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Ephesians 4:11-13a *And He Himself gave some to be apostles, some prophets, some evangelists, and some Pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ, till we all come to the unity of the faith...*

Psalms 133:1 *Behold, how good and how pleasant it is for brethren to dwell in unity.*

ARTICLES OF FAITH

"But speak thou the things which become sound doctrine." Titus 2:1

WHAT WE BELIEVE:

1. **OF THE SCRIPTURES** - We believe that the Holy Bible as originally written was verbally inspired and the product of Spirit-controlled men, and therefore, has truth without any admixture of error for its matter. We believe the Bible to be the true center of Christian union and the supreme standard by which all human conduct, creeds, and opinions shall be tried. (2 Timothy 3:16-17; 2 Peter 1:19-21)
2. **OF THE TRUE GOD** - We believe there is one and only one living and true God, an infinite Spirit, the Maker and Supreme Ruler of heaven and earth; inexpressibly glorious in holiness, and worthy of all possible honor, confidence and love; that in the unity of the Godhead there are three persons, the Father, the Son and the Holy Spirit, equal in every divine perfection, and executing distinct but harmonious offices in the great work of redemption. (Exodus 20:2-3; 1 Corinthians 8:6; Revelation 4:11)
3. **OF THE HOLY SPIRIT** - We believe that the Holy Spirit is a divine person, equal with God the Father and God the Son and of the same nature; that He was active in the creation; that in his relation to the unbelieving world He restrains the evil one until God's purpose is fulfilled; that He convicts of sin, of righteousness, and of judgment; that He bears witness to the truth of the Gospel in preaching and testimony; that He is the agent in the New Birth; that He seals, endues, guides, teaches, witnesses, sanctifies and helps the believer. (John 14:16-17; Matthew 28:19; Hebrews 9:14; John 14:26; Luke 1:35; Genesis 1:1-3; John 16:8-11; Acts 5:30-32; John 3:5-6; Ephesians 1:13-14; Mark 1:8; John 1:33; Acts 11:16; Luke 24:49; Romans 8:14,16, 26-27)
4. **OF THE DEVIL, OR SATAN** - We believe in the personality of Satan, that he is the unholy "god of this age," and the author of all the powers of darkness, and is destined to the judgment of an eternal justice in the lake of fire. (Matthew 4:1-3; 2 Corinthians. 4:4; Revelation 20:10)
5. **OF CREATION** - We accept the Genesis account of creation and believe that man came by direct creation of God and not by evolution. (Genesis 1,2; Colossians. 1:16-17; John 1:3)
6. **OF 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 of choice; and therefore under just condemnation without defense or excuse. (Genesis 3:1-6, 24; Romans 5:10-19; Romans 1:18, 32)
7. **OF THE VIRGIN BIRTH** - We believe that Jesus was begotten of the Holy Spirit in a miraculous manner, born of Mary, a virgin, as no other man was ever born or can ever be born of woman, and that He is both the Son of God and God the Son. (Genesis 3:15; Isaiah 7:14; Matthew 1:18-25; Luke 1:35; John 1:4)
8. **OF THE ATONEMENT FOR SIN** - We believe that the salvation of sinners is wholly of grace; through the mediatorial offices of the Son of God, who by the appointment of the Father, freely took upon Him our nature, yet without sin, honored the divine law by His personal obedience, and by His death made a full and vicarious atonement for our sins; that His atonement consisted not in setting us an example by His death as a martyr, but was a voluntary substitution of Himself in the sinner's place,

the Just dying for the unjust; Christ, the Lord, bearing our sin in His own body on the tree; that having risen from the dead, He is now enthroned in Heaven, and uniting in His wonderful person the tenderest sympathies with divine perfection, He is in every way qualified to be a suitable, a compassionate and an all-sufficient Savior. (Eph.2:8; Acts 15:11; Romans 3:24; John 3:16; Matt. 18:11; Phil. 2:7; Hebrews 2:14; Isaiah 53:4-7; Romans 3:25; 1 John 4:10; 1 Corinthians 15:3; 2 Corinthians 5:21)

9. OF GRACE IN THE NEW CREATION - We believe that in order to be saved, sinners must be born again; that the new birth is a new creation in Christ Jesus; that it is instantaneous and not a process; that in the new birth the one dead in trespasses and in sins is made a partaker of the divine nature and receives eternal life, the free gift of God; that the new creation is brought about in a manner above our comprehension, solely by the power of the Holy Spirit in connection with divine truth, so as to secure our voluntary obedience to the gospel; that its proper evidence appears in the holy fruits of repentance and faith and newness of life. (John 3:3-8; 2 Corinthians 5:17; 1 John 5:1; John 3:6-7; Acts 16:30-33; 2 Peter 1:4; Romans 6:23; Ephesians 2:1; 2 Corinthians 5:19; Colossians 2:13)

10. OF SEPARATION We believe that all the saved should live in such a manner as not to bring reproach upon their Savior and Lord; and that separation from all religious apostasy, all worldly and sinful pleasures, practices, and associations is commanded by God. (2 Corinthians 6:14-7:1; 2 Timothy 3:1-5; Romans 12:1-2; Romans 14:13; 1 John 2:15-17)

11. OF JUSTIFICATION We believe that the great gospel blessing which Christ secures to such as believe in Him is Justification; (a) That Justification includes the pardon of sin, and the gift of eternal life, on principles of righteousness; (b) That it is bestowed not in consideration of any works or righteousness which we have done, but solely through faith in the Redeemer's blood, God's righteousness is imputed to us. (Acts 13:39; Isaiah 53:11; Zechariah 13:1; Romans 8:1; Romans 5:9; Romans 5:1)

12. OF FAITH AND SALVATION - We believe that faith in the Lord Jesus Christ is the only condition of salvation. (Acts 16:31; John 3:16; John 1:12; Ephesians 2:8-9)

13. OF THE CHURCH We believe that the church, which is the body and espoused Bride of Christ, is a spiritual organism made up of all born again believers of this present age. (Ephesians 1:22-23; Ephesians 5:25-27; 1 Corinthians 12:12-14; 2 Corinthians 11:2)

We believe that the local church is a congregation of baptized believers, associated by covenant of faith and fellowship of the Gospel; observing the ordinances of Christ; governed by His laws; and exercising the gifts, rights and privileges invested in them by His Word; that its officers are Pastors and deacons, whose qualifications, claims and duties are clearly defined in the Scripture. We believe the true mission of the church is the faithful witnessing of Christ to all men as we have opportunity. We hold that the local church has the absolute right of self-government, free from the interference of any hierarchy of individuals or organizations; and that the one and only superintendent is Christ through the Holy Spirit; that it is scriptural for true churches to co-operate with each other in contending for the faith and for the furtherance of the gospel; that each local church is the sole judge of the measure and method of its co-operation; on all matters of membership, of policy, of government, of discipline, of benevolence, the will of the local church is final. (Acts 2:41-42; 1 Corinthians 11:2; Colossians 1:18; Ephesians 1:22-23; Ephesians 4:11; 5:23-24; Acts 20:17-28; 1 Timothy 3:1-7; Acts 15:13-18)

14. OF BAPTISM AND THE LORD'S SUPPER - We believe that Christian Baptism is the immersion of a believer in water to show forth in a solemn and beautiful emblem our faith in the crucified, buried and risen Savior with its effect in our death to sin and resurrection to a new life; that it is prerequisite to the privileges of a church relation. We believe that the Lord's Supper is the commemoration of His death until He come, and should be preceded always by solemn self-examination. (Acts 8:26, 39; John 3:23; Romans 6:3-5; Matthew 3:16; Colossians 2:12; 1 Corinthians 11:23-28)

15. OF THE SECURITY OF THE SAINTS - We believe that all who are truly born again are kept by God the Father for Jesus Christ; that they are sealed by the Holy Spirit unto "the day of redemption." (Philippians 1:6; John 10:28-29; Romans 8:35-39; Ephesians 4:30; Jude 24)

16. OF MISSIONS - We believe that it is the obligation and privilege of the saved to witness by life and by word to the truths of the Holy Scripture and to seek to proclaim the gospel to all mankind. (Mark 16:15; Acts 1:8; 2 Cor.5:19-20)

17. OF CIVIL GOVERNMENT - We believe that civil government is of divine appointment for the interests and good order of human society; that 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 Prince of the Kings of the earth. (Romans 13:1-7; 2 Samuel 23:3; Exodus 18:21-22; Acts 23:5; 5:20; 4:19-20; Matthew 22:21; Daniel 3:17-18)

18. OF THE ETERNAL STATE - We believe in the bodily resurrection of all men, the saved to eternal life, and the unsaved to judgment and everlasting punishment. (Matthew 25:46; John 5:28-29; John 11:25,26; Revelation 20:5-6,12-13)

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. (Luke 23:43; Revelation 20:4-6; 2 Corinthians 5:8; Philippians 1:23; 3:21; 1 Thessalonians 4:16-17)

We believe that the souls of unbelievers remain, after death, in conscious misery, until the second resurrection, when with soul and body reunited they shall appear at the Great White Throne Judgment; and shall be cast into the Lake of Fire, not to be annihilated, but to suffer everlasting conscious punishment. (Luke 16:19-26; Matthew 25:41-46; Jude 6-7; 2 Thessalonians 1:7-9; Mark 9:43-48; Revelation 20:11-15)

19. THE RESURRECTION, ASCENSION AND PERSONAL RETURN OF CHRIST;

We believe in the bodily resurrection of Christ. (Matthew 28:6-7; Luke 24:39; John 20:27; 1 Corinthians 15:4; Mark 16:6; Luke 24:2-6)

A. We believe in the ascension of Christ. (Acts 1:9-11; Luke 24:51; Mark 16:19; Revelation 3:21; Hebrews 12:2)

B. We believe in Christ's present ministry as our High Priest. (Hebrews 8:6; Hebrews 2:17; Hebrews 4:14-16; Hebrews 5:9-10; Hebrews 7:23-25; Hebrews 9:24; 1 Timothy 2:5; Romans 8:34; 1 John 2:1)

C. We believe in the second coming of Christ, which includes:

- 1) His premillennial appearance in the air to catch away His Church (commonly spoken of as the “rapture,” our imminent hope) (1 Thessalonians 4:13-18; 1 Corinthians 15:42-44); the resurrection of the righteous dead (1 Thessalonians 4:16); the change of the living in Christ (1 Corinthians 15:51-52; Philippians 3:20-21)
- 2) His return to the earth with His saints. (Acts 1:11; Revelation 1:7; 2 Thessalonians 1:7-8; Matthew 24:30; Zechariah 14:4)

D. We believe in the Millennial Reign of Christ on the Throne of David. (Luke 1:32; Isaiah 9:6-7; Acts 2:29-30; 1 Corinthians 15:25; Isaiah 32:1; Isaiah 11:4-5; Revelation 20:14; Revelation 20:6; Psalms 72:8)

(Covenant, Constitution and Articles of Faith as Amended March 8, 1967)

CHURCH COVENANT

Having been led by the Spirit of God, I have received Jesus Christ as my Savior and Lord. I have, according to the Scriptures (John 1:12) been born again through the Holy Spirit and have publicly confessed my faith by word (Rom. 10:8-9) and in Baptism (Rom. 6:3-5). I subscribe to the Doctrinal Statement of my Church and do now enter into covenant with other members of this Church as one body in Christ (1 Cor. 12:13). I promise by the aid of my Savior (Phil. 2:13)

1. To walk lovingly (John 13:34-35) and humbly with my brethren (1 Peter 5:6); to pray for them (James 5:16); to separate myself from worldliness and unchristian practices (Titus 2:12);
2. To pray (James 1:5-6) for the advancement of my church in knowledge, spirituality, and fruitfulness (John 15:8,16); to uphold its program of worship, training, and teaching; to observe its ordinances (Matt. 28:19-20; 1 Cor. 11:24-27); and affirm its doctrines (1 Peter 3:15; Jude 3);
3. To give regularly and cheerfully, as God prospers, for the support of an evangelistic ministry among us (2 Cor. 9:7; 1 Cor. 16:2); for the relief of the needy (Mark 14:7; Prov. 19:7); and for the spread of the gospel over the earth (Matt. 28:19-20);
4. To serve faithfully in some activity of the church (James 1:22-24; 2:18); taking care to assume only such duties as can be effectively performed (1 Cor. 4:2); to improve my abilities in service by prayerful study of God’s Word (2 Tim. 2:15);
5. To maintain family worship, encourage family prayer, Bible study and Christian nurture for any under my care (Eph. 6:4; Prov. 22:6);
6. To endeavor by example (Matt. 5:16) and effort (Matt. 28:19-20) to win souls to Christ (James 5:20); and to enlist unchurched believers for membership in the church (Acts 2:47);
7. To follow the New Testament as my rule of faith and practice (2 Tim. 3:16-17).

Matthew 28:19-20 "Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, "teaching them to observe all things that I have commanded you; and lo, I am with you always, even to the end of the age." Amen.

CONSTITUTION OF THE FIRST BAPTIST CHURCH OF CLARKSTON

ARTICLE I *Name*

The corporate name of this organization is The *FIRST BAPTIST CHURCH OF CLARKSTON*, Clarkston, Washington.

ARTICLE II *Church Covenant & Articles of Faith*

The official Covenant and Articles of Faith of this church shall be as herewith set forth and attached to this Constitution.

ARTICLE III *Fellowship*

This church shall be an independent church, completely sovereign, under God, within itself. By its own voluntary choice, it shall fellowship nationally and regionally, with "The General Association of Regular Baptist Churches."

ARTICLE IV *Membership*

Section 1. *Admission to Membership*

1. This church shall consist of born again believers who have been baptized by immersion after conversion, and who subscribe to the Covenant, Articles of Faith and Constitution of this church.
2. Persons may be received into membership as follows:
 - A. By confession of faith in Christ as Savior and baptism.
 - B. By letter from another Baptist church of like views.
 - C. By relation of Christian experience, having been previously baptized by immersion after conversion.
 - D. By restoration.

Section 2. *Responsibilities of Membership*

It is expected of all members that they shall conscientiously strive to keep their Covenant obligations, doing so as unto the Lord. Specifically, it is expected that members shall:

1. Attend faithfully and regularly the services of the church.
2. Participate faithfully in the spiritual and financial interests of the church.
3. Endeavor to preserve the unity of the church, avoiding malicious and slanderous gossip.
4. Cultivate and manifest brotherly love toward the other members of the church, endeavoring to quickly settle differences in the manner laid down in Matt 18:15-17.
5. Maintain Christian standards of conduct in the world.
6. Cooperate with the Pastor and the duly elected officers of the church.

It shall be considered a serious offense against the church for any member to obstruct the work or disturb the peace of the church by slander, falsehood, conspiracy or unfair and unchristian methods.

Section 3. *Dismission from Membership*

1. To another church: (a) Upon vote of the church, a member in good standing may be dismissed to the fellowship of another Baptist church of like views by letter of recommendation.

(b) Upon vote of the church, a member in good standing, desiring to unite with some other body of evangelical Christians, may be granted a certificate of Christian character and dropped from the roll of this church.

2. As a disciplinary measure. When a member becomes a hindrance to the church and to its testimony by reason of continual disregard of Covenant obligations or by reason of immoral or unchristian conduct, he may be removed from the membership roll as provided in Article V.

ARTICLE V Church Discipline

Section 1. Delinquency of Members

It shall be the duty of the Board of Deacons to periodically examine the church roll, and to determine if any members may have become inactive, openly inconsistent in their personal living, or opposed to the doctrinal position of this church. In any case where this is found to be true, the Board shall by formal action on its part place the name of such member on a "Delinquent List," and shall institute prayerful and diligent efforts to bring about restoration. If, after at least three months of such prayerful efforts, there shall be no apparent improvement in the situation, the Board may at its discretion recommend to the church that the delinquent member be placed on an "Inactive List." The recommendation shall be carried out if sustained by a 2/3 vote of members present and voting (by written ballot if requested by any voting member) at a properly called meeting of the church, and the delinquent member shall be notified of the action taken. A member shall carried on the "Inactive List" for a period of not more than one year, during which time he shall not be considered in "good standing" and he shall not be eligible to vote or to hold a church office. If, during this one-year probationary period, the delinquent member gives no evidence of desire or willingness to restore himself to active status, his name shall be automatically dropped from the roll. If, however, there shall be manifested on the part of the delinquent member a desire and willingness to come back into full fellowship of the church, he may at any time prior to the expiration of the one year period be restored to active membership by a majority vote of the members present and voting by written ballot at a properly called business meeting.

Section 2. Fair Hearing

Any accusation against a member shall be first brought before the Board of Deacons before being taken to the church. An accused member shall in all cases be given an opportunity to appear in his own behalf before the Board, and shall be given a full and fair hearing before any disciplinary action shall be recommended to the church. When propriety so requires, the deaconesses shall be asked to meet with the Board of Deacons at such a hearing.

Section 3. Final Authority

In all matters of church discipline, the church shall be the final authority. Action to remove a delinquent or accused member shall require a 2/3 vote of members present and voting by written ballot at a properly called meeting of the church.

ARTICLE VI Organization

Section 1. Principle of Organization

1. This church is congregational in its form of government; that is, the will of the congregation is final authority in all matters affecting its own organization.
2. This final authority of the congregation is expressed in properly called meetings of the membership, either regular or special.

3. All officers or other parts of the church organization are ultimately responsible to the congregation.
4. While thus functioning externally as a democracy, it is expected that the church shall function spiritually as a Theocracy, the will of our Lord being made known by the Holy Spirit through a regenerate membership.

Section 2. Officers and Boards

1. Number of Officers. The elected officers of this church shall be (a) Pastor, (b) Clerk, (c) Treasurer, (d) Financial Secretary, (e) Sunday School Superintendent, (f) A Board of seven* Deacons, (g) A Board of five Deaconesses. The Board of Deacons shall be also the Board of Trustees of the church, and the Vice-Moderator of the board of Deacons shall be the Vice-Moderator of the church.

(Note: When the Sunday School Superintendent is not an elected deacon, he, being a deacon ex-officio, would increase the number on the Board to eight. See Article VII, Section 5.)

2. Qualifications of Officers.

- A. All officers of the church must be members in good and regular standing.
- B. The lives of Pastor and deacons must be in conformity with God's standards of life as revealed in 1 Timothy 3:1-13.
- C. The lives of all other officers shall be in conformity with the general rules of Christian conduct and character as revealed in the scriptures.
- D. Specifically, it shall be expected of all officers that they be exemplary as members of the church in observance of their Covenant obligations and duties as outlined in Article IV, Section 2 of this Constitution.

3. Terms of Officers.

- A. The Pastor shall be elected for an indefinite term, the relationship to be terminated according to Article XIII, Section 2 of this Constitution.
- B. The clerk, treasurer, financial secretary and Sunday School Superintendent shall each be elected for one year, and shall be eligible for reelection.
- C. The deacons and deaconesses shall be elected for three years, and shall not be eligible for reelection until, in each case, one year out of office shall have intervened. (Election of deacons shall be arranged so that two shall retire on each of two successive years, and three on the third. In the case of deaconesses, two shall retire on each of two successive years and one on the third.)

4. Resignations and Removal of Officers. Resignations of officers shall be made in writing to the church and may be acted upon at any business meeting of the church. The church shall have power for good and sufficient cause to remove from office any officer or committee member.

ARTICLE VII *Duties of Officers*

Section 1. Pastor

The Pastor shall perform all the scriptural duties of his office and, under the guidance of the Holy Spirit, shall have freedom of the pulpit, It is specifically expected of him that he shall faithfully preach the gospel, administer the ordinances, exercise general oversight of the local church in all of its work, and tenderly watch over the membership and spiritual interests of the church. He shall be ex-officio a member of all boards and committees. It shall be deemed advisable and beneficial to himself and to the church for the Pastor to attend and participate in a reasonable number of fellowship and associational meetings and activities with other Pastors and churches of common interests and objectives.

Section 2. Clerk

The clerk shall keep a correct record of the proceedings of the church at all meetings, keep a complete registry of membership, issue letters of dismissal and certificates of Christian character as directed by the church, conduct all its official correspondence, and preserve all documents, papers and letters coming into their hands during their term of office, delivering same and all records kept by them to their successor.

Section 3. Treasurer

The treasurer shall be the custodian of all funds contributed to the church and deposited to the church accounts in the bank by the financial secretary. They shall disburse the same as directed by the church or the Finance Committee. They shall keep accurate records of all receipts and disbursements, making such monthly and annual reports of the church financial condition as may be requested by the church or the Finance Committee. On request of the church, they shall present the financial records for auditing at least once each year, and shall deliver without delay to their successor all books and records pertaining to their office.

Section 4. Financial Secretary

The financial secretary shall, together with an assistant appointed by the Finance Committee, count all offerings received by the church. He shall keep an accurate record of such offerings and any other moneys received for the church treasury. He shall deposit the same to the church accounts in the bank and report to the treasurer the source and amount of all moneys so deposited. If requested to do so by the church, he shall keep for the members a record of individual giving and render statements of the same. On request of the church, he shall present the financial records of his office for auditing at least once each year, and shall deliver without delay to his successor all books and records pertaining to his office.

Section 5. Sunday School Superintendent

The superintendent of the Sunday School shall have general supervision of the Sunday School. He shall cooperate with the Pastor in seeking to promote the growth and spiritual effectiveness of the Sunday School, as outlined in a Church Policy on the Sunday School. He shall be chairman of the Sunday School Cabinet, and shall be ex-officio a member of the Board of Deacons. (See Article IX and X)

Section 6. Board of Deacons (Trustees)

1. In its scriptural function, the Board of Deacons shall meet regularly at least once each month, at which times the Pastor shall act as moderator. It shall be the duty of this Board to cooperate with the Pastor and to assist him in the oversight and administration of local church responsibilities.

A. The Board of Deacons shall be responsible to examine candidates for church membership, to assist the Pastor in administering the ordinances, to counsel with the Pastor and approve temporary pulpit supplies and special speakers, and to dispense, as needed, the Fellowship Fund.

B. The Board of Deacons shall be responsible, with the Pastor, to oversee the spiritual life and discipline of the church.

C. The Board of Deacons shall be generally responsible to the church to recommend policies, fix responsibilities and coordinate the various phases of church activity. It shall endeavor to protect the Pastor from undue demands upon his time by administrative details. (See Acts 6:1-7)

D. After the annual church election in April and before the Annual Business Meeting of the church in May, the incoming Board of Deacons shall meet at the call of the Pastor, and shall organize itself, electing a vice-moderator and a secretary. The Board shall then be responsible to set up such

standing or temporary committees as the constitution may require or as the church may direct. These committees shall be presented to the church for approval at the May Annual Meeting.

2. *In its legal function as a Board of Trustees*, the Board of Deacons shall meet as occasion demands to formally execute the properly expressed will of the church corporation in legal transactions. On such occasions, the vice-moderator shall be chairman of the Board. In its capacity as the Trustee Board of the church, the Board of Deacons shall:

A. Acquaint itself with the civil laws and ordinances that pertain to churches and shall see that such laws are faithfully obeyed.

B. Hold in trust all property belonging to the church and be responsible for its protection, management, upkeep and improvement.

C. Not sell, mortgage or otherwise encumber the real estate of the church unless authorized to do so by a 3/4 vote of the members present at a meeting of the church called for the purpose of considering such a transaction, notice of the meeting having been given from the pulpit on at least two consecutive Sundays immediately preceding such meeting.

3. *The vice-moderator* of the Board of Deacons shall also be the vice-moderator of the church, and shall preside at all business meetings of the church in the absence of the Pastor or on such other occasions as the Pastor may request.

4. *Special note*: While it is expected that the Board of Deacons, in the interest of efficiency and good order, shall scripturally and logically exercise general oversight and direction of the various phases of church activity, it should be remembered that the Board does not have final authority in itself. It shall be expressly understood that the Board of Deacons is ultimately responsible to the church. If necessary or desirable, any individual or committee may take matters of business directly to the church without prior recommendation, approval or consultation with the Board of Deacons.

Section 7. Board of Deaconesses

The Board of Deaconesses shall be called together by the Pastor within 30 days after the church Annual Meeting in May to organize itself and to elect a chairman and secretary. It shall be the responsibility of this board to assist the Pastor in developing the spiritual life of the women and girls in the church for the best possible Christian service. The deaconesses may be called upon to meet with the Discipline Committee. They shall prepare the table and the elements for the Lord's Supper, and shall assist as needed at baptismal services. They shall be responsible for the sending out of flowers and cards of condolence and sympathy, and shall assist in making calls on the sick and needy. The deaconesses shall have the responsibility of seeing that proper arrangements are made for the entertainment of visiting speakers and for efficient planning of church fellowship meals and other activities of similar nature where the services of women in the church are proper and necessary.

ARTICLE VIII *Committees*

Section 1. Standing Committees

The following shall be standing committees of the church. They shall be under the general direction and supervision of the Board of Deacons, but ultimately responsible to the church itself:

1. *Finance Committee*. The Finance Committee shall be comprised of five members as follows: the vice-moderator of the Board of Deacons (who shall be the Chairman), the secretary of the Board of Deacons, the church treasurer and two other members of the church to be selected by the Board of Deacons and approved by the church. This committee shall have the responsibility and

authority to make or approve decisions in any and all matters of church finance which are not clarified by the Constitution or the church Financial Policy, and which are not of such a nature as to require a vote of the church.

2. *Buildings and Grounds Committee.* The chairman of this committee shall be elected by and from the Board of Deacons. In addition to the chairman, the Deacon Board shall appoint four others from the membership of the church to serve on the committee. When so chosen, this committee shall be presented to the church for approval. This committee shall have authority and responsibility to supervise the care of all buildings and property belonging to the church, and to spend such funds as may be necessary to keep the church property in minor repair. It shall make recommendations to the Board or to the church with regard to major repairs or improvements of church property, and also with regard to the need of any caretakers.

3. *Ushering Committee.* The chairman of this committee shall be elected by and from the Deacon Board and shall be the Head Usher of the church. In consultation with this head Usher, the Board shall appoint as many other ushers as may be deemed necessary from the membership of the church. When so chosen, this committee shall be presented for the approval of the church. The Ushering Committee shall have general charge of all church ushering responsibilities.

4. *Music Committee.* The chairman of this committee shall be elected by and from the Board of Deacons. In addition to the chairman, the Deacon Board shall appoint four others from the membership of the church to serve on the committee. When so chosen, this committee shall be presented to the church for approval. The Music committee shall, in consultation with the Pastor, select each year as needed the church pianists, organists, song leaders, choir directors, etc. The committee shall have general oversight and authority in the realm of the music ministry of the church. Matters involving major changes of large expenditures of money, however, shall be taken to the Board of Deacons or to the church.

5. *Missionary Committee.* The chairman of this committee shall be elected by and from the Board of Deacons. In addition to the chairman, the Deacon Board shall appoint four others from the membership of the church to serve on the committee. When so chosen, this committee shall be presented to the church for approval. It shall be the responsibility of this committee to recommend and promote the Mission Policy of the church.

Section 2. Other Committees.

As need arises, other committees, either temporary or permanent, may be formed by the Board of Deacons or by the church. When any new permanent committee shall be formed, its method of organization and its responsibilities shall be set forth in an official Church Policy. (See Article X)

ARTICLE IX *Sunday School & Auxiliary Organizations*

The Sunday School and any other auxiliary organizations of the church (whether of men, women or young people) shall be recognized as part of the local church.

In the case of the Sunday School, the department superintendents shall be appointed by the General Superintendent, in consultation with the Pastor and subject to the approval of the Board of Deacons. The department superintendents, with the General Superintendent as chairman, shall act as a Sunday School Cabinet to appoint all teachers and other S.S. officers, as set forth in a Church Policy on the Sunday School. No person may be approved as a regular superintendent or teacher who is not a member of the church in good standing. All regularly used literature of the S.S. must be approved by the Board of Deacons or by the church.

In the case of other auxiliary organizations, the president or chairman in each case must be a member of the church in good standing, and any literature regularly used by an organization shall be subject to approval by the Board of Deacons or the church. Meetings of auxiliary organizations may be held at such times as will not conflict with meetings of the church.

ARTICLE X *Church Policies*

Official Policies shall be adopted by the church as may be needed in regard to missions, finances, auxiliary organizations, committees, etc. These shall in each case be consistent with but supplementary to this Constitution, serving, as guides in matters of church policy and practice not covered by the Constitution.

ARTICLE XI *Meetings*

Section 1. Devotional Meetings

1. The church shall meet regularly each Lord's Day morning and evening for worship and the preaching of the gospel.
2. The church shall meet for the observance of the Lord's Supper upon the first Lord's Day of each month, or at such other times as the church may decide.
3. The church shall meet each Lord's Day for Christian instruction (the study and teaching of the Bible), and at such other times as the church may decide.
4. The church shall come together for at least on mid-week prayer and Bible study service each week.

Section 2. Business Meetings

1. **Monthly** - The church shall hold a regular monthly business meeting, preferably during the first full week of each month.
2. **Annual** - The church fiscal year shall begin May 1st, and the church shall hold its Annual Business Meeting during the first full week in May of each year for the purpose of receiving reports, approving committee appointments, installing new officers, and the transactions of other necessary business.
3. **Special** - A special business meeting may be called at the request of the Pastor, at the request of five deacons, or at the request in writing of a quorum of the members of the church. Notice of such meeting, and the object for which it is called, shall be given from the pulpit on Sunday at least three days in advance of the date of meeting. (See also Article XIII, Section 3)

ARTICLE XII *Elections and Voting*

Section 1. Time of Election

The annual election of church officers shall be held at the regular April business meeting, and officers shall officially take office at the beginning of the church fiscal year, May 1st. (However, note the special responsibility of the Deacons - Article VII, Section 6, paragraph 1-D)

Section 2. Nominating Committee

The nominating Committee shall consist of 7 members, who shall be elected by the church at its February business meeting. Election of this committee shall be by written ballot, with each member present and qualified to vote writing 7 names on their ballot. These shall be tallied, and the 7 members receiving the highest number of votes shall become the Nominating Committee for one year. The person receiving the highest number of votes shall act as the temporary chairman to call the committee together. At the first meeting of the committee, it shall elect a permanent chairman and secretary for the year. The Pastor shall meet with the nominating committee.

Section 3. Nominating and Election Procedure

The Nominating Committee shall present to the church at the March business meeting the names of one or more qualified persons for each office to be filled. Upon presentation of said report it shall be the privilege of any member present and qualified to vote to place in nomination the name of any eligible person for any office, not so nominated, and upon majority vote of those present and qualified to vote, such nomination shall be placed on the ballot along with those named by the Nominating Committee. No nomination from the floor shall be made at the time of the election, but each voter may vote for anyone whom he pleases by writing in the name on the ballot. All elections shall be by written ballot. A majority of the ballots cast shall be necessary for the election of any officer, unless otherwise provided in this Constitution. No voting by proxy shall be allowed.

Section 4. Vacancies

When at any time during the year a church office becomes vacant, the Nominating Committee shall be asked to present to the church a nomination or nominations for the vacancy to be filled. Vacancies occurring during the year may be filled for the unexpired term at any business meeting.

Section 5. Qualifications of Voters

All matters pertaining to the purchase, sale or mortgaging of property shall be voted on only by members in good standing who are of legal age. On all other matters, members in good standing and fifteen years of age or older are entitled to vote.

Section 6. Quorum

A quorum shall consist of 15% of the resident active membership for all business meetings. (Exception - 20% for calling or dismissal of a Pastor.)

ARTICLE XIII Pastoral Relations

Section 1: Establishment of Relationship

1. When the Pastoral office shall become vacant, the Board of Deacons shall without delay appoint three of its members to serve as a Pulpit Committee under the counsel of the entire Board, to contact possible candidates for the office. As far as is practical, only one candidate shall be considered at a time, and in no case shall the names of more than one candidate at a time be submitted for a vote of the church.
2. No candidate for the Pastoral office shall be presented for a vote of the church until he has been thoroughly investigated and examined as to doctrinal beliefs, personal character and ministerial record, and his fitness for the Pastorate on these grounds has been determined by the Board of Deacons.
3. In no case shall a candidate be considered who does not subscribe both in letter and in spirit to the Constitution, Articles of Faith and Covenant of this church. Nor shall a candidate be considered who cannot promote the missionary program and associational fellowship of this church.
4. Election of a Pastor shall be by ballot at a special or regular business meeting of the church, notice of which shall be given from the pulpit on two successive Sundays next preceding, and the object of which shall have been stated in such notices. Two-thirds of the ballots cast shall be required for his election.

Section 2. Salary, Allowances and Vacation

The church Financial Policy shall set forth clearly and definitely in writing the financial agreements between the church and the Pastor, including the matter of salary, allowances, vacation, etc. This policy shall be reviewed at least once each year by the Finance Committee, in consultation with the Pastor, and shall be presented to the church for readoption or revisions at each Annual Meeting in May.

Section 3. Termination of Relationship

The Pastor shall continue in office until he resigns or until his ministry is terminated by the church in the following manner:

1. If a grievance exists against the Pastor, the adult representatives of any five families in the church shall sign a statement of such grievance and present it to the Board of Deacons. The Board of Deacons shall consider the grievance prayerfully, with the Pastor absent from the meeting. A vote of the deacons shall then be taken, and if 5 or more of the deacon's vote in favor of taking the matter to the church for a vote of confidence in the Pastor, this shall be done. Notice of a call for a vote of confidence shall be sent by mail to the entire resident membership of the church at least one full week before the meeting for such purpose is to be held. The notice shall give the date, time and place of the meeting, and the purpose for which it is called. Also a public announcement of the meeting and its purpose shall be made at least one Sunday morning next preceding the meeting. At said meeting, the vice-moderator of the church shall preside. He shall announce that a vote of confidence has been called for, and shall read a prepared statement of the grievance. The Pastor shall be allowed to be present, if he desires to answer the statement of grievance. A limited amount of orderly discussion shall then be in order, with the Pastor absent from the room, following which the vote shall be taken by secret ballot. A majority affirmative vote of members present and voting shall be necessary to give a vote of confidence, which shall mean that the ministry of the Pastor shall continue. Should the vote of confidence not be given, it shall thereby be due notice to the Pastor that his term of office shall cease at a time not more than 30 days from the date of the vote. However, the Board of Deacons shall have authority to terminate the Pastor's ministry at the time within the 30 day period, should the Board deem it to be for the best interest of the church to do so. In such case the full 30-day salary shall be allowed.
2. In the case of voluntary resignation, the Pastor shall give a 30-day notice to the church, which time, however, may be reduced or extended by mutual agreement between the Pastor and church.

ARTICLE XIV Amendments

This constitution may be amended, except for any change in the Articles of Faith, at any regular or called business meeting of the church, by a two-third majority vote of those present and voting, provided a quorum is present and that notice of such proposed amendment shall have been posted and announced from the pulpit at services on the two successive Sundays immediately preceding the meeting at which the vote is taken. A 3/4-majority vote shall be required to change the Articles of Faith.