

# Church Covenant and Constitution

Community Baptist Church  
La Grange, North Carolina  
Founded December 10<sup>th</sup>, 1972

“Therefore, my beloved brethren, be steadfast, immovable, always abounding in the work of the Lord,  
knowing that your labor is not in vain in the Lord.”  
I Corinthians 15:58

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## Forward

This Church Covenant and Constitution has been prepared for the use of those who wish to know more of the beliefs on which Community Baptist Church stands and the position to which it has voluntarily submitted itself.

We believe you will find that our doctrinal position adheres to that which Baptists have held through the years. Where there are differences in organization or procedure from those to which you are accustomed, we would explain that we feel they are in keeping with the autonomous position of the local Baptist church, designed only to enable us to serve the Lord more efficiently in our situation.

Should you desire further information concerning anything contained herein, or should you have any questions concerning this work, we would welcome your inquiry. Any of our members would be happy to arrange for our Pastor(s) or one of our Deacon(s) to meet with you at your convenience. You are invited to be our guest at any of the services.

**Community Baptist Church**

*“Holding fast the word of life...”*

*Philippians 2:16*

## Membership Statements

**PREDICATE** - Having received the Lord Jesus Christ as our Savior and Lord, relying wholly upon His finished work for salvation, upon repentance and a profession of personal faith in Christ Jesus, and having been baptized in the Name of the Father, and the Son, and the Holy Spirit,

**COVENANT IN GENERAL** - We do now, in the presence of God, the angels, and this assembly, most solemnly and joyfully enter a Covenant with one another, that we will walk together in newness of life, with brotherly love, to His glory, as our common Lord. We, therefore, in His strength, particularly engage:

**THE ASSEMBLY** - That we will not forsake the assembling of ourselves together, at such times and places as the church may appoint, for instruction, prayer, business or evangelizing; that we will strive to promote the prosperity and spirituality of the church, and to sustain its worship, ordinances, discipline, and doctrine. And 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.

**MUTUAL CARE** - That we will exercise a mutual care, that as members, we will take care of each other; to promote the growth of the whole body in Christian knowledge and holiness, in all the will of God; that we will remember each other in prayer; that we will aid each other in sickness and distress; that we will frequently exhort, and if occasion requires, admonish one another (according to Matthew 18:15-17), in the spirit of meekness, considering ourselves, lest we also be tempted.

**CONTRIBUTIONS** - That we will cheerfully, and according to our ability, regularly contribute out of our means for the relief of the poor, for the expense of the Church, for the maintenance of a faithful gospel ministry among us, and the spread of the gospel throughout the whole world.

**ALONE AND AT HOME** - That we will not omit private and family devotions, nor allow ourselves to permit the too common neglect of the great duty of training our children, and others under our care, in the nurture and admonition of the Lord, with a view to the service of Christ and the enjoyment of heaven.

**BEFORE THE WORLD** - That we will walk circumspectly before the world: we will seek to use good judgment in penetrating the culture for the Gospel, not conforming to the culture in certain fleshly practice. Which may include our refraining from certain things that may give the appearance of wrongdoing. (1 Thess. 5:22) Understanding that though all things are lawful, not all things are profitable. (1 Cor. 6:12; 1 Cor.10:23)]; that we will be temperate in all things especially being on our guard against the abuse and use of intoxicants and other harmful drugs or substances; that we will be just in our dealings, faithful in our engagements, and exemplary in our deportment; that we will avoid all tattling, backbiting, and excessive anger, so that we may win souls, remembering that God has not given us the spirit of fear, but of power, and love, and of a sound mind.

**INVOCATION** - And the God of Peace, Who brought again from the dead our Lord Jesus Christ, That great shepherd of the sheep, through the blood of the everlasting Covenant, make us perfect in every good work to do His will, working in us that which is well-pleasing in His sight, through Jesus Christ to whom be glory forever and ever. Amen.

## PREAMBLE

We the congregation of the Community Baptist Church of La Grange, North Carolina, believe Jesus Christ to be the only Head and Lord of His Church, believing the Scriptures to be the revealed Word and Will of God and desiring to establish a church in keeping with the Scriptural position historically held by local, self-governing Baptist Churches, to ensure individual tranquility, and secure for ourselves the blessings and peace promised by our Lord and Savior, Jesus Christ, does prayerfully ordain and establish this constitution, to which we voluntarily submit ourselves:

## ARTICLE I NAME

This church shall be known as Community Baptist Church.

## ARTICLE II DOCTRINAL STATEMENT

It is not the intent or purpose of this church to establish any new doctrine or schism, but it is the avowed intention of this group to declare and make known only that which has been revealed to it by the Holy Bible, by faith, and by constant prayer to be the Divine Purpose of Christ's Church.

So that it may forever be revealed and made known, the following Doctrinal Statement is declared and established for the church and all who are now members or who may become members solemnly covenant and agree that no one, in the pulpit, in discipleships, or any other church function, will teach anything contrary to these:

### **1. THE HOLY SCRIPTURES**

We teach that the Bible is God's written revelation to man, and thus the 66 books of the Bible given to us by the Holy Spirit constitute the verbal plenary (inspired equally in all parts) Word of God (1 Corinthians 2:7-14; 2 Peter 1:20-21). We teach that the Word of God is an objective, propositional revelation (1 Thessalonians 2:13; 1 Corinthians 2:13), verbal plenary inspired in every word (2 Timothy 3:16), absolutely inerrant in the original documents, infallible, and God-breathed. We teach the literal, grammatical-historical interpretation of Scripture which affirms the belief that the opening chapters of Genesis present creation in six literal days (Genesis 1:31; Exodus 31:17). We teach that the Bible constitutes the only infallible rule of faith and practice (Matthew 5:18; 24:35; John 10:35; 16:12-13; 17:17; 1 Corinthians 2:13; 2 Timothy 3:15-17; Hebrews 4:12; 2 Peter 1:20-21).

We teach that God spoke in His written Word by a process of dual authorship. The Holy Spirit so superintended the human authors that, through their personalities and different styles of writing, they

composed and recorded God's Word to man (2 Peter 1:20-21) without error in the whole or the part (Matthew 5:18; 2 Timothy 3:16).

We teach that, whereas there may be several applications of any given passage of Scripture, there is but one true interpretation. The meaning of Scripture is to be found as one diligently applies the literal grammatical-historical method of interpretation under the enlightenment of the Holy Spirit (John 7:17; 16:12-15; 1 Corinthians 2:7-15; 1 John 2:20). It is the responsibility of believers to ascertain carefully the true intent and meaning of Scripture, recognizing that proper application is binding on all generations. Yet the truth of Scripture stands in judgment of men; never do men stand in judgment of it." (as borrowed from Grace Community Church)

## **CREATION**

We believe that the creation of the universe from nothing is neither allegory nor myth but a literal, historical event. The existence of all things is the result of the direct, immediate, creative acts of the triune God over six literal days (Genesis 1). Humanity—body and soul/spirit—was created by a direct work of God. Humans did not evolve from previously existing forms of life. The entire human race descended from the historical Adam and Eve, the first parents of the entire human race.

Genesis 1–2; John 1:3; Colossians 1:16–17

### **The Fall of Man**

We believe that man was created in innocence under the law of his Maker, but by voluntary transgression fell from his sinless and happy state, in consequence of which all mankind are now sinners, not only by constraint but by choice; and therefore under just condemnation without defense or excuse.

Genesis 3:1–6; Romans 1:18, 32; Romans 3:10–19; 5:12, 19

## **2. THE GODHEAD**

We believe in one triune God eternally existing in three persons, the Father, the Son, and the Holy Spirit; co-eternal in being, co-identical in nature, co-equal in power and glory, each with distinct personal attributes but without division of nature, or being.

Deuteronomy 6:4; Genesis 1:26; II Corinthians 13:14

### **A. THE FATHER - The First Person of the Trinity**

God the Father is God; the Creator, Sustainer, and Consummator of all things; He is pure Spirit; He possesses all the attributes of Deity: omnipotence, omnipresence, omniscience, eternal, holy, just, love, mercy, righteousness; He is all perfection to an infinite degree.

Habakkuk 1:12, 13; John 4:24; Acts 7:49; Acts 17:25; Romans 11:36

### **B. JESUS CHRIST - The Second Person of the Trinity**

Jesus Christ is the eternal Son of God; He is God; in the incarnation, He was virgin born; begotten of the Holy Spirit, without human father thus, truly God and truly man; His death was voluntary and propitiatory; He arose bodily from the grave; ascended to heaven where He is now making intercession

for believers; from there He is coming for His own and then coming the second time to set up His kingdom on earth.

John 1:1; Matthew 3:17; Matthew 1:20-23; II Corinthians 5:21; Hebrews 4:14, 15; Hebrews 1:8; Romans 5; I Thessalonians 4:16-17; Acts 13:33

### **C. THE HOLY SPIRIT - The Third Person of the Trinity**

The Holy Spirit is God; He moved the writers of the Scriptures; convicts the world of sin, righteousness, and judgment; He regenerates, baptizes, indwells, and seals believers; He is the Comforter; helps the believer in prayer; teaches the Scriptures and we believe that it is the privilege and duty of all the saved to neither grieve or quench the Holy Spirit, but rather to walk in submission to the Holy Spirit.

Acts 5:3-4; John 3:5; John 16:7-14; Romans 8:26-27; I Corinthians 12:13; II Corinthians 1:22; Ephesians 1:13; Galatians 5:24-25

### **3. MAN**

God created man in His image and likeness making him a free moral agent; man sinned knowingly; his fall in Adam was complete resulting in a depraved nature and causing spiritual and physical death; those who receive Christ as Savior are eternally saved; those who do not receive Him as Savior are eternally lost.

Genesis 1:26-27; Romans 5:12; Romans 3:23; Romans 6:23; John 3:16, 18, 36

### **4. SIN**

Sin had its origin in Satan who wanted to become like the most-high God. He instigated the fall of Adam and Eve in the garden, bringing upon all men sin. Sin is rebellion, transgression, and enmity against God. It brings punishment, wrath, condemnation, and eternal ruin.

Isaiah 14:12-17; Ezekiel 28:12-15; Romans 3:23; Genesis 3; I John 3:4

### **5. SATAN**

Satan is a created, personal being; he is the prince of the power of the air; the god of this present world system; he is the author of sin; he is the instigator of sin; the accuser of the saints; he has been defeated through the death and resurrection of Jesus Christ; his end is to be cast into the lake of fire forever.

Isaiah 14:12-14; Ezekiel 28:12-19; Matthew 13:19, 39; John 8:44; John 13:2; Ephesians 2:2; Job 1:6; Romans 16:20; Revelation 12:10

### **6. HEAVEN**

We believe that Heaven is a literal place where God's immediate presence is manifested; where the angels dwell and where the redeemed shall ultimately dwell; from whence Christ descended and to which He ascended again; where He makes intercession for the saints, and from whence He shall come to judge the living and the dead.

Psalm 102:19; Ecclesiastes 5:2; Isaiah 66:1; John 13:3; John 14:1-3; John 16:28; Hebrews 7:25; Revelation 21:1-22

## **7. HELL**

We believe that Hell (Hades) is a literal place; it is a temporary abode for those who have rejected Christ as their Savior; it will be cast into the lake of fire at the final judgment.

Matthew 25:41; Mark 9:43-48; Revelation 20:11-15

## **8. THE ETERNAL STATE**

### **A. The Unbeliever**

The souls of the unbelievers exist after death in a conscious state of torment; soul and body will be reunited at the second resurrection and will stand before the Great White Throne Judgment to be judged according to their works as to the degree of punishment (not duration); then cast into the lake of fire, to remain forever. This is the second death.

Luke 16:23-26; John 3:18, 36; Revelation 20:11-15; Romans 1:20

### **B. The Believer**

We believe that 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 body are reunited to be glorified forever with the Lord. The believer, as to their sin, was judged at Calvary; as to their works the believers will appear at the Judgment Seat of Christ after the pre-tribulation rapture to receive their due reward(s).

II Corinthians 5:8-10; 1 Thessalonians 4:16, 17; I Corinthians 3:11-15; Revelation 22:12

## **9. SALVATION**

We believe that salvation is freedom or release from the guilt, penalty, power, and (to be) from the presence of sin. Its characteristics are; the human need, the divine provision, the human response. It is by God's grace through repentance and faith in God's Son and based upon the death, burial, and resurrection of His Son, Jesus Christ.

Romans 6:6-7; John 3:36; Ephesians 2:8-9; Romans 8:2; I Corinthians 15:1-4; Galatians 3:13

## **10. REGENERATION**

We believe that regeneration is a divine and instantaneous work of the Holy Spirit, whereby the one who believes in Christ is born of God; passes from death unto life; become a new creation; partakes of the Divine Nature. Regeneration is manifested by repentance, faith, and righteous living. Good works are its proper evidence and fruit.

John 3:3; John 5:24; II Corinthians 5:17; Ephesians 2:10; Titus 3:5, 8; I Peter 1:23

## **11. JUSTIFICATION**

We believe that justification has to do with our positional standing. It is the judicial act of God in which He declares righteous the one who believes in Christ. The believer stands in the perfect standing of Christ. It is bestowed, not in consideration of any works of righteousness which we have done, but solely through faith in the Redeemer's blood, death, and resurrection.

Romans 3:24-25; Romans 5:1; II Corinthians 5:21

## **12. SANCTIFICATION**

We believe that believers positionally "have been sanctified through the offering of the body of Jesus Christ once for all."

We believe that sanctification is a Divine and progressive work of the Holy Spirit whereby God, upon the ground of the finished work of Christ on the Cross, His present intercessory ministry, and His Divine Word, sets the believer apart and works in and through Him, through the believer's submissive will, that which is well-pleasing to God through Jesus Christ.

We believe that sanctification culminates in the redemption of the body and complete conformity to the moral image of Christ.

Hebrews 10:1-10; Colossians 3:8-12; Romans 6:13; I Peter 1:22; Romans 8:13; I John 3:2; I Thessalonians 3:13; Philippians 3:20-21

## **13. GRACE**

We believe that grace is unmerited favor. It is a gift of the Holy and Righteous God on behalf of an undeserving, sinful man based on the Gospel.

Romans 5:3-11; II Corinthians 8:9; Ephesians 2:4-9

## **14. FAITH**

We believe that faith is confidence/trust. It is believing God is, and believing in Him and His Word. Faith is necessary for salvation, and a daily walk with God.

Romans 1:17; Romans 4:5; Romans 10:17; Hebrews 11:1-3, 6

## **15. THE CHURCH**

We believe that "the Church which is His Body" began at Pentecost, will be completed at the rapture, and is composed of all who receive Christ as Savior during this period.

We believe that the Local Church is a fellowship of immersed believers, voluntarily banded together for fellowship, instruction, and the worldwide proclamation of the Gospel, practicing New Testament ordinances, having New Testament officers, self-governing, and not forsaken.

I Corinthians 12:12-13; Ephesians 1:22, 23; Ephesians 4:4-6; Acts 2; I Thessalonians 4:16-17; Ephesians 5:27; I Corinthians 1:2; II Corinthians 1:1; Hebrews 10:24-25

## **16. BAPTISM**

We believe that baptism is by immersion of the believer in water in the name of the Father and the Son and of the Holy Spirit, which testifies to the believer's faith in, and identification with, the crucified, buried, and risen Savior. A picture story of Romans 6:3-6.

Matthew 28:19

## **17. THE LORD'S SUPPER**

We believe that the Lord's Supper is a memorial ordinance by which believers remember and show forth the Lord's death until He returns for His Church.

I Corinthians 11:23-29; Matthew 26:26-28; Mark 14:22-24; Luke 22:19-20

## **18. THE COMING OF CHRIST**

We believe in that "Blessed Hope" of the personal, imminent, pre-tribulation, and premillennial coming of the Lord Jesus Christ to rapture His Church, that is, to receive His own unto Himself; "so shall we ever be with the Lord".

I Thessalonians 4:16-17; I Thessalonians 5:9; John 14:1-3; I Corinthians 15:51-54; Revelation 3:10; Titus 2:13

## **19. EVERLASTING LIFE**

We believe that all the redeemed are kept by God's power and are thus secure in Christ forever.

We believe that it is the privilege of believers to rejoice in the assurance of their salvation through the testimony of God's Word, which, however, clearly forbids the use of Christian liberty as an occasion to the flesh.

John 10:27-30; Romans 8:28-39; Romans 5:8-10; Hebrews 7:25; Philippians 1:6; Ephesians 1:13-14; II Timothy 1:12; I Peter 1:5

## **20. THE FAMILY**

We believe that the only Scriptural marriage is the joining of a man and a woman. (Gen. 2:24; Rom. 7:2; 1 Cor. 7:10; Eph. 5:22-23)

**Gender Relationships**— We believe and hold to the complementarian view that men and women are spiritually equal in position before God. God has ordained distinct and separate functions for men and women in the home and the church. The husband is the head of his household, serving as a shepherd/leader in the home. Likewise, men are to hold the offices of Pastor/Deacon in the Church. *I Corinthians 11:3 - "But I want you to know that head of every man is Christ, the head of woman is man, and the Head of Christ is God."*

Galatians 3:28; Colossians 3:18; 1 Timothy 2:8-15; 3:4-5, 12

**Family Relationships**— We believe that God has ordained the family as the foundational institution of human society. The husband is to love his wife as Christ loves the Church. The wife is to submit herself to the scriptural leadership of her husband as the Church submits to the headship of Christ. Children are a heritage from the Lord, and parents are responsible to oversee their children’s spiritual and moral instruction, which includes a consistent lifestyle example and appropriate discipline, including scriptural corporal correction. (borrowed from Shepards Church)

Genesis 1:26–28; Exodus 20:12; Deuteronomy 6:4–9; Psalm 127:3–5; Proverbs 19:18; 22:15; 23:13–14; Mark 10:6–12; 1 Corinthians 7:1–16; Ephesians 5:21–33; 6:1–4, Colossians 3:18–21; Hebrews 13:4; 1 Peter 3:1–7

## **21. HUMAN SEXUALITY**

We believe that God has commanded that no intimate sexual activity be engaged outside of a marriage between a man and a woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God’s gift of sex. We believe that God disapproves of and forbids any attempt to alter one’s gender by surgery or appearance.

Gen. 2:24; Gen. 19:5, 13; Gen. 26:8-9; Lev. 18:1-30; Rom. 1:26-29; 1 Cor. 5:1; 6:9; 1 Thess. 4:1-8; Heb. 13:4

## **22. BIBLICAL COUNSELING**

All Christians struggle with sin and the effect it has on their lives and relationships (see Romans 3:23, 7:7-25; Galatians 5:19-23). Whenever a Christian is unable to overcome sinful attitudes or behaviors through private efforts, God commands that he should seek assistance from other members, and especially from the Pastor, who has the responsibility of providing pastoral counseling and oversight (see Romans 15:14; Galatians 6:1-2; Colossians 3:16; 2 Timothy 3:16-4:2; Hebrews 10:24-25, 13:17). Therefore, this church encourages and enjoins its members to make confessions to and seek counsel from each other, as clearly provided in James 5:16, and from the Pastor.

We believe that the Bible provides thorough guidance and instruction for faith and life. Therefore, our counseling shall be based on Scriptural principles rather than those of secular psychology or psychiatry. Neither the pastoral nor the lay counselors of this church are trained or licensed as psychotherapists or mental health professionals, nor should they be expected to follow the methods of such persons.

Some church members who serve as recognized pastoral or lay counselors on behalf of the church may also work in professional fields outside the church. In this situation, it is understood that as counselors of the church, they provide biblical counseling. They do not provide professional advice or services from retention in their professional practice or their professional expertise, training, licensing, experience, or capacity.

## 23. THE LAST THINGS

- The coming of Christ for His own - I Thessalonians 4:13-18
- Judgment Seat of Christ (Bema Seat)- II Corinthians 5:10; I Corinthians 3:10-15; Romans 14:10
- The Marriage Supper of the Lamb - Revelation 19:7-9
- The Antichrist revealed - Daniel 7:25; II Thessalonians 2:8
- The Great Tribulation - Revelation 6:1-17; II Thessalonians 2:1-12; Matthew 24:21
- The Great Battle of God Almighty - Revelation 19:11
- Resurrection of Tribulation Saints - Revelation 20:4-6
- The Second Coming of Christ in Glory - Zechariah 14:4-5; Matthew 16:27; Matthew 24:29-31; Revelation 19:11
- Satan bound - Revelation 20:1-3
- The resurrection of Tribulation and Old Testament Saints - Revelation 20:4-6
- Judgment of the Nations - Matthew 25:31-46
- Millennial Kingdom - Revelation 20:3-7
- Satan loosed and his doom - Revelation 20:7-10
- The Great White Throne Judgment - Revelation 20:11-15
- The New Heaven and New Earth - Revelation 21:1-22:6; II Peter 3:13

## ARTICLE III OBJECTIVE OF THE CHURCH

The objective of this church shall be to preach the full counsel of God; equip the saints to do the work of the ministry; to seek the salvation of the lost; to promote the edification of the saved; to carry out the commission of our Lord to evangelize the world.

## ARTICLE IV CHURCH HUMAN RESOURCES

A. **(Scriptural Officers)** Pastors and Deacons.

B. **(General Officers)** Clerk, Missions Secretary, Financial Secretary, Worship Support Director, Christian Education Director, and such other positions as may be needed.

1. All officers of this church shall be members of Community Baptist Church.
2. Custodial or Church Secretary are not required to be church members, therefore, are not considered as church officers.
3. All officers and teachers should be familiar with the standards for these positions (see Appendix A)

C. **Lead Pastor**

1. Appointed as the lead shepherd to Community Baptist Church (Jer 3:15; Jer 23:4; Jhn 21:17; Act 20:28)
2. Appointed as the lead overseer of all business and functions of Community Baptist Church (Phil 1:1; Acts 20:28; I Peter 5:16)
3. Appointed as the lead elder of Community Baptist Church (Titus 1:5; I Tim 5:17)
4. Duties of the Lead Pastor
  - a. Preach the Word of God (I Tim 5:17)
  - b. Teach the Word of God (I Tim 5:17)
  - c. Equip the Church (Eph 4:11-12)
  - d. Spiritually protect the Church (Heb 13:7 & v17)

- e. Visit the sick (James 5:14)
- f. Man of Prayer (Acts 6:2-4)
- g. Must meet all qualifications in I Timothy 3:1-7
- h. May call for special meetings of the Deacons or committees
- i. He shall conduct spiritual services on stated and special occasions, administer the ordinances, and minister to members of the church
- j. Assign to the pulpit as he deems fit when in absence of the same or other special occasions
- k. All employees and workers are under the authority of Lead Pastor
- l. The Lead Pastor maintains final authority on matters involving hiring or termination of employees with cause
- m. Create Ad Hoc committees as needed to assist with the business of the Church
- n. Serve as ex-officio on all standing committees, organizations, departments, and subsidiaries of the Church

5. Vacating the Lead Pastor from office

- a. Shall serve until the relationship is dissolved either at the request of the Lead Pastor or
- b. By a vote of a quorum of the church members by a three-fourths (¾) vote.
- c. In either case, at least thirty (30) days notice shall be given of termination of the relationship, or as otherwise mutually agreed, with both Church and Pastor seeking to follow the will of God and leadership of the Holy Spirit
- d. Immediate emergent circumstances
  - 1) The Lead Pastor can be immediately suspended from active ministry within the Church for the protection of the members until a proper investigation can ensue

2) This can only be conducted by the Disciplinary Committee, but only after proper Biblical order has been carried out, which must consist of 2 or 3 eyewitnesses. (1 Tim. 5:19).

3) If no evidence, or confession, innocence will be presumed until proven guilty. (I Cor. 13:6-7) He shall remain on paid leave until resolution is brought.

4) Below are such acts, but the list is not all-inclusive

a) Lewd and lascivious conduct

b) Commission of a felony

c) Commission of domestic violence

d) Personal conduct in violation of I Timothy 3:1-7

#### 6. Hiring process for Lead Pastor

a. Activated in the absence of a Lead Pastor

b. The Church will elect a Pulpit Committee consisting of the following:

1) Pulpit Committee Chair

a) Must be an ordained pastor of the church

b) Associate Pastor if not an applicant

c) In the absence of any pastors, a pastor may be requested to serve from a like-minded Church as an ex-officio overseer of the process.

2) Chair of the Deacons

3) Three men (3) appointed by the Church

4) Duties of the Pulpit Committee

a) Seek out and recommend to the Church a Lead Pastor that meets the requirements of Article IV Section C.4

b) Only one name at a time is to be brought before the congregation for consideration

c) No name can be submitted to the congregation outside of the Pulpit Committee

d) If not pastoral recommendations, the committee will set forth a process for applications.

5) Applicants will be invited to be interviewed by the Pulpit Committee and the wives of the Pulpit Committee.

6) Applicants will be invited to fill the pulpit and social to meet the congregation

7) Voting on an applicant will take place upon recommendation of the Pulpit Committee at the next stated Church Business Meeting

8) Three-fourths ( $\frac{3}{4}$ ) vote of the congregation in attendance by a quorum at the stated business meetings is needed to extend an offer of calling to the applicant.

#### **D. Associate Pastor(s)**

1. Associate Pastor(s) are under the authority of the Lead Pastor
2. The Lead Pastor and any currently serving Associate Pastor(s) will make any recommendation to the congregation for the filling of pastoral positions
3. Duties of the Associate Pastor
  - a. Preach the Word of God (I Tim 5:17)
  - b. Teach the Word of God (I Tim 5:17)
  - c. Equip the Church (Eph 4:11-12)
  - d. Spiritually protect the Church (Heb 13:7 & v17)
  - e. Visit the sick (James 5:14)
  - f. Man of Prayer (Acts 6:2-4)
  - g. Must meet all qualifications in I Timothy 3:1-7
  - h. In the event of an emergency and/or the Lead Pastor is unable to serve due to unforeseen circumstances, an Associate Pastor will assume all the duties of the Lead Pastor until a pastoral selection is complete in accordance with Article VI C 6. This will be done within an appropriate amount of time as the Holy Spirit leads.

4. Hiring Process for an Associate Pastor

- a. The Lead Pastor may convene an ad hoc confirmation committee to assist the pastorate in the choice(s)
- b. The way and manner the ad hoc committee is formed is at the discretion of the Lead Pastor
- c. The Lead Pastor can choose at any time to dissolve the ad hoc committee.

5. Vacating the Associate Pastor(s) from office

- a. Shall serve until the relationship is dissolved either at the request of the Lead Pastor or
- b. By vote of a quorum of the church members by 3/4th vote.
- c. In either case, at least thirty (30) days notice shall be given of termination of the relationship, or as otherwise mutually agreed, with both Church and Pastor seeking to follow the will of God and leadership of the Holy Spirit
- d. Immediate emergent circumstances
  - 1) The Associate Pastor can be immediately suspended from active ministry within the Church for the protection of the members until a proper investigation can ensue
  - 2) This can only be conducted by the Disciplinary Committee, but only after proper Biblical order has been carried out, which must consist of 2 or 3 eyewitnesses. (1 Tim. 5:19).
  - 3) If no evidence, or confession, innocence will be presumed until proven guilty. (I Cor. 13:6-7) He/They shall remain on paid leave until resolution is brought.
  - 4) Below are such acts, but the list is not all-inclusive
    - a) Lewd and lascivious conduct
    - b) Commission of a felony
    - c) Commission of domestic violence
    - d) Personal conduct in violation of I Timothy 3:1-7

## E. Deacons

1. Each deacon shall be nominated and elected by the church following *I Timothy 3:8-13* under the leadership of the Holy Spirit. The number of Deacons needed by the Church will be determined by the Pastor(s) and the active Deacon(s). Deacon(s) serve for 3 years and on a rotation set by the Pastor(s).

### 2. Phase 1 – Selection

a. One month before the annual business an announcement will be made that nominations are open for a congregational meeting the following week and for the members to consider those who they would nominate.

1) Eligibility: a member of this church for one (1) year; not presently serving as a deacon

2) Man “of good reputation, full of the Holy Spirit and wisdom” (Acts:3

3) Demonstrate the love, behavior, and doctrine of I Timothy 3:8-13 and Acts 6:1-7

b. Those present at the meeting shall write the name/names of his or her choice to serve the church. Candidates receiving less than 50% nomination may move forward at the discretion of the Pastor(s) and Deacons(s).

### 3. Phase 2 – Confirmation

a. The active Deacons will meet with the man/men receiving the greatest numbers of votes

b. Discuss the nominee’s desire of the Church to have him or them serve as a Deacon

c. Discuss the duties of a deacon

d. Discuss the expected faithfulness needed to serve as Deacon

e. Discuss the honor of serving the Lord in the position of Deacon

f. Discuss the nominee’s willingness to serve

g. The nominee will meet with the Lead Pastor

1) The Lead Pastor will have further deliberation, discussion, and instruction concerning the office of the deacon.

2) Either or both parties may decide to decline or accept to move forward

h. The nominee(s) decline or rejection

1) The person receiving the next greatest number of nominations from the congregation will be considered.

2) The process then repeats to Article IV E.2

3) This process ends at the discretion of the Pastor(s) and Deacons

i. Each name nominated by the church, including those who declined the office of a deacon, will be asked to assist the deacons in a supporting role as deacon helpers

4. Phase 3 – Election

a. The nominee/nominee's names shall be announced one week before the Annual Church Business meeting

b. Members have that time to approach the Lead Pastor with any concerns or disqualifying information

c. The election will take place at the Annual Business Meeting

d. The final ballot for the nominee/nominees shall be presented to the congregation in attendance

e. Members must be present to vote, no proxy accepted

1) Only eligible members may vote

2) The nominee(s) must receive three-fourths ( $\frac{3}{4}$ ) of the votes cast

3) If a nominee does not receive the required three-fourths ( $\frac{3}{4}$ ) vote is not met, the congregation will accept this as the Lord's will for the church and those openings will remain open until the next annual business meeting.

5. The Pastor(s) and deacons may call for a special election to fill an unexpired term due to any unforeseen emergency.

## 6. Duties of a Deacon

- a. Count all monies received in offering to the Church and deposit those monies into the banking institution used by the Church.
- b. Ensure all funds are attributed to the proper givers.
- c. Assist the Lead Pastor and Pastor(s) in their ministries as requested
- d. Working to implement Deacon helpers for the purpose of discipleship and training for future deaconship

## 7. Trustee(s)

- a. Each trustee shall be nominated and elected by the church following I Timothy 3:8-13 under the leadership of the Holy Spirit.
- b. They cannot act independently of the will and discretion of Church leadership and vote of the Church body.
- c. There shall be as many trustees as the needs of the church may require.
- d. Each man is to be elected in such a way as to assure continuity and experience.
- e. The Trustees shall represent the church in strict accordance with directives from the church in the execution of legal papers.
- f. They shall have no power to buy, sell, improve, transfer, or mortgage church property except as directed by church vote.
- g. They shall have the power to seek whatever counsel is needed to accomplish any duty given to them.
- h. Upon the death, resignation, or removal from office of any such Trustee, a successor Trustee shall be elected by a majority of not less than three-fourths of the members present and voting at the business meeting called for the purpose.

## **G. General Officers**

1. The Nominating Committee will bring a list of officers for election before the congregation at any business meeting
2. Simple Majority needed to confirm the election

3. Unless otherwise stated, terms of office are for the applicable church year
4. Position descriptions and qualification

**a. Clerk**

- 1) Attend, or be represented at all church business meetings; to keep accurate minutes of all business transactions
- 2) To issue letters of dismissal as authorized by the church
- 3) To see that an accurate record of the church membership is maintained with dates and methods of admission and dismissal, change in name, correct mailing address, and other pertinent information
- 4) Upon termination of his or her service, shall release all records and church property in his or her possession to the church.

**b. Financial Secretary**

- 1) Receive, keep in a bank, and disburse upon proper authority all money or things of value given to the church and always keep an itemized account of all receipts and disbursements, rendering a regular accounting to the church to be preserved by the Clerk.
- 2) Maintain oversight of any accountant firms hired to maintain the books of the Church.
- 3) The financial books shall be audited as necessary as arranged by the church and all books, records, and accounts kept by the financial secretary shall be considered the property of the church.
- 4) Any member can ask to see the records of the transactions, but a full audit of the books cannot be called unless sufficient cause can be presented to the Pastor(s) and Deacon(s) for such an audit. If the member does not receive a satisfactory response then the member should present the case for a full audit before the church and the next stated business meeting.
- 5) shall serve on the Finance Committee with the Pastor and Deacons

**c. Worship Support Director**

- 1) He will work with the Pastor on approval of music selection
- 2) He will have oversight of all support mechanisms for worship support and outreach including the following
  - a) Assistant Director of Audio, Visual, and Technology (AVT)
    - (1) He or she is responsible for the maintenance of AVT equipment
    - (2) Responsible for submitting a yearly budget to the Worship Support Director
    - (3) Responsible for security cameras
  - b) Assistant Director of Music
    - (1) He or she will direct musicians and singers in music arrangements
    - (2) Work in cooperation with Asst. Director of AVT to produce optimum sound for services.

**d. Director of Church Education**

- 1) He shall have oversight of the Education Department of the Church
- 2) He will ensure that all lead teachers are members of Community Baptist Church
- 2) He will be Chairman of the nominating committee
- 3) In consultation with the Lead Pastor and Associate Pastor(s) approve all education materials used in the various ministries of Community Baptist Church.
  - a) This will include all home Bible study groups and all other small group studies
  - b) All studies shall conform with doctrines held by Community Baptist Church

**H. Special or Emergency Circumstances**

1. Any election, appointment, or need to fill a position not covered in this document

2. The Lead Pastor, Associate Pastor(s), and Deacons will convene to determine the need.
3. The above team will recommend the procedure to the congregation for approval.

## ARTICLE V Membership and Discipline

### A. Definition of Membership

1. The membership of this church shall consist of persons who give evidence of regeneration,
2. Have been baptized by immersion,
3. Who likewise subscribe to the doctrines and practices of this church.

### B. Reception

1. All candidates for membership, (whether by a statement, letter, baptism, or restoration) will confer with the Pastor and/or Deacons for counseling regarding membership.
2. Attend a New Members Class
3. Make a public profession of their faith in Jesus Christ, and having followed the Lord in Believers Baptism.
4. They shall be received into the church at any regular worship service by a vote of the membership present.

### C. Termination of Membership

1. Letters of recommendation shall be granted to members in good standing to churches of like faith.
2. When a member of this church joins or regularly attends a church of a different faith, and/or order, the discipline committee shall remove his name from the church roll.

### D. Discipline

1. Grounds for discipline
  - a. Church attendance
    - 1) Members are expected to attend faithfully and regularly the services of this church. "Not forsaking the assembling of ourselves together as the manner of

some is, but exhorting one another; and so much more as ye see the day approaching:" Hebrews 10:25.

2) Members absent from general services of this church for six (6) consecutive months without just cause shall automatically be placed on the inactive roll.

3) Forfeiting all privileges of church membership.

4) To be restored to active membership, a member must privately meet with the Pastor and/or discipline committee.

b. Financial support

1) Failure to contribute financial support to the church for six (6) consecutive months without just cause shall automatically place a member on the inactive roll,

2) Forfeiting all privileges of church membership

3) To be restored to active membership, a member must privately meet with the Pastor and/or discipline committee or go before the church.

c. Propagation of heresy (false doctrine) Titus 3:10; II John 10; Galatians 1:9

d. Divisive conduct, Romans 16:17

e. Personal slander, James 3:14-18; I Corinthians 5:12; I Timothy 5:19, 20

f. Personal conduct unbecoming of a Christian. I Corinthians 5:11-13; II Thessalonians 3:6, 14, 15

2. All cases of discipline will be heard before the Committee on Discipline (see Article VI D.3)

## ARTICLE VI Church Governance

**A. Robert's Rules of Order** will be the basis of conducting business during meetings

**B. Voting Privileges**

1. Every member who has attained the age of sixteen years (16) shall be eligible to cast a vote in all matters of business of this church.

2. No person under disciplinary suspension shall be permitted to vote.

### **C. Church Business Meetings**

1. Church Business Meeting will be conducted quarterly in March, June, September, and December.
2. No votes of proxy will be allowed
3. Members must be present to vote.
4. Business Meetings can be called at any time by the Chair of the Deacons and/or Lead Pastor. If proper notification is not possible notification will be attempted as follows:
  - a. Phone calls to all resident members
  - b. Email sent to all members
  - c. Prominent display on Church website, and/or Church social media sites.

#### **5. Manner of Business Meetings**

- a. All church meetings will take place physically at Community Baptist Church
  - b. It shall be required that at least twenty-five percent (25%) of the membership be present at a church business meeting to constitute a quorum for conducting business.
  - c. In the event of any critical situation that prevents a physical gathering the following procedures will be followed:
    - 1) Virtual Meetings will be conducted through verified means of communications whereas the identification of members can be verified as in attendance.
    - 2) All meetings will be recorded for accurate records of what took place at the virtual meeting.
    - 3) All members must sign in to an attendance sheet as directed by the facilitator.
    - 4) Quorum rules and rules of order remain in effect for virtual meetings.
6. Detailed statements can be requested by members concerning any document presented to the Church.

## **D. Standing Committees**

1. For the committees to function properly three-fourths ( $\frac{3}{4}$ ) of the members will need to present to conduct business.

### **2. Nominating Committee**

#### a. The Personnel

1) The Nominating Committee shall be composed of five (5) members.

2) The chairman shall be the Church Education Director, the Pastor; the remaining three (3) shall include one (1) Deacon and two (2) elected by the church.

b. This committee shall be elected on an annual basis and its time of service shall coincide with the church year.

#### c. Duties

1) It shall be their duty to nominate all officers, teachers, leaders, committees, and workers for the church and training department, except as otherwise noted herein.

2) The Nominating Committee shall seek to place in nomination only those who are regular attendants at church services support the ministry of the church consistent with their testimony.

### **3. Discipline Committee**

#### a. The Personnel

1) This committee shall be composed of the Pastor(s) and the Chairman of the Deacons.

2) Examine each case prayerfully with due regard for extenuating circumstances

3) The Pastor(s) may call in as much assistance as they may deem necessary from the Deacons to serve ad-hoc.

b. Actions that can be taken.

1) restoration,

- 2) suspension of church privileges, or
- 3) disfellowship or exclusion
- 4) Members shall have a right to appear before the committee on discipline with or without witnesses from Community Baptist Church and
- 5) Appear before the church at the time action is taken, with or without witnesses from Community Baptist Church.
- 6) A notice period of at least one week shall be allowed before action to exclude.

#### **4. Missions Committee**

##### a. The personnel

- 1) composed of the Pastor(s)
- 2) and the Deacons(s)

##### b. Explanations

- 1) This church shall be, in the New Testament sense, missionary. In fulfilling this growing goal utmost regard shall be shown for the "Doctrinal Emphasis." Neither the church nor any auxiliary group shall lend financial support to fields or missionaries, not in accord with our doctrinal platform.
- 2) Care shall be exercised in the reception of visiting missionaries and the use and distribution of missionary literature in the church.

##### c. Financial Plan

- 1) Shall be responsible for recommending to the church the proper disposition of mission funds.
- 2) Action on recommendations from the committee may be taken at any business meeting of the church.
- 3) The funds designated for missions may be used for missionaries as soon as such missionaries have been approved by this church to receive financial support.

4) The support of missionaries for whom this church has accepted responsibility shall continue during furlough unless the relationship between the church and the missionary has been dissolved.

#### **E. Other Committees**

1. Adhoc committees can be formed at any time by need and situation by Pastor(s), Deacons, or vote of the Church Body
2. Pulpit Committee will only be convened when a need arises for a Lead Pastor position to be filled
3. The Lead Pastor may form a hiring committee to assist with personnel selection

#### **F. Church Property**

1. Definition and Scope: The term “property” shall be understood to include all land, buildings, portable furniture and equipment, bonds, bequests, money on deposit in banks, or invested, etc., and it shall likewise include all such assets acquired by the church at a later date.
2. Authority: The power to acquire, control, retain, sell, lease, or mortgage property shall rest solely in the hands of Community Baptist Church. Extensive improvements, transfer, lease, or sale of church property shall violate this constitution except when authorized by a three-fourths ( $\frac{3}{4}$ ) vote of the members present and voting at a business meeting of the church called for such action; the said action being after due publicity in the form of Sunday announcements for two consecutive Sundays. (This does not include outdated education materials, books, electronics, toys, computers, and other such items that a department head has received a preapproval from the Pastor and Deacons to get rid of. Funds acquired from any such sale of these materials are to be used for that specific department or placed within the general fund.)
3. Charter: Community Baptist Church filed with the Secretary of State, the State of North Carolina, for a charter for corporation on the sixth day of December 1972 under the purpose as follows: “The purpose of the said proposed corporation is to function as a body of believers in the Lord Jesus Christ as Savior and Lord, to carry God’s plan of salvation to non-believers through pulpit ministry, church school teaching of the Holy Bible, the inspired Word of God, and personal membership witnessing and for fellowship with like believers in the Lord Jesus Christ.”

#### **G. The Local Church**

1. Independence
  - a. Unaffiliated Position

- 1) This church shall maintain an unaffiliated position.
- 2) It shall not become a member of any association, convention, or another group of churches.
- 3) This church shall be in respect to all its affairs self-governing.

b. Cooperative Undertaking

- 1) The provisions of this Article shall not operate to prevent cooperation with another church, or with a group of churches, regarding a particular meeting or gathering
- 2) No cooperative undertaking such as mentioned herein shall be considered as obligating this church to continue such association after that undertaking.

c. Ordinances

- 1) Baptism shall be observed in public service in which the believer, in obedience to the Word of God, identifies himself with the Lord Jesus Christ and His Gospel. *Matthew 28:19; Romans 6:1-4; I Corinthians 15:1-4*
- 2) The Lord's Supper shall be observed as often as the church deems necessary with unleavened bread and the fruit of the vine *Luke 22:17-19*. Let each one examine and judge himself *I Corinthians 11:18-33*, and let the church examine for purity herself *I Corinthians 5:1-13, 10:16-21*.
- 3) Worldliness: because of worldliness among professing Christians, the attention of believers must be directed to the teaching of God's Word concerning worldly amusements and entangling alliances with unbelievers.

*"Whether therefore ye eat, or drink, or whatsoever ye do, do all to the glory of God".  
I Corinthians 10:31; II Corinthians 6:14-18*

## ARTICLE VII AMENDMENTS

A. This constitution shall be considered adopted and in immediate effect if and when three-fourths ( $\frac{3}{4}$ ) of the members present and voting at the business meeting at which the vote is taken shall vote in favor of the same

B. The constitution may be amended by three-fourths ( $\frac{3}{4}$ ) majority of the members present and voting in a business meeting called to amend this constitution.

C. Process of amendment

1. Prudence dictates that The Church Covenant and Constitution should not be changed for light and transient causes
2. All amendments must be placed in writing and signed by two members of Community Baptist Church
3. The amendment must be submitted to the Chair of Deacons
4. The Chair of the Deacons will call a meeting of the Pastors and Deacons to consider the amendment by careful and prayerful consideration for at least 30 days before being presented.
5. If the amendment is found to be following scripture and doctrine of Community Baptist Church, the Chair of the Deacons will announce it at a Special Called Business Meeting and will read the proposed amendment into the minutes.
6. A copy of the proposed amendment will be given to the members present for prayer and consideration.
7. The proposed amendment change must layover no less than 30 days
8. After 30 days, as is reasonable, the Chair of the Deacons will call a Special Business Meeting to vote on the proposal.
9. The proposed amendment needs three-fourths ( $\frac{3}{4}$ ) vote of the membership in quorum to pass
10. Failed amendments cannot be considered by the Deacons or Pastors for no less than 365 days from the time of rejection unless by extenuating and emergent circumstances as determined by the Pastor and Deacons.
11. If an amendment is rejected by the Deacons and Pastors, a meeting will be called with the members proposing the amendment for information and explanations.

# Appendices

## Appendix A

### STANDARDS FOR BEING AN OFFICER AND TEACHER IN COMMUNITY BAPTIST CHURCH

1. Read carefully and prayerfully the Constitution, Doctrinal Statement, and Church Covenant.
2. Earnestly desire to help the members of this church maintain its high standards for the Lord.
3. Be faithful in teaching the Word of God. *“Moreover, it is required in stewards that a man be found faithful”. I Corinthians 4:2*
4. Be an active witness plus visiting absentees and prospects regularly. (For Sunday School Teachers) *“...and ye shall be witnesses unto me...” Acts 1:8*
5. Attend and influence others to regularly attend the church services, including prayer meetings, unless providentially hindered. *“Not forsaking the assembling of ourselves together as the manner of some is, but exhorting one another” Hebrews 10:25*
6. Notify the Christian Education Director ahead of time in case of a necessary absence.
7. Be willing to study diligently and improve yourself by attending training courses for workers, etc. *“Study to show thyself approved of God, a workman that needeth not to be ashamed, rightly dividing the Word of Truth” II Timothy 2:15*
8. Be a good steward of the material possessions that God has given and influence others to do likewise. *“Every man according as he purposeth in his heart, so let him give; not grudgingly, or of necessity; for God loveth a cheerful giver.” II Corinthians 9:7*
9. Seek honestly to live a life pleasing to the Lord and “Separated from the world” by refraining from anything (habit or practice) that would bring reproach upon the Name of the Lord and His church.
10. You do not have to be in 100% agreement with this Covenant, but you must be submissive to the bylaws and constitution of this Covenant. If at any time you find yourself in conflict with this Covenant, we ask that the member seeks pastoral counsel about the conflict to help guard against disunity in the body.

***Original Constitution Adopted- December 12, 1973***

***Amended- June 9, 1976***

***Amended-January 5, 1983***

***Amended- February 13, 2011***

***Amended-January 12, 2022***