

# CHURCH CONSTITUTION

CALVARY BAPTIST CHURCH  
536 South Main Street  
King, N.C. 27021

**PREAMBLE:** For the purpose of preserving and making secure the principles of our faith and to the end that this body be governed in an orderly manner, consistent with the accepted tenets of an Independent Fundamental Baptist Church, and for the purpose of preserving the liberties inherent in each member of this church, and to set forth our independence as a New Testament church, we do declare and establish this constitution.

**ARTICLE I:** NAME

The name of this church shall be the Calvary Baptist Church of King, Inc., located in Stokes County, in the state of North Carolina.

**ARTICLE II:** MISSION STATEMENT

The mission of Calvary Baptist Church is to bring people to Christ, to the church family and to spiritual maturity for the purpose of worshiping God and serving others.

**ARTICLE III:** PURPOSE

The purpose of this church is to glorify God through the salvation of the lost and edification of the believers and to carry out the commands of the Lord Jesus Christ, who has made the church to be His earthly body.

This congregation is organized as a church exclusively for charitable, religious and educational purposes within the meaning of Section 501 (c) (3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Revenue Law), including, but not limited to, for such purposes, the establishing and maintaining of religious worship, the building of churches, parsonages, schools, chapels, radio stations, television stations, rescue missions, print shops, daycare centers, camps, etc.; the evangelizing of the unsaved by the proclaiming of the Gospel of the Lord Jesus Christ; the educating of believers in a manner consistent with the requirement of Holy Scripture, both in Sunday and weekday schools of Christian education; and the maintaining of missionary activities in the United States and any foreign country.

Therefore, we shall promote spiritual worship (John 4:24); faithful attendance to all church services (Heb. 10:25); the fellowship of the local body of Christ (1 John 4:7); the ministry to the saints (Gal. 5:13); the discipleship of believers (2 Pet. 3:18); and the evangelism of the lost

(Psalm 126:6). As a local church we will administer the church ordinances (we believe in two as taught in the New Testament) of baptism by immersion and the Lord's Supper. (Matthew 26:26-30; Matthew 28:19-20; I Corinthians 11:23-25)

#### ARTICLE IV: THE 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 the church in knowledge, holiness, and comfort; to promote its prosperity and spirituality, to sustain its worship, ordinances, disciplines, 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 private worship; 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, faithful in our deportment; to avoid all tattling, backbiting, and excessive anger; to abstain from the manufacture, sale and use of intoxicating drinks as a beverage and illegal substances, to use our influence to combat the abuse of drugs, and to reject the presence and use of pornography in our society, and to be zealous in our effort 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, and mindful of the rules of our Savior to secure it without delay.

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

#### ARTICLE V: CHARACTER OF GOVERNMENT

Polity: This church shall be in respect to its affairs self-governing. The government of this church is vested in the body of believers who compose it. The control of the affairs or property of this church must never be surrendered to any other church, association, or organization. It is

understood that this constitution and By-Laws serve as the guidelines for the government of this church, and can be amended or changed only as prescribed herein.

Doctrine: This church receives the Scripture as its sole authority in all matters of faith and practice. Its understanding of Christian truth as contained therein is in essence stated in the Statement of Faith.

## ARTICLE VI: STATEMENT OF FAITH

### Section 1: Doctrine of the Bible

We believe in the Bible as the verbally (every word) and plenary (complete) inspired Word of God as contained in the original manuscripts; that all portions of Scripture are equally inspired and contain no contradictions. (II Timothy 3:16) God's Word is to be the only rule of faith and practice for the believer in Jesus Christ; and that the Canon, the sixty-six books of the Bible is complete. We further believe that God has supernaturally and providentially preserved His inspired Word for every generation. (Psalm 12:6-7)

A: By inspiration we mean that the books of the Bible were written by holy men of God as they were moved by the Holy Ghost in such a definite way that their writings were supernaturally and verbally inspired and free from error, as no other writings have ever been or ever will be. This was a one-time event in which God, once for all, delivered His truth to the church. (II Peter 1:20-21; Jude, v. 3; II Timothy 3:16)

B: By providential preservation we mean that God, through the ages, has, in His divine power, preserved the very words He inspired. We further believe that the Hebrew Old Testament text, as found in the Traditional Masoretic Text, and the Greek New Testament text, as found in the Textus Receptus, are the true texts of Scripture and therefore are the complete, preserved, inerrant, infallible Word of God. (Psalm 12: 6, 7; Isaiah 40:8; Matthew 24:35; 1 Peter 1:23)

C: We therefore believe that the King James Version is an accurate and faithful translation of the true texts of Scriptures which constitutes the preserved, inspired, inerrant, infallible Word of God for the English-speaking people of the world. The King James Version of the Bible is the only translation used by Calvary Baptist Church, Calvary Christian School, and Calvary Baptist Bible College and Seminary.

### Section 2: Doctrine of God

We believe that the Godhead eternally exists in three Persons-the Father, the Son, and the Holy Spirit; and that these three are one God, having precisely the same nature, attributes and perfections; and are worthy of

precisely the same homage, confidence and obedience. (Genesis 1:1; Genesis 1:26; John 1:1; John 10:30; John 14:9, 16-17; Acts 5:3-4; I Timothy 3:16)

### Section 3: Doctrine of Jesus Christ

We believe in the essential deity and virgin birth of our Lord Jesus Christ; that He was begotten by the Holy Spirit, born of the virgin Mary not having human father, and is true God and true man; that He is man's only hope of salvation from sin, being the only mediator between God and man; that He died, was buried, and rose again the third day for our sins according to the Scriptures; that His return for His Church, the Body of Christ, which He will take with Himself into heaven is imminent; and that He will come to this earth to set up His millennial reign. (Isaiah 7:14; Luke 1:35; John 1:1-4; John 10:30; John 14:6; I Timothy 2:5-6; I Thessalonians 4:13-18; Revelation 20:4-6)

### Section 4: Doctrine of the Holy Spirit

We believe the Holy Spirit to be coequal with the Father and with the Son. He is a Person. He came to this earth as the fulfillment of Christ's promise. He convicts, regenerates, indwells, seals, fills, empowers, and guides the believer. (John 16:7-13; John 3:3-5; Acts 1:8; I Corinthians 6:19; Ephesians 1:13, 14; Ephesians 5:18)

### Section 5: Doctrine of Man

We believe that God created man in His own image and that man sinned and thereby incurred not only physical death but also spiritual death which is conscious and eternal separation from God. We believe that all men are born with a sinful nature, evidenced by sinful acts; that man is totally depraved (every aspect of man has been affected by sin) and that if he is not born again, he is eternally lost. (Genesis 1:26, 27; Psalm 51:5; Jeremiah 17:9; Luke 16:23; Romans 3:10, 23; Romans 5:12; I Corinthians 15:21, 22; Revelation 20:11-15, Revelation 21:8)

### Section 6: Doctrine of Human Sexuality

We believe that God has commanded that no intimate sexual activity should be engaged in outside of a marriage between a man and a woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, transgenderism, and pornography are sinful perversions of God's gift of sex and are offensive to God (Matt. 15:18-20; 1 Cor. 6:9-10).

We further believe that God wonderfully and immutably creates each person as male or female. These two-distinct, complementary genders

together reflect the image and nature of God, and the rejection of one's biological gender is a rejection of the image of God within that person. (Genesis 1:26-27) These two distinct, complementary genders together reflect the image and nature of God. Consequently, members must affirm their biological sex and refrain from any and all attempts to physically change, alter, or disagree with their birth gender—including but not limited to elective sex-reassignment, transvestite, transgender, or non-binary acts or conduct. (Gen 2:24, 19:5, 13, 26:8-9, Lev 18:1-30; Rom 1:26-29; I Cor 5:1, 6:9; I Thess 4:1-8; Heb 13:4).

We believe that God offers forgiveness to all who place their faith in Jesus Christ and His redemptive work on the cross for salvation (Acts 3:19-21; Rom 10:9-10; 1 Cor 6:9-11).

We further believe God mercifully offers forgiveness and restoration to a believing Christian who willingly confesses and forsakes such sin. (Proverbs 28:13; Proverbs 28:13.)

We believe that every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of the ministry.

#### Section 7: Doctrine of Marriage

We believe the term "marriage" has only one meaning: the uniting of one man (born and remaining a man) and one woman (born and remaining a woman) in a single, exclusive union, as delineated in Scripture (Gen. 2:18-25). We believe that marriage between one man and one woman, for life, uniquely reflects Christ's relationship with His Church (Eph. 5:21-33). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1 Cor. 6:18; 7:2-5; Heb. 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

Marriage ceremonies performed in any facility owned, leased, or rented by this church will only be those ceremonies sanctioned by God, joining one man with one woman as that gender was determined at birth.

We further believe that God hates divorce and intends marriage to last until one of the spouses dies. Therefore, we never promote divorce as a solution to marital problems. We also believe God's forgiveness includes all sins, including those who violate God's permanence of marriage. Even though such forgiven people can be used of the Lord and serve in many

areas of the church, we do believe the Scriptures prohibit them from being considered for the offices of pastor or deacon. (Gen 2:24; Mal 2:14-17; Matt 19:3-12; Rom 7:1-3; I Cor 7:10; Eph 5:22-23; I Tim 3:2,12; Tit 1:6).

We believe that in order to preserve the function and integrity of the Church as the local Body of Christ, and to provide a Biblical role model to the Church members and the community, it is imperative that all persons employed by the Church in any capacity, or who serve as volunteers, or who are members of the Church must abide by and agree to the Statements on Human Sexuality and Marriage and conduct themselves accordingly.

#### Section 8: Doctrine of Human Life

We believe that all human life is sacred and created by God in His image. We believe that human life begins at conception and that the unborn child is a living human being. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. We believe that the unjustified, unexcused taking of human life such as abortion, euthanasia, and infanticide is murder. (Job 3:16; Psalms 51:1-5, 139:14-16; Isaiah 44:24; 49:1,5; Jeremiah 1:5, 20:15-18; Luke 1:44)

#### Section 9: Doctrine of Salvation

We believe that a person is saved when he repents of his sin and exercises faith in the atoning work of Jesus Christ thus receiving Him as personal Savior. The believer is kept by the power of God and is eternally secure in Christ. We believe the doctrinal extremes of Hyper-Calvinism and Arminianism are unbiblical.

We believe that the scope of salvation includes forgiveness of all our sins past, present, and future: a perfect standing before God as in Jesus Christ: and the changing of our earthly body to be conformed like unto the body of our Lord at His return for His own. We believe that the saved will spend eternity with God in heaven.

We further believe that those who reject Christ as Savior will be eternally separated from God in hell and will be ultimately cast into the Lake of Fire, there to remain in everlasting conscious punishment and torment. (John 1:12; John 5:24; John 10:28, 29; Romans 6:23; II Corinthians 5:21; Eph. 2:8-10; I John 5:17; Romans 8:19-23; I John 3:2; II Thessalonians 1:7-9; Hebrews 9:27; II Peter 2:8, 9; Revelation 20:12-15; Revelation 21:8)

#### Section 10: Doctrine of Eternity

We believe in the bodily resurrection of the dead, both of the just and the unjust; the eternal conscious punishment of the lost in Hell and the eternal joy of the saved in Heaven. (Daniel 12:1-2; Matthew 25:31-46; I Corinthians 15:22-24; Revelation 20)

#### Section 11: Doctrine of the Church

We believe that the local church is composed of:

1. A local group of believers that is autonomous, self-governing, and has no ecclesiastical organization in authority over it.
2. Believers who are baptized by immersion.
3. Believers who are organized. They have for their officers, pastors, deacons and such other leaders as God has given special gifts to render as a ministry to the church.
4. Believers who observe the ordinances of Baptism and the Lord's Supper.
5. Believers who meet regularly for fellowship, worship, and Bible study.
6. Believers who carry out the Great Commission. (1 Corinthians 12:13; Acts 2; I Thessalonians 4:13-18; I Corinthians 16:19; Acts 2:41; I Corinthians 12; Hebrews 10:25; I Corinthians 11:23-26; Matthew 28:18-20)

#### Section 12: Doctrine of Satan and Fallen Angels

We believe that the Bible teaches the existence of Satan in both the Old and New Testaments. Satan as well as other angels are created spirits. Satan was created perfect but sinned and became the arch enemy of God and His creation. He is the chief adversary of God's children. He seeks to keep man from the Lord, and when he cannot succeed in this, he seeks to weaken the testimony of Christians. He has at his command a great host of fallen angels and demons to carry out his purposes. He is not omnipotent and can be overcome by the power of God. His doom is sealed in the Lake of Fire forever and forever. (Ezekiel 28:12-19; Isaiah. 14:12-14; Revelation 12:10; Revelation 20:10)

#### Section 13: Doctrine of Last Things

We believe there will be a resurrection of all, first the just at the coming of Jesus Christ and finally the unjust after the millennium. The saints are raised to be forever with the Lord, and the unsaved will be confined for eternity in the Lake of Fire. We believe in the "Blessed Hope" (Titus 2:13) which is the personal, bodily, pre-tribulational, pre-millennial, and imminent return of our Lord and Savior for His Church at the rapture and His later return to the earth in power and glory with His saints to set up His Kingdom (the millennium). (John 14:1-3; Acts 1:9-11, Acts 24:15; I

Corinthians. 15:3-20; Philippians 3:20; I Thessalonians 4:13-18, I John 2:1-2, Rev. 20: 1-15, Rev. 21:8)

## ARTICLE VII – CHURCH OFFICERS AND LEADERS

The following shall serve as officers and leaders of this church. See the By-Laws to the constitution for details of their duties, tenure, etc. The following may vary as these positions are needed or not needed.

Pastor  
Associate and/or Assistant Pastor  
Deacons  
Church Clerk  
Church Treasurer

## ARTICLE VIII – CHURCH COMMITTEES

Nominating Committee  
Missions Committee  
Calvary Christian School Committee  
Calvary Baptist Bible College Committee  
Pulpit Committee  
Cemetery Committee

## ARTICLE IX – MEETINGS

### Section 1: Purpose and Time

The church shall conduct such meetings as are necessary for public worship, prayer, evangelism, missions, Christian education, and the general work of the gospel ministry. Regular services of the church shall be on the Lord's Day as well as a mid-week service.

### Section 2: Business Meetings

Business may be transacted at any of the regular church services. Business meetings shall be called as necessary in order to handle the business of the church. The regular Annual Business Meeting will be held on or before the last Sunday in February. A two-week notice will be given to the church in advance of this meeting. Church leaders will be voted on and any other information deemed necessary by the pastor will be given. The general church budget will be voted on during the month of December.

## ARTICLE X – AMENDMENTS

The constitution may be amended at the Annual Business Meeting of the church by a two-thirds (2/3) vote of the members voting, provided there is a quorum present and the proposed amendments shall have been presented to the membership at least 14 days in advance and announced from the pulpit in a regular church service during these 14 days.

The By-Laws of the constitution may be amended at any regular church service of the church by a two-thirds (2/3) vote of the members voting, provided there is a quorum present and the proposed amendments shall have been presented to the membership at least 14 days in advance and announced from the pulpit in a regular church service during these 14 days and also it does not change anything in the constitution.

Revised 2/4/24

## **BY-LAWS TO THE CONSTITUTION**

### **CALVARY BAPTIST CHURCH OF KING, INC.**

#### **ARTICLE I. MEMBERSHIP**

##### **Section 1: Organization**

The membership of this church shall be composed of persons who have given evidence of regeneration, who renounce sin and who seek to live a consecrated life wholly unto the Lord, who have been baptized by immersion, who have fully subscribed to the covenant and constitution of this church, and who have been received by a voice vote of the church.

##### **Section 2: Reception of Members**

Any eligible person may be received into the membership of the church by voice vote at any regular meeting upon the recommendation of the pastor, associate and/or assistant pastor, and/or deacons. They may be received as follows:

They may then be received by 1) Baptism 2) By letter of transfer from another Bible-believing church of like faith and practice, or other written statement of good standing from the prior church if the applicant has been baptized by immersion subsequent to a profession of faith; 3) By testimony of faith, having been baptized by immersion; 4) By restoration, if they were removed from membership due to sin. There would need to be a proper confession of that sin and satisfactory evidence that repentance (as assessed by the pastor) has been made.

##### **Section 3: Members in Good Standing**

Members who adhere to the responsibilities and requirements listed in Article 1 Section 4 and who are not under active church discipline as explained in Article 1 Section 7b shall be considered as members in good standing with the church.

##### **Section 4: Responsibilities and Privileges of Members**

The church Constitution/By-Laws sets forth the obligations or responsibilities assumed by every member of this church. The reading of the Constitution/ By-Laws covenant is recommended to every member.

- A. This congregation functions not as a pure democracy, but as a body under the headship of the Lord Jesus Christ and the direction of the pastor as the under-shepherd with the counsel of the deacons. Determinations of the internal affairs of this church are ecclesiastical matters and shall be determined exclusively by the church's own rules and procedures. The pastor shall oversee and/or conduct all aspects of this church. The deacons shall give counsel and assistance to the pastor as requested by him.
- B. Membership in this church does not afford the members with any property, contractual, or civil rights based on principles of democratic government. Although the general public is invited to all of the church's worship services, the church property remains private property.
- C. A member may inspect or copy the prepared financial statements of the church and the minutes of the proceedings of church meetings provided he shall have made a written request upon the church and the church has received the written request at least five business days before the requested inspection date. The person requesting the copies may be charged a reasonable fee for labor and materials. A member may not, under any circumstances, inspect or copy any record relating to individual contributions to the church.

#### Section 5: Enrollments That Are To Be Maintained

- A. Active Roll: This roll of church members shall be determined by the individual's activity in response to their faithful attendance to church services, support of church functions, etc. These members shall have voting rights and shall be considered as being in good standing, see Article I Section 3, with the church.
- B. Inactive Status: Any person, who abandons active connection with the church through failure to attend for a period of three (3) months, shall automatically be declared inactive and lose voting privileges set forth in Article VI Section 2 of the By-Laws, even though their name may still be listed on the active roll. An inactive member may be dropped from the active roll by recommendation of the pastor or deacons. Sickness, age, or other providential hindrances may be the exception. If this member fails to attend services for another year, he shall not be considered a member. Any member not attending during this one year period will automatically be dropped from the roll without action of the Church. Upon good cause being shown to the pastor for the lack of attendance, the provision for termination may be waived in the case of an individual member at the discretion of the pastor. Such good causes would include but not be limited to college students away at college, shut-ins who are unable to attend, military personnel, missionaries, and evangelists. These will be exempt from being dropped automatically.

If at any time membership is requested, such a one may be restored at the recommendation of the pastor, associate and/or assistant Pastor, and/or deacons upon vote of the church.

The pastor, together with the deacons, shall go over the membership roll each year previous to the Annual Business Meeting and shall report their findings at that meeting.

#### Section 6: Watchcare Membership

The watchcare membership shall be for those students studying locally or for those who are temporarily residing in our area. It is to be understood that this membership brings the individual into the worship and work of the church at the recommendation of the pastor, associate and/or assistant pastor, and/or deacons with vote of approval from the church. Membership will be retained in their home church. It is to be understood that this member must still be in agreement with our position and be subject to the By-Laws, constitution, and covenant as any other member. This will be a non-voting membership.

#### Section 7: Discipline of Members

It is vital to the testimony of this church that its purity, peace, and progress be protected. With these ends in view, it shall be the duty of the pastor and deacons to deal prayerfully, diligently, and Biblically with the exercising of church discipline. The Bible shall be the basis for all discipline.

When it becomes necessary, the pastor and one or two deacons shall investigate the situation and bring their findings before the deacons. Once the findings and all extenuating circumstances have been examined, the pastor and the deacons shall recommend one of the following courses of action:

- A. Limitation of membership rights and privileges: Limitation of membership rights and privileges such as teaching, holding office, singing in the choir, solos, etc., may be necessary, with due consideration as to the type of sin, its acknowledgement, repentance, and effects on the church body as a whole.

In certain matters when a person's past or sin is not a public matter, the pastor has the right to restrict a member's privileges without confirming it with the deacons. Other than this, the pastor and deacons will serve as the discipline committee.

- B. Exclusion of Fellowship: Any member who is guilty of open sin (1 Cor. 5:13) or is causing division (Rom. 16:17) and is not willing to repent and forsake that sin shall be counseled by the pastor and the deacons. As the discipline committee, the pastor and deacons shall have the authority to conduct hearings and render a verdict in the light of unbiased testimony of those involved when charges may be laid against any member of the

church. If, by two-thirds (2/3) vote of the pastor and the deacons, such a member is guilty, he may be dropped from the membership by that vote. In this event, the individual in question shall be dropped from the membership by the 2/3 vote of the pastor and deacons without the church voting at a regular business meeting. If the pastor and deacons deem it necessary, the individual in question may be presented to the church body for a vote to approve the exclusion from fellowship. The procedure laid down in Matt. 18:15-17 shall be followed in all personal disputes and grievances between members: 1) Seek to settle the dispute privately between the offender and the offended; 2) If there is not settlement, take one or two more witnesses (pastor and/or deacons); 3) If still no settlement and no repentance by the guilty party, the discipline committee shall hear the matter; 4) when all else fails to achieve the desired repentance, either the discipline committee will make the final decision or at the discretion of the committee, the matter will be brought before the church for final action. In every stage of the process, those involved should exercise self-examination and humility according to Gal. 6:1.

Keep in mind that the goal of all church discipline should be the restoration of its erring member.

#### Section 8: Dismissal of Members

- A. Upon the death of a member their name shall be removed from the membership roll.
- B. Letters of recommendation from this church to join churches of like faith and order shall be granted for members in good standing upon request from such churches. Letters of dismissal shall be granted to those not in good standing.
- C. Members of this church will be automatically dismissed from the roll when they become a member of another church.
- D. The granting of letters may be voted on by the congregation or granted by agreement between the pastor and church clerk.

#### Section 9: Disqualifications pertaining to Membership

We believe that the church exists for the propagation of the gospel of our Lord Jesus Christ. This gospel is that which transforms the life of individuals; therefore, it is our obvious conclusion, that individuals desiring membership into Calvary Baptist Church must give evidence of being a new creation in Christ. Thus, it is the policy of this church not to allow individuals into its membership who are practicing or promoting an openly sinful lifestyle that is contrary to God's Word as described in the Statement of Faith. Any member that is found to be practicing or promoting a lifestyle contrary to God's Word as described in the

Statement of Faith will immediately fall under church discipline according to Article 1 Section 7b with the goal of this church discipline being the restoration of the erring member.

## ARTICLE II. CHURCH OFFICERS

All officers shall be spiritually mature, of unquestionable Christian character, loyal to the Word of God, dedicated and devoted to the Lord Jesus Christ, and to the spiritual and material welfare of this church. They shall also be faithful in attendance and participation, both in regular services and business meetings of the church. Their moral conduct shall be beyond reproach and free of carnal indulgences and other worldly practices. In light of I Timothy 3, the home and family relationships must be considered, as well as individual qualifications.

### Section 1: Title of Officers

The officers of the church shall be the pastor, the associate and/or the assistant pastors, and the deacons. (Philippians 1:1; I Timothy 3) (This church holds the position that the Word of God clearly teaches that only men are to occupy these offices; therefore only men shall be considered to occupy the office of pastor or deacon.)

### Section 2: The Pastor

- A. There shall be one pastor of this church, though there may be an associate or assistants to the pastor. If by death, resignation or removal, the pastorate shall become vacant; a successor shall be chosen by the church as quickly and prayerfully as possible.
- B. Qualifications: The pastor shall qualify as outlined in 1 Tim. 3:1-7 and Titus 1:5-9. Any pastoral candidate should be carefully examined by the Pulpit Committee, as set forth by Article IV Section 4 of the By-Laws, as to his salvation, doctrine, Christian conduct, and call to the ministry. Previous experiences should be investigated. References shall be checked extensively. He shall be required to state his acceptance and adherence to the articles of faith and to the constitution and covenant of the church. The Pulpit Committee shall present only one man at a time for the consideration and vote of the church.
- C. The Call: A call to a pastor shall be extended at a meeting of the church called for that purpose and announced from the pulpit two weeks in advance. A written notice one week in advance of the vote shall be sent to all active members. Three-fourths (3/4) of the members present and voting affirmative shall constitute a pastoral call. Voting shall be by ballot. The matters of salary, vacation and such items as are related to official activities shall be mutually agreed upon in connection with the call of the pastor. These arrangements should be reviewed annually by the pastor and the deacons.

- D. Tenure: The pastor's tenure shall be considered permanent until he resigns or is dismissed by a three-fourths majority of those present and voting at a special meeting called for that purpose. A two week announcement of such a meeting will be required. A written notice one week in advance of the vote shall be sent to all active members. Only those members in good standing shall be permitted to vote in accordance with Article I Section 3 of the By-Laws. The pastor's tenure may be terminated upon sixty days notice or as may be mutually agreed upon between the pastor and the church.

If the church so desires, the pulpit may be declared vacant immediately after a dismissal or resignation. This would be determined by voting as well. The pastor would receive compensation for the full sixty days. If the conduct of the pastor justifies immediate termination of his ministry, such as proven guilt of immorality or inexcusable dishonesty in his business affairs, the church may declare the pulpit vacant by vote, as previously indicated.

- E. Duties: The pastor is the shepherd (under-shepherd) and overseer of the church; therefore, he is ultimately responsible for all interests of the church.

The pastor shall have charge of the pulpit from which he will preach the gospel and teach the Word of God. He shall conduct the regular and special services of the church, oversee the administration of ordinances, and perform the usual duties of a Baptist minister. In his absence, the pastor shall secure appropriate speakers for the services.

The pastor shall have the supervisory authority of the teachings within the church and the Sunday school, which should always be in agreement with the statement of faith of the church.

The pastor shall be ex-officio member of all boards and committees. No board or committee meeting shall be official without his acknowledgement and consent to such a meeting.

The pastor shall be moderator at all of the church business meetings, unless he chooses not to do so. If the pastorate is vacant, or if the pastor is incapacitated, the moderator shall be an associate and/or assistant pastor or the chairman of the deacons. The moderator shall call the meeting to order and the church may conduct business in accordance with the constitution and By-Laws.

The pastor as overseer of God's flock and to set things in order in the Lord's church, has the responsibility and authority to hire, supervise, discipline, and dismiss all church staff or pastoral staff both hired and voluntary as he is led by the Spirit. The deacons will provide counsel to

the pastor as needed. (Acts 20:28; Titus 1:5; I Peter 5:2; Hebrews 13:7, 17; Proverbs 11:14)

### Section 3: The Associate and/or Assistant Pastor

- A. Description: The associate or assistant pastor should be a man with a special calling of God upon his life to minister to the flock of the Lord Jesus Christ and have a desire in his heart to support and carry out the directions of the pastor as he leads the church. (Romans 16:9, 21; Ephesians 6:21-22; Colossians 4:7-8; Titus 1:5)
- B. Qualifications: He should qualify as outlined in I Timothy 3:1-7 and Titus 1:5-9, be confident in his salvation through Jesus, sound in Biblical doctrine, blameless in Christian conduct, and willing to serve as clothed with humility. (I Peter 5:5)
- C. Appointment: The associate or assistant pastor shall be considered for this ministry as needs arise in which the pastor deems it beneficial for help in carrying out the administration and ministry of the church. He will be employed and supervised by the pastor and serve under his leadership.
- D. Duties: The associate or assistant pastor's responsibilities should begin with recognizing and assisting the pastor in carrying out the vision that the pastor has for the church. The associate or assistant pastor should also assist the pastor in the oversight of the various ministries of the church as the pastor deems necessary in accordance with his strengths and abilities. He is also responsible to assist the pastor in guiding, counseling, and ministering to the needs of the members at the direction and discretion of the pastor.

### Section 4: The Deacons

- A. Qualifications: Inasmuch as the New Testament places as much importance on the qualifications of the deacons as a pastor, the office of deacons is considered to be a privileged responsibility. The deacons shall qualify as outlined in I Tim. 3:8-13.
- B. Election and Tenure: The deacons shall be nominated by the Nominating Committee (Article IV Section 1 of the By-Laws) and shall be elected to hold office for three years. The deacon shall be chosen from those male members who have proven themselves to be spiritually qualified. Vote shall be by secret ballot. No nominations will be considered from the church floor, as the candidate must have an opportunity to be interviewed by the pastor as to his qualifications and duties. Deacons may be reelected upon satisfactory service and testimony after one year out of office. The deacon's term will end in December of the year his term expires.

- C. Number of Deacons: The number of deacons shall be determined by the number of active members in the church. It is recommended, but not mandatory, that there be seven (7) deacons for the first 700 members and one (1) additional thereafter for each 100 members. It will never be necessary for the church to have a complete complement of deacons, if such qualified men are not available.
- D. Organization: The deacons shall elect a chairman and a secretary. It is suggested that the deacons have regular monthly meetings. They may meet for special meetings at the call of the pastor or the chairman of the deacons, provided that effort to give due notice is given of such to the pastor and every deacon available. No meetings shall take place without the pastor's prior knowledge.
- E. Duties: The deacons shall at all times consider themselves as servants of the church. They shall assist the pastor in promoting the spiritual and material ministry of the church. Their duties shall include:
- preparing for and serving the Lord's supper;
  - assisting in the baptismal service;
  - acting as a Pulpit Committee in the vacancy of the pastor;
  - ensuring pulpit supply during the vacancy of the pastor;
  - ministering to those that are in need in the church and being responsible for the distribution of the benevolence fund;
  - working with the pastor to consider all matters of church discipline which must come before the deacons (discipline committee) before being presented to the church;
  - considering and helping to solve any problem that affects the spiritual welfare of the church, as instructed by the pastor;
  - being available to sit on the council to examine and recommend the ordination of candidates for the ministry; and
  - serving as the Bible College Committee – give counsel as requested by the pastor or college administration and attend the college graduation.

### ARTICLE III: CHURCH LEADERS

All leaders shall be spiritually mature, of unquestionable Christian character, loyal to the Word of God, dedicated and devoted to the Lord Jesus Christ and to the Spiritual and material welfare of this church. They shall also be faithful in attendance and participation, both in regular church services and business meetings of the church. Their moral conduct shall be beyond reproach and free of carnal indulgences and other worldly practices

The church officers listed under Article III shall be nominated by the Nominating Committee, in accordance with Article IV Section 1 of the By-Laws, and shall be elected by the church at the Annual Business Meeting, for a term of one year (unless otherwise stated).

Section 1: The Church Clerk

Duties: The church clerk shall keep a record of all business transacted by the church in all regular or special business meetings.

The church clerk shall have charge of the membership roll of the church and keep an accurate record of additions to, or dismissals from the church membership.

The church clerk shall send for letters of those who wish to transfer their membership to this church, and shall sign the letters of recommendation or dismissal from this church.

The church clerk shall keep records of all ordinations and commissions.

Minutes of previous meetings may be presented at business meetings.

Section 2: The Church Treasurer

Duties: The treasurer shall be responsible for the overall receiving of all offerings and funds of the church. He shall be responsible for insuring the integrity of all money handling procedures. This includes making sure that offerings are always counted and processed by no less than three (3) approved persons. The treasurer shall be assisted by at least two financial assistants who have been nominated by the nominating committee.

He will make sure that the “Guidelines for Processing Calvary Baptist Church Funds” are strictly followed. Any changes in the guidelines must be discussed and agreed upon by the pastor, treasurer and the business manager.

The church treasurer shall serve as the treasurer for the corporation. (See Article III of the Supplement to the Constitution and By-Laws concerning corporate affairs.)

ARTICLE IV: CHURCH COMMITTEES

Section 1: The Nominating Committee

Qualifications: Each member of the nominating committee shall have been in the church sufficient time to have acquired a good knowledge of the membership.

Election and Tenure: The deacons shall recommend five (5) men to serve as members of the Nominating Committee. One of these men must be a deacon. They shall serve for one year.

Duties: The Nominating Committee shall nominate the following leaders and officers:

- Deacons
- Church Clerk
- Church Treasurer
- Financial Assistants
- Missions Committee
- Christian School Committee
- Cemetery Committee

The Nominating Committee shall count all ballots at the annual business meeting and submit an accurate count to the pastor and the church clerk.

They shall assist the pastor in contacting all nominees as to their availability for office, prior to presenting them to the church.

At any time during the year if a vacancy occurs in any church office for which the Nominating Committee is responsible, the Nominating Committee shall nominate replacements for that vacancy.

They shall not nominate any individual to an office for which there is no need or for which there is not a qualified person to fill that office.

## Section 2: The Missions Committee

Duties and responsibilities include:

1. Assisting the pastor in directing the work of and promotion of missions in the church.
2. Shall plan and present to the church any changes in the missionary program, such as increases in number or support level.
3. Shall prepare and present to the church the annual mission's budget.
4. Assist visiting missionaries in any way.
5. Work with pastor in developing a mission's conference each year.
6. Keep up with our missionaries' work, by reading prayer letters, communicating by letter to them, etc.
7. Keep missions' board and letters up-to-date.
8. Perform an annual review of all missionaries.

9. Interview prospective missionaries and missionaries we currently support.

### Section 3: The Calvary Christian School Committee

The Calvary Christian School Committee shall serve in the same capacity as any other committee of the church, and shall never be considered a “school board” since our school is simply one of the many ministries of our church.

Election & Tenure: The Calvary Christian School Committee will be nominated by the Nominating Committee and elected at the Annual Election for a term of one year, beginning the following June 1. No person may be nominated more than (2) consecutive years, but must be off the committee at least one year before being recommended to serve again. It is recommended that there be five to six (5-6) members on this committee.

Qualifications: The individual should be wholeheartedly in favor of the Day School ministry of the church. They need not have a child in the school, but if they have school age children, they must be enrolled in Calvary Christian School in order to serve on this committee. Only members of Calvary Baptist Church will be considered for this committee.

#### Duties:

1. The School Committee shall assist the pastor and principal in directing the work of and promotion of the Christian School ministry of the church. Their advice will be a valuable asset to the school.
2. The principal will communicate with the committee concerning the hiring of teachers and other staff members that they might be informed. The final decision of hiring and dismissal of teachers of staff will rest with the pastor and principal.
3. They shall work with the pastor and principal in establishing a workable budget, a professional staff, and to advise concerning major policies.
4. They shall assist in providing adequate facilities and school equipment and the maintenance of such to insure the quality of the physical plant of the Christian School ministry.
5. They shall give of their time in the areas of prayer, attend school functions where appropriate and reasonable, attend committee meetings, graduation, etc.
6. They shall give of their expertise when necessary by being an example and volunteering when needed for work days, fund raising, building and grounds improvement, etc. as they are able.

### Section 4: The Calvary Baptist Bible College Committee

This committee is comprised of the deacons and will provide counsel as needed in the administration of the college, help in setting goals that will enhance and strengthen the college, and wholly support the training of individuals who are called of God to take the gospel of the Lord Jesus Christ to the world.

Section 5: The Pulpit Committee

When a Pulpit Committee is needed, it shall be understood that the deacons will make up the Pulpit Committee as set forth in Article II Section 3E of the By-Laws. They shall be responsible for selecting and nominating a qualified candidate for the office of pastor as set forth in Article II Section 2B.

Section 6: Cemetery Committee

A. The officers of the cemetery shall be the pastor and Cemetery Committee.

1. The Cemetery Committee shall consist of five men who will serve a term of three years. One member must currently serve as a deacon.
2. A chairman will be selected by a majority vote of the committee members and approval of the pastor.

B. The duties of the Cemetery Committee shall be:

1. Administer the cemetery regulations as outlined in this document.
2. Grant burial space.
3. Collect fees before burial and give them to the treasurer for deposit into the Cemetery Fund for maintenance and upkeep.
4. Oversee the opening and closing of graves.
5. Oversee the placement of grave markers.
6. Oversee the maintenance and upkeep of the cemetery.

C. The Cemetery Committee has no authority to revise or change any cemetery regulation or policy without the vote of the church.

ARTICLE V: CEMETERY GUIDELINES

Section 1: Eligibility for Burial in Calvary Baptist Church Cemetery

A. Only active church members as defined in Article I, sections 3, 5A, 6 of the Calvary Baptist Church Constitution and their immediate family members are eligible for burial in the cemetery. Immediate family members include husband, wife and dependent children

(including those children who may be physically or mentally challenged to the point that they cannot live as adults on their own).

- B. In the event a member of Calvary Baptist Church moves their membership or is removed from the membership role as set forth in Article I, Sections 5b, 7, 8, 9 of the Calvary Baptist Church Constitution, it will result in the forfeiture of their burial privileges.
- C. For those qualifying under Section 2, letter A: a family burying one family member in the cemetery may request that additional grave sites be reserved for the foreseeable future use. This will be limited to the burial of one's spouse as well as surviving dependent child/children. In cases where a dependent child dies first, reservations may be made for the father and mother to be buried beside the child.
- D. Nonmembers with a spouse already buried in the cemetery retain burial eligibility to be buried beside their spouse.
- E. Any former pastoral staff member or missionary sent out of Calvary Baptist Church that is in good standing with the church who desires burial in the cemetery will be accorded one or two spaces as needed.
- F. There will be no transferring of bodies from any other cemetery unless they qualify under Section 2A at the time of death.
- G. Memorials: A family will be able to place a memorial marker in the cemetery in the event a body is unrecoverable if they were eligible to be buried in the church cemetery at the time of death under Section 2A.
- H. A fee of \$300 is required before the opening of the grave. Once a grave marker has been placed over the burial plot, \$150 of the fee will be returned to the family of the deceased. The remaining \$150 will be retained and placed in escrow for the continued maintenance and upkeep of the cemetery.
- I. Calvary Baptist Church will not allow any rites, rituals or ceremonies to be performed at any time by outside churches or organizations without the prior approval of the pastor and deacons. Any requests for such must be submitted in writing and have written permission signed by the pastor and deacons.

Section 2:     Distribution and/or Assignment of Burial Plots

- A. Burial in Calvary Baptist Church cemetery is permitted on an as needed basis.

- B. Burial plots will be assigned sequentially.
- C. Burial plots will not be pre-sold or pre-assigned, except for those qualifying spouses and dependent children of a member already interred in the cemetery.

Section 3: Regulations Governing Interment

- A. The family or estate of the deceased shall be responsible for all charges or fees for opening and closing the grave.
- B. The Funeral Home responsible for caring for the deceased shall meet with a Cemetery Committee member at the gravesite prior to opening any grave.
- C. The preferred contractor used for opening and closing the grave shall fill, level, and remove excess dirt from the gravesite. Excess dirt is to be placed in a designated area.
- D. Interment in cemetery requires a burial vault or comparable grave liner to prevent sinkage of graves.
- E. Size of burial plots: Single 5ft. X 10ft.; Double 10ft. X 10ft.

Section 4: Grave Markers

- A. All of the graves in the Calvary Baptist Church cemetery will be marked in essentially the same manner. The family of the deceased is to have a grave marker installed within six months of burial.
- B. All grave markers are to be level with the ground to insure both beauty and uniformity as well as to aid in the overall maintenance and upkeep of the cemetery grounds.
- C. Only military issue foot markers will be allowed in the cemetery.
- D. There shall not be any coping, granite edging or fencing of the burial plot permitted.
- E. The grave marker should be no wider than 48 inches for a single space and 80 inches for a double space. A 6 to 8 inch concrete base is required under each marker.
- F. No company is to install a grave marker or make repairs to grave markers without a cemetery committee member present. Prior notification must be made to the church office before any work is to be done in the cemetery.

- G. Flowers can only be placed on the monument in a mounted vase.
- H. Any flower arrangement or wreath may be removed if and when it should detract from the overall beauty of the grounds. Any flower or wreath that the wind has blown off of a burial plot and out into the cemetery will be thrown away.
- I. It is the responsibility of the family to remove all wreaths and flowers from the gravesite within two weeks of the initial interment. Any flowers or wreaths not removed within the prescribed time will be thrown away by the cemetery committee.
- J. Only the grave marker can be added to the grave plot.
- K. Anything placed on the grave marker including insignias, words, pictures, etc. must agree with the doctrinal and philosophical beliefs of the church.

Section 5: Maintenance and Upkeep

- A. The Cemetery Committee will be responsible for the oversight and maintenance of the cemetery.
- B. All mowing shall be done by the caretaker or a designated contractor, with no exception. This will ensure that the grass will be cut the same height so as to maintain a well-groomed and uniform appearance.
- C. Any alterations or additions to any gravesite not specifically mentioned in these regulations must be approved by the pastor and Cemetery Committee.
- D. The family of the deceased will be responsible for the cost of any repairs that need to be made to the grave marker including the sinkage of the marker itself.
- E. All suggestions or concerns are to be forwarded to the Cemetery Committee.

ARTICLE VI: VOTING

Section 1: Voting Procedures

The decision to vote by ballot may be at the discretion of the church with the following exceptions:

1. The election of officers and leaders as listed in Article 7 and 8 of The Constitution.
2. The approved budget.

3. Approval of church loans.
4. Expenditure of large sums of money outside the budget.

Section 2: Voting Eligibility

Voting in affairs of church business shall be regarded as a special privilege and is to be taken very seriously. Only active members, as set forth in Article I Section 5A, eighteen (18) years of age or over may be eligible to vote. There will be no proxy or absentee voting. Only those physically present will be allowed to cast a vote.

Section 3: Quorum

A quorum shall be 10% of the total membership of the church.

ARTICLE VII: FINANCES

Section 1

The pastor, deacons, and business manager will work together each year to prepare a ministry wide budget, which will be presented to the church for approval.

Section 2

No money in excess of \$1,000.00 (outside of the budget) shall be spent without the express vote of the church.

Section 3

No ministry director shall overspend his budget without the express approval of the pastor, and/or deacons, and vote of the church if necessary.

Section 4

The finances of the church shall be met by tithes and offerings given by the members of the church in keeping with the principles laid down in the New Testament. No monies shall be raised by means of raffles, bazaars, rummage sales, etc. to support the work of the local church.

Section 5: Designated Contributions

From time to time the church, in the exercise of its religious, educational, and charitable purposes, may establish various funds to accomplish specific goals. All contributions to these funds shall be deemed advisory rather than mandatory in nature and shall remain subject to the exclusive control and discretion of the pastor and the deacons. No fiduciary obligation shall be created by any designated contribution made to the church other than to use the contribution for the general furtherance of any of the purposes stated in Article III of the Church Constitution.

ARTICLE VIII: INUREMENT AND DISSOLUTION

In the event of the dissolution of Calvary Baptist Church of King, Inc. the Corporate Board of Directors shall act as Trustees for the dissolution. After all liabilities have been settled, the remaining assets shall be distributed to a nonprofit organization that stands for the fundamental truths of the Word of God and holds to the historic Baptist principles. Such distributed assets shall be given only to an organization that stands for the doctrinal statement contained in this Constitution and stands for evangelism and the truths of the Word of God. No benefits or assets of this corporation shall ever inure to the benefit of any individual member or officer.

ARTICLE IX: FAITH AND PRACTICE

We believe that the term “marriage” has only one, legitimate meaning, and that is marriage sanctioned by God, which joins one man and one woman in a single, covenantal union, as delineated by Scripture. Marriage ceremonies performed in any facility owned, leased, or rented by this church will only be those ceremonies sanctioned by God, joining one man with one woman as that gender was determined at birth. (Genesis 2:24; Romans 7:2; I Corinthians 7:10; Ephesians 5:22-23)

Further, the use of Calvary Baptist Church facilities may not be used for functions involving people who are not abiding by God’s standard of human sexuality and marriage as outlined in the Statement of Faith. (Bridal showers, baby showers, anniversary celebrations, etc.)

Revised 2/4/24

**SUPPLEMENT TO THE CONSTITUTION AND BY-LAWS  
CONCERNING CORPORATE AFFAIRS  
CALVARY BAPTIST CHURCH OF KING, INC.  
536 S.MAIN STREET  
KING, NORTH CAROLINA 27021**

**ARTICLE I:**

The Constitution and By-Laws of Calvary Baptist Church are hereby adopted as the By-Laws of Calvary Baptist Church of King, Inc., a North Carolina nonprofit corporation, with the following Articles of Supplementation.

**ARTICLE II: BOARD OF DIRECTORS**

The corporate business of this organization shall be managed by a Board of Directors. The pastor and members of the deacons shall function as the Board of Directors for purposes of business of the Corporation. Directors shall be chosen and the number, qualifications, and term shall be as set forth in Article II Section 3 of the By-Laws, The Deacons.

The Board of Directors shall have the control and management of the fiscal affairs and business of this organization. Such Board of Directors shall only act in the name of the organization when it shall be regularly convened by its chairman after due notice to all the directors of such meeting.

A majority of the members of the Board of Directors shall constitute a quorum and the meetings of the Board of Directors shall be held regularly following the annual meeting of the membership.

Each director shall have one vote and such voting may not be done by proxy.

The Board of Directors may make such rules and regulations covering its meetings as it may deem necessary in its discretion.

**ARTICLE III: OFFICERS**

1. President
2. Vice-President
3. Corporate Secretary
4. Treasurer

The pastor shall act as president, and shall have such powers as may be reasonably construed as belonging to the chief executive officer of a corporation.

The chairman of the deacons shall act as vice-president and in the event of the absence or inability of the president to exercise his office shall become acting president of the Corporation with all the rights, privileges, and powers as president.

The secretary of the deacons shall be The Corporate Secretary and shall keep the minutes and records of the Corporation in appropriate books, file any certificate required by any statute, federal or state, give and serve notices to members of the organization, submit to the Board of Directors any correspondence of the organization and exercise all duties incident to the office of secretary.

The treasurer shall serve as outlined in Article III Section 2 of the By-Laws.

The treasurer shall render at stated periods as the Board of Directors shall determine, a written account of the finances of the organization and such report shall be physically affixed to the minutes of the Board of Directors and shall exercise all duties incident to the office of treasurer.

Revised 1/13/2015