major attention to priority needs.

The council shall be composed of the pastor, 2 Elders, 2 Deacons, 2 congregational members, the Director of Christian Education, the youth director and any other church leader the pastor deems necessary.

The council shall annually recommend to the membership coordinated plans of evangelism, missions, education development, worship, stewardship and ministry. At the Annual Congregational Meeting the council will report to the congregation in report form the state of the church.

Section 6 - Nomination and Election of Elders and Deacons

Election

**Refer to section(s) 5.4.5 and 5.5.4 of this Constitution for the process of determining nominees for the office of Elder and Deacon.*

All active members, at least 18 years of age, will be eligible to vote for candidates. Names appearing on the ballot will be the only names considered. There will be no nominations from the floor. Election will be by secret ballot and the highest plurality vote of members present and voting. The moderator will appoint tellers to distribute and tally the ballots, along with absentee ballots.

Absentee ballots may be requested by shut-ins or by members for special circumstances, but must be completed, envelope signed and turned into the Elders or pastor by the date of this vote.

Section 7 - Committees

Qualifications and Regulations

The pastor and Elders will appoint all committees not specified in the Rules of Order following the Annual Meeting. Committee members will be members of the church who are willing to faithfully fulfill the duties assigned by the Church Rules of Order and the pastor and Elders. Committees will have the authority to effectuate the established policies of the church but will not establish new policies. They are, however, to be encouraged to make recommendations to the pastor and Elders. Further, members of the congregation are to be encouraged to propose meaningful suggestions to the pastor, Elders and committee members.

Candidate and Pulpit Committee

The Elders will constitute the Candidate and Pulpit Committee when a pastoral vacancy occurs. This committee is to function in accordance with Article V, Section 3, Paragraphs 1 and 2.

The pastor will schedule speakers during his tenure, in his absence, or for special services, in cooperation with the Elders. In the event of pastoral vacancy, the Elders will schedule speakers who agree with the church's convictions.

Membership Committee

The Elders will constitute the Membership Committee and are to be charged with the responsibilities of Article V, Section 1 - Membership. These duties will include membership classes, the ordinances, and church discipline.

The pastor and Elders may select a portion of the Elders to serve as the Membership Committee when, at the discretion of the pastor and Elders, there is a sufficient number of Elders to warrant such action.

Education Committee

The Director of Christian Education, the youth director and other appointed members representative of the educational ministries of the church will constitute the Education Committee. This committee will supervise and coordinate the educational ministries of the church. Active promotion of the education ministries will be a part of the committee's responsibilities. Duties are to be specified in a job description submitted to the committee from the
Pastor and Elders

The committee will submit all curriculum and program recommendations to the pastor and deacons prior to announcement or enactment. It is to appoint or approve all teachers and staff of the educational programs, subject to ratification by the pastor and Elders.

Properties Committee

The church treasurer and Deacons will constitute the Properties Committee. Duties are to be specified in a job description submitted to the committee from the pastor.

The committee's responsibilities will include the cleaning and maintaining of church properties, opening and preparing buildings and rooms for meetings, controlling room temperatures and lights, securing buildings and moveable properties after services and supervising all personnel involved in these duties. They shall study and recommend the need for acquiring property and creating space and to administer work assigned to it by the pastor or church body.

That portion of the Church Annual Budget related to church properties will be proposed for consideration in the preparation of the Church Annual Budget to be presented at the Annual Meeting. The purchase of any equipment or other properties will be researched by the committee with proposals to be submitted to the congregation.

Mission Committee

The pastor and Elders shall appoint members manifesting a genuine burden to win the lost to Christ to serve as the Outreach Committee. This committee will be guided in its duties by the stated missions policy of the church (Article V, Section 9 - Missions) and a job description submitted to the committee from the pastor and deacons.

The Outreach Committee will supervise and coordinate the outreach ministries of the church. These duties are to include the missionary program, support of schools and social agencies, prospect visitation and coordination of follow-up visitation, evangelism and promotion of the church and its programs.

Leaders of all groups in outreach ministries will be appointed or approved by the Outreach committee, subject to ratification by the pastor and Elders. This committee will recommend missionary support candidates, missionary speakers and conferences, evangelistic emphases and promotional concepts to the pastor and deacons for consideration. All programs of outreach ministries must be approved by the pastor and Elders prior to announcement or enactment.

That portion of the Church Annual Budget related to outreach ministries will be proposed by the Outreach Committee to the Deacons for consideration in the preparation of the Church Annual Budget to be presented at the Annual Meeting.

Service Committee

Appointed congregational members evidencing spiritual gifts of ministry (hospitality, etc.) will constitute the Service Committee. This committee will be guided in its duties by a job description submitted to the committee from the pastor and Elders.

The Service Committee will assist the pastor as requested; provide nursery supervision for all church services; solicit and coordinate needed hospitality; provide flowers; plan, promote and coordinate fellowship activities in conjunction with other organizations of the church; and oversee the church calendar in conjunction with the pastor and church staff. The committee will appoint and supervise ushers for all services of the church and recommend special features to the pastor and Elders for consideration. Actions of this committee are to be subject to the approval of the pastor.

Auditing Committee

Two members will be appointed annually by the pastor and Deacons to audit the financial records and procedures of the church. A written report of audit is to be submitted to the membership at the Annual meeting. The Auditing Committee will be encouraged to submit written recommendations to the Deacons for improving financial procedures.

The church may vote to authorize the audit by a professional auditing firm rather than by the Committee.

Other Committees and Subcommittees

Other committees may be established and appointed by the pastor and Elders when deemed necessary by them. Job descriptions from the pastor and Elders will outline their duties and guidelines. This will include temporary committees such as a Building Committee in the event of a building program authorized by the church.

Subcommittees may be appointed by committees to assist them in their duties. These appointments will be made subject to the approval of the pastor and the appropriate body or committee. The subcommittee is to function under the supervision of the appointing committee.

Section 8 - OrganizationsFormation

There may be subsidiary organizations formed as are necessary to carry out the church's goals of discipleship ministries. Organizations in addition to these in Section 8 must be approved by the church. Each organization will function under the supervision of the appropriate committee (Article V, Section 6) and the pastor and Elders. All activities are to promote the policies and practices of the church. Contributions to missionaries and organizations must be through the church treasury in accordance with established church support policies.

Leadership and Curriculum

All leaders of organizations must be members of the church. Selections of leadership and curriculum will be made or approved by the appropriate committee, subject to ratification by the pastor, Elders and Director of Christian Education.

Sunday Bible School

The purpose of the Sunday Bible school is to win each student to the Lord Jesus Christ as personal Savior and to instruct him/her in the Bible and Christian living, including church attendance and membership.

Students of Junior High age or above participating in leadership are to be members of the church. All workers will be appointed annually; regular in attending the church services; affirm the Church Covenant, Statement of Belief and Rules of Order; zealous in the performance of duty. Anyone whose conduct or teaching is considered injurious to the class, school or church will, upon recommendation of the Director of Christian Education, be referred to the Membership Committee for action.

The Director of Christian Education will organize and operate the Sunday Bible school ministry under the supervision of the Education Committee. The Director of Christian Education will be the administrator of the church child abuse policy.

Child Abuse Policy

DEFINITION: Child abuse is defined under three areas:

- A. Physical abuse is the physical punishment inflicted resulting in injuries left on the body (whipped, slapped, pushed, burned, punched, kicked, etc.)
- B. Emotional abuse includes verbal harassment/ridicule or psychological manipulation resulting in a child being fearful, unable to esteem himself, emotionally damaged (yelling, screaming, etc.)
- C. Sexual abuse includes sexual contacts or interactions of any type in which a child is being forced, tricked, coerced, threatened, bribed or enticed. This can include contact or non-contact events. *Contact examples:* kissing other than in reference to Romans 16:16, fondling, oral, genital or anal penetration, etc. *Non-contact examples:* obscene phone calls, verbal comments, pornographic videos or allowing children to witness sexual activity.

PURPOSE:

- A. To provide protection from abuse for all children.
- B. To provide protection for all volunteers from false accusations.
- C. To provide protection for the church from slander and fulfill our lawful responsibility.

Matthew 18:6 states “But who so shall offend one of these little ones which believes in me, it were better for him that a millstone were hung about his neck and that he were drowned in the depth of the sea.”

It is our desire to take this policy seriously, just as Christ would have in His day. We have taken the following steps as precautionary measures to keep all those who attend and volunteers safe from the ramifications of such accusations.

SELECTION PROCESS:

- A. Every Christian Education worker will go through a screening process.
 - 1. Application for the Christian Education position.
 - 2. An interview with the Director of Christian Education and his/her confidant (the confidant will be approved by the pastor)
 - 3. A follow-up on the reference checks provided from an application.
 - 4. A background check if the worker . . .
 - i. Has an unknown background
 - ii. Leaves any suspicions that need clarifications
 - iii. Or for any reason the Director of Christian Education feels appropriate
- B. Periodical checks will be conducted by the department heads or by the Director of Christian Education.
- C. All information gathered will be stored in a locked file.

REPORTING PROCESS:

- A. Use the proper chain of command. **NO ONE ELSE SHOULD COME IN CONTACT WITH THIS INFORMATION. SERIOUS STEPS WILL BE TAKEN FOR THOSE SHARING CONFIDENTIAL INFORMATION.**
 - 1. Workers will report incident to their department head.
 - 2. Worker and department head will report it to the Director of Christian Education. Documentation on the incident will be filled out at this time.
 - 3. Worker, department head and the Director of Christian Education will report it to the pastor and Elders.
 - 4. Once the pastor and Elders have been informed of the situation, the proper authorities will be notified.
 - 5. The pastor and Elders will then contact their lawyer and the insurance company.
 - 6. In the case of an investigation, all those involved should cooperate fully with the officials.
- B. The law requires the incident to be reported within twenty-four (24) hours.
- C. Due to the sensitivity of such a case, complete confidentiality is required. The pastor will be in charge of bringing any information to light.

REQUIRED STEPS FOR WORKER PROTECTION:

- A. Two workers must be present in all rooms at all times. Bathrooms must also be monitored by two workers. When two workers cannot be present for bathroom break, use the following possible solutions.
 - 1. Stand outside the bathroom with the door slightly open encouraging the children to behave as well as hurry along.
 - 2. For younger children under age four, take both sexes of children to the bathroom represented by the sex of both workers.
 - 3. Find workers willing to help for bathroom time alone (ushers).
- B. Be careful to demonstrate love in a way that could never be misinterpreted.
- C. Windows are placed in room doors for your protection. If your door does not have a window, leave it open while students are in class.

Youth Groups

The purpose of the youth groups is to provide fellowship and spiritual leadership training, giving priority to instruction in the Word of God. Youth involved in leadership will be engaged in a distinct service for the Lord; therefore, it will be a prerequisite that each give satisfactory evidence of Christian testimony and be a member of the church.

The youth director will organize and operate the youth ministries under the supervision of the Education Committee.

Missionary Emphasis Groups

The mission of the church is missions. This church will encourage both men and women to become involved in missionary emphasis groups which are to cultivate interest in missions among all ages through information about biblical missions and our missionaries.

These groups and their leadership will function under the supervision of the Outreach Committee, promoting the missionary policies of this church (Article V, Section 9).

Music Ministries

The music ministries of the church will be under the supervision of the pastor and worship leader. Members of the church will be appointed to responsibilities by the pastor and worship leader.

The goals of the church's music ministry are worship, fellowship, teaching, training and evangelism. Church music is functional when it engages those who use it in its message. All who are capable of every age level will be trained to participate. Musicians are to strive for excellence with music that is void of offense toward God and men (Acts 24:16, Psalm 19:14).

Section 9 - Financial RegulationsFiscal Year

The fiscal year will begin January 1 and end December 31.

Monetary Principles

No monies are to be raised for the support of the church and its various activities by any but the Biblical plan of tithes, offerings, gifts and special donations or fundraisers for the Lord's work.

The church treasurer and financial secretary are entrusted with the responsibilities of caring for the church treasury in accordance with the guidelines set forth in Article V, Section 4, Paragraphs 6, 7 and 8. The church will function with a single treasury with all funds being disbursed by check from that treasury. Designation will be through the Annual Church Budget by corporate act of the church at the Annual Meeting and other subsequent corporate acts.

Numbered offering envelopes will be provided to encourage systematic, anonymous giving and accurate accounting. A statement of contributions will be given each January to each donor by the financial secretary.

Authorization

No financial obligation is to be placed upon the church except by a majority vote of the church's congregation.

Legal Documents

Any note, bond, stock certificate, mortgage, deed, lease agreement, evidence of indebtedness, contract or other instrument of writing or any assignment or endorsement thereof, executed or entered into between this church and any other person, co-partnership, association or corporation, when signed by the chairmen or Deacons and church clerk, together with the majority vote of this church, will be held to have been properly executed for all purposes, for and in behalf of this church and corporation.

Section 10 - Missions

This church shall give zealous efforts to promoting evangelistic missions, duplicating our convictions worldwide through prayer, support, missionary conferences, speakers and other emphases, encouraging all to be willing to go as well as send.

Support Policies

It shall be the policy of this church to support only missionaries and mission agencies engaged principally in evangelization, support ministry and the establishment of New Testament churches; schools, hospitals, orphanages, relief and similar ministries must be kept subordinate to the primary objectives. The agencies shall be in hearty agreement with our doctrine and practices.

The church may also make contributions to Christian schools, social agencies, literature services, rescue missions and youth organizations which are known to be in hearty agreement with our Statement of Belief, both in doctrine and practice. The exception to this is local fire company and ambulance associations serving the church. These contributions will be in addition to the missionary budget.

Supported Missionaries

Only missionaries and agencies fully approved will be supported. The missionary must, upon recommendation of the Missions Committee and request of the pastor and Elders, apply in writing for support by the church.

The candidate must appear in person before the pastor, Elders and Mission Committee for testimony and questioning, declaring affirmation of the Church Statement of Belief and Rules of Order. Upon approval, the missionary will be presented to the church as a candidate for support. The church will hear the missionary's testimony and of the field of ministry. A three-fourths majority vote by secret ballot of membership present and voting at any properly called business meeting of the church will be required to add the missionary to the support budget.

The amount of support and date when support is to begin will be included in the support recommendation by the Mission Committee, after consultation with the mission agency under which the missionary is serving. The church will maintain a policy of two hundred fifty dollars (\$250) minimum monthly support per missionary family, seeking to concentrate support to fewer missionaries in order to know and assist them better.

Special efforts are to be made to assist the missionary to the field and to faithfully communicate with the missionary while on the field. All missionary support will be reviewed and approved annually in concurrence with the preparation of the Annual Budget. The support of a missionary may be discontinued, upon recommendation of the Mission Committee, by a majority vote by secret ballot of members present and voting at a properly called business meeting of the church.

Section 11 - Meetings of the ChurchUse of Church Facilities and Name

Use of the church buildings other than for church sponsored activities will be by consent of the pastor and Deacons. No secret societies, nor groups who cooperate with or are members of any apostate organization will be permitted use of church facilities.

All gatherings off the church property held in the name of the church shall be subject to the approval of the pastor and Elders.

Meetings of Public Worship

Public worship services shall be held regularly morning and evening on Sunday, the Lord's Day. These services will normally be congregational in format with music that has spiritual goals (Article V, Section 7, Paragraph 6) and the preaching of the Word of God with view to persuasion and invitation to obedience. Any special program or speaker must be approved by the pastor. All preachers must confess clearly the fundamentals of the faith (Jude 3).

There shall be a meeting for prayer and praise at least once each week unless extreme circumstances prohibit. Other church organizational events must not interfere with the stated services of the church, including special meetings.

Ordinances

Those professing faith in Jesus Christ as personal Savior, evidencing true conversion and sufficiently instructed to testify of true understanding of the ordinance, upon authorization by the church, shall be immersed in water in accordance with the Scriptural teaching. Immersion shall be a prerequisite and apart from church membership. (Matthew 28:19; Acts 2:38,41; Acts 8:26-29).

Communion shall be served to the assembled church at least once a month at the discretion of the pastor and Elders. None who are His will be barred, except in certain cases when a member of the church is under discipline (1 Corinthians 5:11,12). The pastor will explain the meaning of this ordinance and that it should be preceded by self-examination and confession of known sin (1 Corinthians 11). In addition, the Church Covenant is to be read periodically at the discretion of the pastor. Unleavened bread and grape juice shall be used.

Business Meetings

The Annual Meeting of the church will be held at the last week of January with the specific date and time set at the discretion of the pastor and Elders with public notice to be given for two successive Sundays immediately preceding the meeting. The agenda will include the election of Elders and Deacons, Annual Church Budget, annual reports of the treasurer, Executive Church Council, the Director of Christian Education, and other areas of ministry as requested, as well as any other proper business.

Quarterly Business Meetings will be held in April, July, and October with the specific date and time set at the discretion of the pastor and Elders with public notice to be given for two successive Sundays immediately preceding the meeting. The agenda will include the Treasurer's quarterly report and any other proper business.

Special Business Meetings may be called at any time, providing public notice be given of the same on the Sunday preceding; except that notice on two Sundays immediately preceding shall be required for a meeting to call or terminate the pastor, elect or terminate Elders, hire or terminate church staff, consider church affiliation or other corporate business dealing with the properties or financial position of the church.

Special Business Meetings may be called by the pastor or ten heads of families who are members of the church, providing the specific object, or objects, are clearly stated in the notice and no other business shall be transacted in such a meeting.

Receiving or terminating members may be transacted when necessary at any stated meeting of the church without previous notice.

Twenty qualified voting members shall constitute a quorum, except that a majority of the members shall constitute a quorum until the membership numbers at least thirty-five voting members. Only members eighteen years of age and above shall be eligible to vote, except that only members eighteen years of age shall be eligible to vote upon corporate matters such as buying, selling or mortgaging of property, or election of Elders, Deacons and the calling of a pastor. Absentee ballots will be issued upon request.

The ordinary rules of deliberative assemblies will be observed in the transaction of business as set forth in Roberts Rules of Order Revised, by Henry M. Roberts, but are not to take precedent over any rules of Order established by the church.

Section 12 - Licensing and Ordination

Any male member who is in the judgment of the church gives evidence by his living and aptness to teach that he is called of God to the work of the ministry, with a goal of proceeding toward ordination, will be eligible for a license to preach. He will have preached in the hearing of the church, and having been examined by the Elders may upon their recommendation be licensed to preach the Gospel by the church provided two thirds of the qualified members present and voting at any business meeting shall agree thereto.

If after recommendation of the Elders, the church decides by two-thirds majority of the qualified members present and voting at any business meeting that one of its men possesses the Scriptural qualifications for ordination to the Gospel ministry, it shall call a council of ministers and brethren to examine the qualifications of the candidate and upon the recommendation of that called council, the church will act to grant or withhold ordination recognition. Ordination will be withdrawn when a man ordained by the church has walked disorderly in violation of the Scriptural qualifications for the office of pastor as stated in 1 Timothy 3 and Titus 1.

Section 13 - Dissolution

This church shall have the right to own, buy or sell tangible properties, both real and personal, in its own name and through properly elected officers, when authorized by vote of the church.

No profit shall ever accrue to the benefit of any individuals from the assets, holdings or other transactions in which this corporation may become involved.

In the event of the dissolution of this corporation, all of its debts shall be fully satisfied. None of its assets or holdings shall be divided among the members or other individuals, but shall be irrevocably designated by corporate vote prior to dissolution to such other nonprofit religious corporations as are in agreement with the letter and spirit of the Statement of Belief adopted by this church, and in conformity with the requirements of the state and of the United States Internal Revenue Service Code of 1954 (Section 501 C-3).

Section 14 - Additions or Deletions

This constitution may be amended, altered or revised at any Quarterly Meeting by a three-fourths majority of the qualified members present and voting, provided such proposed changes have been submitted in writing not later than one month preceding.

Section 15 - Constitutional Interpretation

When questions arise with regard to the interpretation of this Constitution, the decision of the congregation will be considered as the final authority.