

CONSTITUTION

CALVARY FELLOWSHIP CHURCH
REVISED JUNE 2010

ARTICLE I

Corporation and Affiliation

This church will be incorporated under the name of Calvary Fellowship Church of West Chester. It will be known as Calvary Fellowship Church.

The board of elders shall serve as the Board of Trustees in the capacity required by the Commonwealth of Pennsylvania.

This church shall at times hereafter retain the right to associate and disassociate itself with and from any denomination or fellowship, which is in agreement with the Articles of Faith of this church. This church shall retain its autonomy, in order to give its allegiance first of all to God and His Word. At no time shall the properties or assets of this church become the properties or assets of another organization.

ARTICLE II

Dissolution Clause.

No part of the net earnings of the corporation shall benefit any individual or corporation to which they may be members.

The said corporation does not contemplate pecuniary gain or profit, incidental or otherwise, to its members. Upon dissolution, the assets of the corporation shall be distributed by the Elder Board to such organization (s) and for such purposes as in the judgment and discretion of the Elder Board will best accomplish the general purposes of this corporation provided that any such organization (s) shall qualify as exempt under Section 501(c) (3) of the Internal Revenue Code of 1954, as amended.

ARTICLE III

Mission, Vision, and Core Values

I. MISSION

To sacrificially love God and all people leading to life change through faith in Jesus Christ.

II. VISION

To Love God through

- Vibrant and authentic Worship - *Psalm 29:2*
- Fervent and dependent Prayer - *Matthew 7:7-8*
- Disciplined and relevant time in God's Word - *Matthew 4:4*
... reflected in Obedience to Christ - *John 14:15*

To Love People through

- Generous and practical acts of service - *Mark 10:42-45*
- Purposeful and genuine relationships - *1 Thessalonians 2:7-9*
- Bold and clear communication of God's Word - *Romans 10: 1, 14-17*
... reflected through intentional lifestyle choices - *Romans 12:1-2*

Leading to Life Change in Jesus Christ reflected in my life, family, community and world - *John 5:24*

III. CORE VALUES

- A. **Intercessory**— We will pray fervently demonstrating our dependence on Jesus Christ for everything. (Matthew 21:13; Philippians 4:6, 7; Colossians 4:2; 1 Thessalonians 5:17)
- B. **Innovative**— We will create compelling environments for the Holy Spirit to work in and inspire the hearts of people. (Psalm 33:1-3; 40:3; 96:1; 2 Corinthians 2:14, 15)

- C. **Influential**— We will teach God’s Word equipping our church family for works of service, discipleship, leadership roles and personal outreach. (Acts 1:8; Romans 12:1,2; Ephesians 4:11-16; 2 Timothy 2:2, 15, 3:16; 1 Peter 4:10)
- D. **Invitational**— We will welcome everyone. Our church will be an atmosphere that envelops the community in Christ’s love, acceptance, and forgiveness. (Romans 12:13, 15:7; 1 Corinthians 9:19; Colossians 4:5-6; Hebrews 13:2)
- E. **Intergenerational**— We will encourage different age groups to learn and serve together while appreciating the significant role of life-stage ministries. (1 Timothy 4:12; 1 Timothy 5; Titus 2; 1 Peter 4:10)
- F. **Intentional**— We will make lifestyle choices, mobilize our ministries to develop relationships where we live, work, and play. (Philippians 2:1-5; 1 John 3:16-24)
- G. **Incarnational**— We will generously bring God’s love in practical ways to people in our community and world. (Luke 6:33-36; 1 Corinthians 9:22, 23; Galatians 6:9, 10; James 2:17)
- H. **Interdependent**— We will develop partnerships with local churches and ministries to impact our community together. (Philippians 1:3-6; 1 Corinthians 1:10; 1 Corinthians 16)
- I. **International**— We will reach the nations for the Gospel through awareness, equipping, resources, short term and career missions. (Matthew 28:18-20)

ARTICLE IV

Articles of Faith

I. THE SCRIPTURES

We believe the Holy Bible, as originally (original autographs) written by Holy Spirit-controlled men, is inerrant in every respect, infallible, and verbally and plenary inspired. We believe the Bible is the complete, final, and authoritative revelation of God's will and Word, therefore being the absolute authority for Christian union and the supreme standard by which all human conduct, creeds, and opinions shall be tried. By Scriptures we mean the 39 books of the Old Testament and 27 books of the New Testament, always accepted by historical orthodox Christian churches.

1 Corinthians 2:11-14; 1 Thessalonians 2:13; 2 Timothy 3:16-17; 2 Peter 1:19-21

II. THE TRIUNE GOD

We believe there is only one living and True God, maker and Supreme Ruler of Heaven and earth, infinitely glorious in holiness, and worthy of all possible honor, confidence and love.

We believe the True God, the Godhead, eternally exists in three persons – Father, Son and Holy Spirit – each having the same nature, attributes and perfections and worthy of precisely the same homage and obedience. Each person has distinct, yet harmonious ministries in the work of redemption.

We believe that God is revealed to us in the person of our Lord Jesus Christ, in Creation, in the written word and through the ministry of the Holy Spirit.

Matthew 28:18-19; Mark 12:29; John 1:1,14; Acts 5:3-4; 2 Corinthians 13:14; Hebrews 1:1-3; Revelation 1:4-6

A. God the Father

We believe God the Father to be the first person of the Godhead and to be Father over all creation. He is the author of the plan of salvation, He elects, predestines, adopts and is over all.

Ephesians 1:3-6; 1 Peter 1:2; John 17:4-7; 1 Corinthians 15:28

B. God the Son

We believe in the second person of the Godhead, the Lord Jesus Christ. We believe He is the only begotten son of God, fully God and fully man, eternally existing, one in essence with the Father and through whom all things were made. By the power of the Holy Spirit He was born of the virgin Mary and took on human flesh and a sinless human nature that He might manifest God to men, fulfill prophecy, and become the redeemer of a lost world.

We believe He was crucified, died and was buried, that on the third day He was raised from the dead in accordance with the Scriptures and that He appeared to more than five hundred.

We believe that he ascended into heaven and is seated at the right hand of the Father and that He will come again in glory to judge the living and the dead.

We believe that He is the head of the church, His body, and that all things in heaven and on the earth shall be placed under His feet.

Luke 1:30-35; John 1:1-2, 29, 20:20; Romans 3:25-26; 2 Corinthians 5:14; Hebrews 1:3, 7:25 10:5-14; 1 Peter 3:18; Philippians 3:20-21; Ephesians 1:22-23; 1 John 2:1; 1 Corinthians 15:1-6

C. God The Holy Spirit

We believe in the third person of the Godhead, the Holy Spirit, who proceeds from the Father and the Son and who together with the Father and the Son is to be worshipped and glorified. He is the source and power of all acceptable worship and service. He was active in creation, and continues to convict the world of sin, righteousness and judgment.

He is the agent of the new birth. He indwells every believer and is ever-present to testify of Christ. He anoints, seals, empowers, baptizes, gives gifts and sanctifies believers.

John 3:6, 14:16-17, 16:7-15; Romans 8:9; 1 Corinthians 6:19; 12:13; Ephesians 2:22; 4:30; 5:18; 2 Thessalonians 2:7; 1 John 2:20-27

III. SATAN, DEMONS AND ANGELS

A. Satan

We believe in the personality of Satan (Lucifer, the fallen angel, that old Serpent, the Devil, the author of sin and all the powers of darkness, the unholy

god of this age, the Prince of the kingdom of darkness, the prince of demons, the father of lies). He deceives the whole world and endeavors to keep souls from coming to the saving knowledge of Christ. He is at enmity with God, Christ, the Holy Spirit and the church. He is the accuser of the Brethren, destined to the judgment of eternal torment in the Lake of Fire.

Genesis 3:1-19; 2 Corinthians 4:3-4; Ephesians 6:10-12; 2 Thessalonians 2:4; 1 Timothy 4:1-3; Colossians 2:15; Revelation 20:1-3

B. Demons

We believe that God created an innumerable company of sinless, spiritual beings called angels. That a great company of angels, led by Satan, rebelled against God and became demons – some of whom are active in prosecuting Satan's purposes and others of whom are bound.

Matthew 12:24; Ephesians 3:10, 6:12; 2 Peter 2:4; Jude 6; Luke 8:31; Revelation 20

C. Angels

We believe that those angels that did not rebel against God kept their holy estate, are before the throne of God and do his bidding, which involves ministering to those who shall inherit eternal life.

We believe that angels are not to be worshipped, prayed to or in any way to receive glory, but that all worship, prayers and glory go to God.

Luke 15:10; Ephesians 1:21; Hebrews 1:14; Revelation 7:12

IV. MANKIND

We believe man was created in the image of God, after His likeness and in innocence under the law of his Maker. By voluntary transgression he fell from his sinless state. As a result, mankind lost his spiritual life rendering all of humanity sinful, that is totally depraved and subject to the power of the Devil.

Genesis 1:26, 2:17, 6:5; Psalm 14:1-3, 51:5; Jeremiah 17:9; John 3:6, 5:40, 6:35; Romans 3:10-19, 8:6-7; Ephesians 2:1-3; 1 Timothy 5:6; 1 John 3:8

V. THE WORK OF GOD IN REDEMPTION

A. Atonement

We believe in the voluntary, substitutionary, and propitiatory sacrifice of the Lord Jesus Christ, who partook of the nature of man, yet without sin. We believe by His personal obedience to the divine law, He was made a curse for the sinner, bearing our sins in His own body on the cross. He was crucified, died, buried and rose again on the third day, thus proving that His Sacrifice was sufficient and complete. No additional sacrifice for sin is necessary.

Leviticus 17:11; Isaiah 64:6; Matthew 26:28; John 3:7-18; Romans 5:6-9; 2 Corinthians 5:21; Galatians 3:13, 6:15; Ephesians 1:7; Philippians 3:4-9; Titus 3:5; James 1:18; 1 Peter 1:18-19, 23

B. Salvation and Grace

We believe salvation is obtained by grace through faith in the death, burial and resurrection of Jesus Christ. We believe that in order to enter into eternal life one must put their trust solely in the finished work of Christ on the cross, not trusting in attainments of character, morality, church ordinances, efforts at repentance, membership in any church, or other good works to gain any merit before God or progress towards heaven.

We believe that one is born again through faith in Christ and that repentance is a vital part of believing, and is in no way, in itself, a separate and independent condition of salvation; nor are any other acts, such as confession, baptism, prayer or service, to be added to believing as a condition of salvation.

We believe that salvation includes all the spiritual blessings of the gospel; justification, sanctification and glorification.

John 1:12, 3:16, 18, 36, 5:24, 6:29; Acts 13:39, 16:31; Romans 1:16-17, 3:22, 26, 4:5, 10:4; Galatians 3:22, Ephesians 2:8-9

C. Security and Assurance

We believe that because of the divine nature of the gift of eternal life, the intercession of Christ in heaven, the regenerating and abiding presence of the Holy Spirit, and the eternal purpose of God for believers, that once a believer places his faith in Christ for salvation that they are saved forever. Though God might chasten His people when they sin against Him we believe God will

present all believers faultless before His presence because of the blood of Christ.

We believe that because we are secure in Jesus Christ that all believers can have full assurance of salvation from the day they trust Him as Savior. This assurance is not based on feelings but on the testimony of the Word of God.

Luke 10:20; 22:32; John 5:24, 10:28, 13:1, 14:16-17, 17:11, 23; Acts 13:39; Romans 5:1, 8:29; 1 Corinthians 3:21-23, 6:19; 2 Corinthians 5:1, 6-8; Ephesians 1:3; Colossians 2:10; 1 Timothy 1:12; Hebrews 7:25, 10:22; 1 John 2:1-2, 4:17, 5:11-13; Jude 24

VI. THE WORK OF GOD THROUGH THE CHURCH

A. The Church Universal

We believe the Church of Jesus Christ was begun at Pentecost when the Holy Spirit descended from heaven, and is composed of all those who truly believe on the Lord Jesus Christ as Savior. It is the Body and Bride of Christ, the building for a habitation of God through the Spirit. Every believer, whether Jew or Gentile, is baptized into the Body of Christ by the Holy Spirit. Christ is the Head and Lord of the total body.

Matthew 16:16-18; Acts 2:42-47; Romans 12:5; 1 Corinthians 12:12-27; Ephesians 1:20-23, 4:3-10; Colossians 3:14-15

B. The Local Church

We believe the local church is a body or congregation of true believers in Christ, gathered in the name of the Lord Jesus Christ, associated by love and fellowship, sharing the responsibilities and privileges as found in God's Word, obeying the commandments of Christ, meeting for worship, keeping the ordinances of Christ, the study of God's Word, fellowship and prayer.

Its supreme mission is to make disciples of all the nations, to preach the gospel, and to faithfully witness to all mankind (including children) as it has opportunity.

We believe the local church has the absolute right to self-government, free from the interference and influence of any hierarchy of individuals or organizations. The one and only head is Christ, who directs the church through the Holy Spirit. It is scriptural for true churches to cooperate with each other in contending for the faith and for the furtherance of the gospel.

Acts 2:42-27, 7:38, 19:39, 41, Romans 16:5; Matthew 16:18; Ephesians 1:20; 1 Corinthians 12-14

C. The Ordinances of the Church

We believe water baptism and the Lord's supper are the ordinances to be observed by the church during the present age. They are, however, not to be regarded as a means of salvation, dispensers of special graces or pre-requisites for church membership, but very important to the life of the obedient disciple since our Lord Jesus Christ commands them.

We believe Christian baptism is best symbolized by total immersion of the believer in water.

This baptism is symbolic of the believer's burial with Christ and being in effect resurrected into a new life in Christ. This act of commitment is a public testimony of the believer's faith.

Matthew 28:19; Luke 22:19-20; Acts 10:47-48, 16:32-33, 18:7-8; 1 Corinthians 11:26

D. Spiritual Gifts

We believe that the Holy Spirit gives gifts to those who are His in accordance with His divine will and for the purpose of building up of the body of Christ.

We believe that some gifts of the Holy Spirit such as tongues, interpretation of tongues, apostleship and miraculous healings were given for the founding of the church and are therefore not being given today.

While we recognize that God may give any gift to the church at any time, we believe that the current resurgence of the practice of tongues (which is not scripturally regulated and is usually divisive) is not the scriptural gift of tongues. Believers should base their experiences on the written Word of God, seek to use the more important gifts and cultivate Christlikeness, none of which requires the use of genuine or spurious tongues.

We believe that speaking in tongues was never the common or necessary sign of the filling of the Spirit, and that deliverance of the body from sickness or death awaits the consummation of our salvation in the resurrection.

Acts 2:4-11, 10:44-46, 11:15; 1 Corinthians , 13:8, 14:20-22, 26, 30, 33, 40; Romans 6-8; Ephesians 4:11-12,5-6; Romans 12:6-8; 1 Corinthians 12:4-11, 28

E. The Church and the State

We believe civil governments are of divine appointment for the interests and good order of human society. Magistrates are to be prayed for, conscientiously honored, and obeyed – except in things opposed to the will of our Lord Jesus Christ who is the only Lord of the conscience, and the coming King of Kings.

Romans 13:1-6; 1 Timothy 2:1-2

VII. THE WORK OF GOD IN PROPHECY AND JUDGMENT

A. The Rapture

We believe the next great event in fulfillment of prophecy to be the coming of the Lord in the air to receive to Himself those believers who have died in Him and also those who are alive at the time of His coming. We believe this event occurs before the seven year Tribulation period (Pre-Tribulation).

John 14:13; 1 Corinthians 15:51-52; Philippians 3:20; 1 Thessalonians 4:13-18; Titus 2:11-14

B. The Tribulation and Second Coming

We believe the Tribulation occurs immediately following the rapture and that it will be a literal seven years. It will be a time of great judgment on the earth and will be climaxed by the return of the Lord Jesus Christ to the earth in person.

Matthew 24:21; Daniel 7:24-25, 9:24-27; 2 Thessalonians 2:4; Revelation 6-19

C. The Millennium

We believe the Millennium to be a literal 1,000 year reign of Jesus Christ on the earth from His throne in Jerusalem (Pre-Millennialism). During this time Satan will be bound, the curse on the earth will be lifted, Israel will be restored to her land, God's covenants will be fully realized and the earth will

be filled with the knowledge of God. At the end of the 1,000 years Satan will be released to deceive the people and will lead the world's armies in rebellion against Christ. But Christ will destroy those armies, cast Satan into the Lake of Fire, create a New Heaven and a New Earth and rule forever in His eternal Kingdom.

Daniel 9:27; Revelation 6:1-19:21, 20:1-3; Jeremiah 30:7; Matthew 24:15-21; Acts 15:16-17; Romans 8:19-23, 11:25-27; 1 Timothy 4:1-3; 2 Timothy 3:1-5

D. The Eternal State

1. The Wicked

We believe that all who reject Jesus Christ as their Savior are wicked in God's sight and that, at death, the souls of the wicked pass immediately into hell were they consciously await the final judgment of the Great White Throne at the close of the Millennium when their soul and body will be reunited and cast into the Lake of Fire where they will be eternally separated from the Lord and in conscious torment forever.

2 Thessalonians 1:7-9; Jude 6-7; Revelation 20:11-15

2. The Righteous

We believe that only those, who through faith, obey the gospel by receiving Jesus Christ as Savior are truly righteous in God's sight and that at death the souls of those who are His pass immediately into His presence and there remain in conscious bliss until the resurrection of the glorified body when Christ comes for His own, whereupon soul and body reunited shall be with Him forever.

Luke 16:19-26; 2 Corinthians 5:8; Philippians 1:23; Revelation 21-22

ARTICLE V

Membership

I. BECOMING A MEMBER

A. Definition

1. A *member* is any individual who has met the requirements for membership.

B. Requirements

1. Members shall successfully complete a Membership class and will have faithfully attended CFC for six months.
2. Members shall sign a Statement of Commitment which will serve as a formal record of membership.
3. Members shall be interviewed and received by the elders and should give evidence of the following:
 - a. That they have believed in Jesus Christ alone as their Savior
 - b. That they intend, by the Holy Spirit's help, to grow in Christian experience through prayer, study of scripture, attending CFC worship services, the giving of time, money and talents and other means of God's grace, and to walk circumspectly before the world.
 - c. That they are willing to submit to the CFC Constitution which includes the Articles of Faith.

C. Our responsibility to members

1. To officially recognize said members during a Sunday Morning worship service.
2. To afford those 18 years or older voting privileges.
3. To commit CFC's resources to their spiritual development.

D. Membership from other churches

Letters transferring members to other churches will be granted but members will not be received into this church by letter from other churches.

II. VOTING RIGHTS AND INACTIVE MEMBERS

1. Members of age eighteen or older in good standing (as defined in Article V. I.) have the right to participate in and vote in all congregational meetings.
2. The Board of elders shall review the membership role annually. Members who have shown no interest (as defined in Article V. I. B. 3. b.) in the church for a period of six months may be placed on the inactive roll after investigation by the Board of Elders. Inactive members will have no right to participate in or vote in any congregational or corporation meeting or to hold any office in the church.
3. Any person may be restored to membership and have their name removed from the inactive role at the discretion of the Elders.

III. CONFLICT RESOLUTION AND DISCIPLINE OF MEMBERS

We are committed to resolving disputes within our body in a Biblical manner. When a conflict arises among members of our church, attempts at reconciliation shall proceed as follows:

1. The offended party shall prayerfully determine his role and contribution to the problem and shall determine whether the offense should be overlooked (Matthew 7:3-5; Proverbs 19:11).
2. The offended party should go to the offender and attempt to solve the matter personally and privately (Matthew 18:15).
3. If the offender will not listen and the offense too serious to overlook, the offended party shall return with two or three others to attempt reconciliation (Matthew 18:16).
4. If the offender will not listen the offended party may take the issue before the Board of Elders who may intervene in accordance with biblical commands and principles. This may result in a member falling under church discipline, the goal of which is always restoration.

IV. TERMINATION OF MEMBERSHIP

Names of members may be removed from the Membership role for one or more of the following reasons:

1. By request of member
2. Death
3. Inactive role for six months
4. Disciplinary action

ARTICLE VI

Administration

I. MEETINGS

A. Spiritual

The church shall meet regularly for corporate worship, including but not limited to preaching the gospel, studying the Bible, prayer and praise. The church family is also encouraged to participate in biblical community (small group) one other day during the week.

B. Business

1. *Schedules and agenda*

The church business meetings shall be held annually.

2. *Special Meetings*

Special meetings may be called at the discretion of the elders or the Senior Pastor.

3. *Fiscal year*

The fiscal year of the church shall be from July 1 to June 30.

4. *Moderator*

The Chairman of the Elder Board shall act as the moderator of the church business meeting. In his absence another elder shall moderate.

5. *Quorum*

The business of the church will continue if 20 percent of active members are present on the day appointed for the meeting. For members unable to attend, arrangements can be made prior to the meeting to affirm the recommendations of the elders.

II. LEADERSHIP

A. Definitions

1. *Pastor*

A paid staff position with oversight of one or more ministries and fulfills the usual duties associated with pastors – weddings, funerals, counseling, and pastoral care of the body.

2. *Elder*

Non-paid, voting member of the Elder Board who is appointed to his position by the Board of Elders. A member of the Board of Trustees (Art. 1). The primary role is overseer of the local body of believers.

3. *Deacon*

Non-paid member of the Deacon Board who is appointed to their position by the Board of Elders. The deacons provide leadership in the servant role delegated to them by the authority of the Board of Elders.

4. *Directors*

Paid staff position who is responsible for leadership and oversight as determined by the Board of Elders.

B. Pastors

1. *Qualifications*

Every candidate for the office of Pastor must be a man meeting the qualifications of 1 Timothy 3:1-7, 1 Peter 5:1-4 and Titus 1, which limits the overseer of the local body of believers to males reflecting proper roles and order. He must be in agreement with the Constitution, which includes the Articles of Faith.

2. *Responsibilities*

It shall be the responsibility of the Pastors to preach the whole counsel of God, to administer the ordinances and along with the Elders shall have responsibility for the oversight of the ministries as designated to them by the Board of Elders.

3. *Search*

When the Senior Pastor and Board of Elders agree to the need for an additional Pastor, the Elder Board shall authorize the Senior Pastor to recommend a candidate for consideration. Following a candidating process and upon approval by a vote of the Board of Elders, the candidate shall then be presented to the congregation for affirmation.

4. *Ordination and Licensing*

Ordination procedures may be conducted in a time and manner as deemed appropriate by the Board of Elders and Senior Pastor.

All approved Pastors shall be automatically licensed by the Board of Elders for the work of the ministry and duly noted in the Elder Board minutes.

C. Senior Pastor

1. Qualifications

Every candidate for the office of Senior Pastor must be a man meeting the qualifications of 1 Timothy 3:1-7, 1 Peter 5:1-4 and Titus 1. He must be in agreement with the Constitution which includes the Articles of Faith.

2. Responsibilities

It shall be the responsibility of the Senior Pastor to preach the whole counsel of God, to administer the ordinances and to look after the spiritual welfare of the pastoral team and church staff. He, along with the elders, shall have responsibility for the oversight of the church. He will serve as a non-voting elder.

3. Senior Pastor Search

When the Senior Pastor position needs to be filled, the Board of Elders shall be responsible for the maintaining of the preaching of the Word and for searching for a new Senior Pastor.

a. Search Committee

1.) Make up of the committee

The Pastoral Search Committee shall consist of at least five members:

- Two elders selected by the Board of Elders.
- At least three congregational members consisting of both male and female, chosen by the Board of Elders.

The committee has the right to use pastors in an advisory manner.

2.) Their Charge

It shall be the duty of the Pastoral Search Committee to investigate prospective candidates. When the Committee is satisfied of the suitability and availability of a man, they shall recommend him to the Board of Elders. If the Board of Elders concurs, the elders shall invite the man as a candidate. At this time the responsibilities of the Pastoral Search Committee are completed.

b. The Elder Board

The Elder Board shall take the recommendation of the committee and after an interviewing process, shall vote to invite or reject the man as a candidate. Arrangements need to be made to present the candidate to the congregation. After presenting the candidate, the elders shall call a meeting to give the congregation the opportunity to affirm the recommendation of the elders. The results of this affirmation will be announced at this meeting.

4. *Term of Office*

The term of office shall be for an indefinite period of time as directed by the Holy Spirit. Upon his leading to terminate his position, the Senior Pastor should give at least forty-five days notice in writing to the Board of Elders.

D. Elders

1. *Qualifications*

Every candidate shall be a man who meets the qualifications set forth in the Scriptures as seen in 1 Timothy 3 and Titus 1, which limits the overseer of the local body of believers to men reflecting proper roles and order. He must be an active member, and in agreement with the Constitution, which includes the Articles of Faith.

2. *Responsibilities*

Elders are responsible for the spiritual oversight of the church, the implementation of church discipline and shepherding members as those who must give account to God for this responsibility. They, in conjunction with the pastors, shall exercise the oversight of the church in all its ministries and functions. Elders must seek to discharge their duties as set forth in the Scriptures, particularly such passages as Acts 20:17-38, 1 Peter 5:1 and Hebrews 13:17.

It shall be the duty of the Elders to be diligent and faithful in attendance at the Board of Elders meetings and at the regular services of the church. They shall evaluate the Senior Pastor and encourage him in the work of the Lord.

In the event an elder receives compensation from CFC for other ministry responsibilities, that elder shall not participate in voting regarding financial matters related to that ministry or their own compensation.

They shall interview all new candidates for church membership.

3. *Selection Process*

The selection process shall be conducted by the Board of Elders. A list of qualified men (as defined in D.1. above) who are of mature judgment, of unquestioned Christian character, loyal to the Word of God,

able to teach, devoted to the Lord Jesus Christ and the spiritual welfare of the church (1 Timothy 3:1-7, Titus 1:6-9) shall be prioritized. Candidates are interviewed, an invitation may be extended and if accepted, affirmation by the congregation shall occur at the annual business meeting.

This term of office shall be three years.

No elder shall serve two consecutive terms.

4. *Emergency replacement of an Elder(s)*

When the need arises for the replacement of an Elder(s) the Board of Elders shall select a man who meets the qualifications (as defined in D.1. above).

E. Deacons

1. *Qualifications*

Every candidate shall be a man or woman who meets the qualifications set forth in the Scriptures as seen in 1 Timothy 3: 8-12, 1 Timothy 3:11 (*gynaikas* = women) and Romans 16:1. They must be an active member, and in agreement with the Constitution which includes the Articles of Faith.

2. *Responsibilities*

Deacons are responsible for those areas delegated to them by the Board of Elders and are to administer them with spiritual grace. The role of deacon in this local body of believers is one of a servant. They shall be in full communion with the church, being sober in life, having a good reputation and being able to comfort the oppressed.

They shall be diligent and faithful in attendance at the Board of Deacons meetings and at the regular services of the church.

3. *Selection process*

The selection process shall be conducted by the Board of Elders. A list of qualified candidates (as defined in E.1. above), who are of mature judgment, of unquestioned Christian character, loyal to the Word of God, devoted to the Lord Jesus Christ and the spiritual welfare of the church (1 Timothy 3) shall be prioritized. Candidates are interviewed, an invitation may be extended and if accepted, affirmation by the congregation shall occur at the annual business meeting.

This term of office shall be three years.

No deacon shall serve two consecutive terms.

4. *Emergency replacement of a Deacon(s)*
When the need arises for the replacement of a deacon(s) the Board of Elders shall select a candidate who meets the qualifications (as defined in E.1. above).

F. Directors

1. *Qualifications*
He or she must be in agreement with the Constitution, which includes the Articles of Faith and one who meets the qualifications set forth by the Board of Elders.
2. *Responsibilities*
Directors are responsible for those areas delegated to them by the Board of Elders.
3. *Search*
When a Director is needed to oversee a ministry (s) the Elders shall direct the Senior Pastor to conduct a search and present to the Board of Elders a candidate for the position. If approved by a vote of the Board of Elders an invitation shall be extended.

G. Discipline of Leadership

1. *Grounds for discipline / dismissal*
Church leaders may be subject to discipline / dismissal on the grounds of immorality, heresy in doctrine, apostasy in practice or insubordination to the Board of Elders.
2. *Procedure for discipline / dismissal for aforementioned sins.*
 - a. The offended party should approach the individual personally.
 - b. If not resolved bring along two or three others to help.
 - c. If not resolved, accusation is made in writing to the Board of Elders.
 - d. The Board of Elders shall determine the appropriate disciplinary action with the goal of restoration. This action will be presented to the congregation with a complete explanation (Matthew 18:15-20).
3. *Procedure for dealing with accusations excluding those above (G.1.)*
 - a. The offended party should approach the individual personally.
 - b. If not resolved bring along two or three witnesses.
 - c. If not resolved, accusation is made in writing to their immediate overseer.

ARTICLE VII

Amendments

I. CONSTITUTION

Changes to the Constitution shall be made following unanimous vote by the full Elder Board. The approved amendment (s) shall then be presented to the congregation for affirmation.

II. ARTICLES OF FAITH

The Articles of Faith shall at no time be amended so as to alter the meaning intended by its authors in their historical context.