

1 Constitution  
2 of  
3 **Harvest Point Church**  
4 Nacogdoches, Texas  
5 *Final Draft (3-12-17)*  
6  
7

8 **Article 1**  
9 **Name and Purpose**

10  
11 Section 1.01 — Name

12 The name of this church is Harvest Point Church.  
13

14 Section 1.02 — Affiliations

15 Harvest Point Church is affiliated with the Southern Baptists of Texas Convention  
16 and the Southern Baptist Convention.  
17

18 Section 1.03 — Purpose

19 This church exists by the grace of God, for the glory of God, which shall be the  
20 ultimate purpose in all its activities. This church glorifies God by loving Him and obeying  
21 His commands through:

22 Worshiping Him;

23 Equipping the saints through Bible instruction and study;

24 Proclaiming the gospel of Jesus Christ through preaching and personal  
25 evangelism, and any other means consistent with the teachings of Holy  
26 Scripture;

27 Encouraging, supporting, and participating in mission work including local,  
28 domestic, and international;

29 Administering the ordinances of baptism and communion;

30 Encouraging biblical fellowship among believers;

31 Serving other individuals, families, and churches by providing for physical,  
32 emotional, and spiritual needs, in the name of Jesus Christ.  
33  
34

35 **Article 2**  
36 **Essential Beliefs, Doctrinal Statements, and Covenant**  
37

38 Section 2.01 — Essential Beliefs and Doctrinal Statements

39 **1. The Word of God**

40 We believe the Scriptures of the Old and New Testaments are the inspired,  
41 inerrant and infallible Word of God, inerrant in the original writings, complete as the  
42 revelation of God's will for salvation, and the supreme and final authority in all  
43 matters to which they speak. (2 Peter 1:20-21; 2 Timothy 3:16-17)  
44

45 **2. The Trinity**

46 We believe in one God, Creator and Sustainer of all things, eternally existing in

1 three persons: Father, Son, and Holy Spirit; that these are equal and perfect in  
2 every divine attribute and that they execute distinct and harmonious offices in the  
3 work of creation, providence, and redemption. (John 1:1-3; Mark 12:28-31; 2  
4 Corinthians 13:14; 1 Peter 1:2; Matthew 28:18-20)

### 6 **3. God the Father**

7 We believe in God the Father, an infinite, personal Spirit, perfect in holiness,  
8 wisdom, power, and love. He concerns Himself in the affairs of men and women,  
9 hears and answers prayer, and saves from sin and death all who come to Him  
10 through Jesus Christ. (John 4:23-24; Ephesians 1:3-14; John 3:16; 14:15-17)

### 12 **4. Jesus Christ**

13 We believe that Jesus Christ is God's eternal Son, and fully possesses the  
14 same nature and attributes as God the Father and God the Holy Spirit. He is not  
15 only true God, but true Man, conceived by the Holy Spirit and born of the Virgin  
16 Mary. We believe in His sinless life, His substitutionary atonement, His bodily  
17 resurrection from the dead, His ascension into heaven, His priestly intercession on  
18 behalf of His people, and His personal, visible, return from heaven. (Luke 1:26-38;  
19 Colossians 2:9-10; Acts 2:32-33; 1 John 2:1-2; 1 Thessalonians 4:13-18)

### 21 **5. Holy Spirit**

22 We believe in the Holy Spirit, co-equal with the Father and the Son. We believe  
23 in His personality and His work in regeneration, sanctification, and preservation. His  
24 ministry is to glorify the Lord Jesus Christ, and implement Christ's work of  
25 redeeming the lost. He also empowers the believer for godly living and service  
26 through the giving of spiritual gifts. (Ephesians 2:19-22; Romans 8:9-11; John  
27 16:7-11, 16:12-15; 1 John 2:27; 1 Corinthians 12:4-11; Ephesians 1:13-14)

### 29 **6. Humanity**

30 We believe God created humanity, male and female, in the image of God and  
31 free from sin. As a result of the fall, all persons are born in the image of Adam and  
32 sinners by nature and are, therefore, spiritually dead. We also believe that the Holy  
33 Spirit regenerates those who repent of rejecting Christ, and trust Him as Savior.  
34 (The Roman Road: 3:23; 6:23; 5:8; 10:13 is a Gospel presentation; Genesis  
35 1:26-31; Titus 3:4-7; John 3:1-8; Ephesians 2:1-3; Colossians 2:13-14; Luke  
36 18:18-19; Romans 1:18-32; 3:9-18)

### 38 **7. Salvation**

39 We believe in salvation by grace through faith in Jesus Christ. This salvation is  
40 based upon the sovereign grace of God, and was purchased by Christ on the cross,  
41 and received through faith by believing in His name, apart from any human merit,  
42 works, or ritual. (Ephesians 2:8-10; John 1:12)

### 44 **8. Sanctification**

45 We believe salvation and sanctification are the work of God's sovereign grace.  
46 Sanctification is a state of separation unto God; all believers enter into this state

1 when they are born of God. This is a once-for-ever separation, eternally unto God. It  
2 is an intricate part of our salvation, our connection with Christ. “And because of him  
3 you are in Christ Jesus, who became to us wisdom from God, righteousness and  
4 sanctification and redemption” (1 Corinthians 1:30). The mystery of sanctification is  
5 that the perfections of Jesus Christ are imparted to us. Sanctification is Christ in  
6 every believer. God has good works for every born-again child of His to do, which  
7 will glorify the Lord. We believe that rewards are promised according to the  
8 faithfulness of each believer in his service to God, and that these rewards will be  
9 given at the judgment seat of Christ. (Hebrews 10:10-14; 1 Thessalonians 5:23-24;  
10 2 Corinthians 7:1; Ephesians 4:20-24; 2:8-10; Titus 2:11-14; 2 Peter 1:5-11;  
11 Galatians 5:16-26; 1 Timothy 6:17-19; James 2:18-26; 1 Corinthians 3:10-15;  
12 9:24-27; 2 Corinthians 5:10)

## 14 **9. Eternal Security**

15 We believe that because of God’s unchanging purpose, saving grace, divine gift  
16 of eternal life, and the unending intercession of Christ, and the indwelling Holy  
17 Spirit, we and all true believers everywhere, once born again shall be kept saved  
18 forever. If God has saved you, then you cannot lose it. Salvation is maintained by  
19 the grace and power of God, not by the self-effort of the Christian. (John 10:27-29;  
20 Romans 8:29-39; 2 Timothy 1:12; Jude 24-25; 1 Peter 1:3-5)

## 22 **10. The Church**

23 We believe that the Church is the spiritual body of which Christ is the head, and  
24 composed of all persons who have saving faith in Jesus Christ, having been  
25 regenerated by the Holy Spirit. This body expresses itself in local churches  
26 comprised of believers in Christ. The ordinances of the local church are believer’s  
27 baptism by immersion and the Lord’s Supper. We believe that each local church is  
28 self-governing in function and free from interference.

29 We believe that all believers (both men and women) have the privilege and right  
30 of direct access to God through Jesus Christ, and that all believers are directly  
31 responsible to God in matters of faith and life. Further, all believers (both men and  
32 women) are made in His image (see belief #6), are saved by grace through faith  
33 (see belief #7), are gifted for service (see belief #5), and are being conformed to the  
34 likeness of Christ (see belief #8). However, all believers do not have the same role  
35 in the church. Men and women differ, in that women are not to exercise authority  
36 over men, and women are specifically entrusted with the role of encouraging  
37 younger women. We believe that church leadership should be comprised of a  
38 plurality of spiritually qualified males, appointed by the congregation, some of whom  
39 may be ordained. (Ephesians 1:20-23; 4:1-6; Acts 2:41-47; Matthew 28:18-20; 1  
40 Corinthians 11:23-26; 1 Timothy 2:5-8; Galatians 2:1-10; Acts 14:21-23; Acts  
41 20:17-38; 1 Timothy 5:17-25; Colossians 3:14-17; Romans 14:10-12;  
42 1 Timothy 3:10; 2:9-15; 1 Corinthians 11:2-12; 14:34-35; Titus 2:3-5)

## 44 **11. Eternal Things**

45 We believe that Jesus Christ will personally come again in power and glory to  
46 receive the Church to Himself and to establish His millennial kingdom. We believe

1 in the bodily resurrection of the saved and the lost, and that Jesus Christ will judge  
2 both the living and the dead. We believe that the saved will live with Christ eternally  
3 in heaven, while the lost will be condemned to eternal punishment in hell.  
4 (Revelation 20:1-6; 20:11-15; 1 Corinthians 15:35-50; 15:51-58; 2 Thessalonians  
5 1:3-10)  
6

## 7 **12. Marriage, Gender, and Sexuality**

8 The term “marriage” has only one meaning: a covenant between one man and  
9 one woman, in a single exclusive union, by which their status changes from two  
10 individuals to one flesh as God joins them together. This covenant creates a new  
11 family such that their lifelong primary human loyalty is now to one another before  
12 anyone else. It is an earthly covenant between one man and one woman that God  
13 created and sanctioned to image the unbreakable heavenly covenant between  
14 Christ and His Church, therefore intended not to be broken by anything but death.  
15 The authority of Scripture witnesses to the nature of biblical marriage as uniquely  
16 bound to the complementarity of man and woman. The Lord Jesus Himself said that  
17 marriage was created by God from the beginning, so no human institution has the  
18 authority to redefine marriage any more than a human institution has the authority  
19 to redefine the gospel, which marriage mysteriously reflects.

20 Regarding gender, God wonderfully and immutably creates each person as  
21 male or female. These two distinct, complementary genders together reflect the  
22 image and nature of God. Rejection of one’s biological gender is a rejection of the  
23 image of God within that person.

24 God created sex as a gift to be enjoyed within the covenant of marriage. We  
25 believe that God intends sexual expression to occur only between a man and a  
26 woman who are married to each other. We believe that God has commanded that  
27 no intimate sexual activity be engaged in outside of this marriage covenant. We  
28 believe that the exercise of sexual expression outside the biblical definition of  
29 marriage in any manner, including but not limited to adultery, homosexuality,  
30 premarital sex, bisexual conduct, and use of pornography, is contradictory to God’s  
31 design for sexuality and marriage.

32 We will uphold God’s standards in marriage, gender, and sexuality, while also  
33 extending grace to those who have fallen in these areas and are repentant.  
34 (Genesis 1:26-27; Genesis 2:15-25; Psalm 139; Malachi 2:16; Matthew 5:27-32;  
35 Matthew 19:3-12; Romans 1:26-27; 1 Corinthians 6:9-11, 6:18; 7:2-5; Ephesians  
36 5:21-33; Hebrews 13:4; 1 Timothy 1:10)  
37

### 38 Section 2.02 — Covenant

39 By the grace of God we have been led to repent of our sin and believe in Jesus  
40 Christ as our Lord and Savior. We have confessed our faith and been baptized by  
41 immersion in the name of the Father and the Son and the Holy Spirit. Now, therefore, in  
42 the presence of God and by His grace, we joyfully and solemnly enter into a covenant  
43 with the members of Harvest Point Church.

44 We engage to walk together in Christian love through the power of the Holy Spirit.

45 We submit to the authority of the Bible as the final arbiter on all issues and uphold  
46 the doctrines of this church (*as found under Section 2.01*) deeming them to be in accord

1 with the Bible and will not be divisive over them. Also, we will reject all heretical beliefs  
2 and practices, using Scripture as our final authority.

3 We pledge to support the ordinances of baptism and the Lord's Supper.

4 We will not forsake the assembling of ourselves together, but faithfully attend the  
5 church's Sunday gatherings for worship, prayer, study, and fellowship. Except when life  
6 circumstances dictate otherwise, we will endeavor to participate in all of the church's  
7 activities as to be considered a vibrant church member.

8 We will use our spiritual gifts for the glory of the Lord and building up of the church  
9 body.

10 We will contribute cheerfully and regularly to this church for its general ministry and  
11 expenses, the relief of the poor, and the spread of the gospel throughout all nations.

12 We will strive by God's grace and power to live as Christ in the world; and denying  
13 ungodliness and worldly lusts we will seek to fulfill our calling to lead a holy life and to  
14 be salt and light.

15 We will be just and honest in our dealings and faithful in our responsibilities and  
16 commitments.

17 We will abide by the standards of sexual purity, ethical integrity, and spiritual fidelity  
18 as taught in the Bible.

19 We purpose to be affectionately responsible for one another desiring all members to  
20 be mature in Christ, to spur one another to love and good deeds, to remember one  
21 another in prayer, to rejoice with one another in happiness, and to bear the burdens of  
22 one another in sickness and distress, to edify one another with our speech, to  
23 encourage one another with our example, and to discipline one another lovingly as  
24 taught in Scripture with restoration as the goal.

25 Believing that the pursuit of peace with others and personal holiness accompanies  
26 true faith in Christ, we will be slow to take offense, always eager to seek the  
27 reconciliation Christ commands, and will work to preserve the unity of the Spirit in the  
28 bond of peace.

29 We resolve to practice personal and family worship, to train our children in the  
30 discipline and instruction of the Lord, and to seek the salvation of our family, friends,  
31 neighbors, co-workers, acquaintances, and all the world.

32 We promise that should we leave this church we will diligently seek to unite with  
33 another church where we can continue to carry out the truths of God's Word.

### 34 35 36 **Article 3** 37 **Membership**

#### 38 39 Section 3.01 – Qualifications

40 To qualify for membership in this church, a person must be a believer in Jesus  
41 Christ who gives evidence of being born again, who has been baptized, in obedience to  
42 Christ, following his or her spiritual birth. Each member must agree to submit to the  
43 teaching of Scripture as expressed in the "Essential Beliefs and Doctrinal  
44 Statements" (Section 2.01) and must promise to keep the commitments expressed in  
45 the Covenant (Section 2.02). Each member must also complete any new member  
46 requirements as agreed upon by the church. The elders shall be responsible for

1 determining each person's qualification for membership. In making this determination,  
2 they may rely on a person's profession of faith, or such other evidence, as the elders  
3 deem appropriate.  
4

#### 5 Section 3.02 – Admission of Members

6 To be admitted into church membership, applicants shall be recommended by the  
7 elders for admission and accepted by vote of the members at any regular or special  
8 meeting of the members, and shall at that point relinquish their membership in other  
9 churches.  
10

#### 11 Section 3.03 – Duties and Privileges of Membership

12 In accord with the duties enumerated in the Church Covenant, each member shall  
13 be privileged and expected to participate in and contribute to the ministry and life of the  
14 church, consistent with God's leading and with the gifts, time, and material resources  
15 each has received from God. Only those shall be entitled to serve in the ministries of the  
16 church who are members of this congregation; non-members may serve on an ad-hoc  
17 basis with the approval of the elders.

18 Under Christ this congregation is governed by its members. Therefore, it is the  
19 privilege and responsibility of members who are sixteen years or older to attend all  
20 members' meetings and vote on the election of officers, on decisions regarding  
21 membership status, and on such other matters as may be submitted to a vote.  
22

#### 23 Section 3.04 – Associate Membership

24 Students and others temporarily residing in the Nacogdoches area who are  
25 members of an evangelical church may apply for associate membership. Qualifications  
26 are identical to those for full membership as set out above, except that home church  
27 membership must be retained. A letter of commendation will be sought from the  
28 applicant's home church.

29 Duties and privileges of associate members are the same as for other members  
30 except that:

31 (a) when absent from the Nacogdoches area for extended periods of time they  
32 are released from the responsibility to attend our church services;

33 (b) while they will be encouraged to participate in members' meetings they will  
34 not be eligible to stand for any office or to vote.

35 Termination of associate membership as a disciplinary measure will be as it is for  
36 other members, except that the elders shall notify the pastor or elders of the home  
37 church of that termination. Associate membership will normally terminate immediately  
38 upon the ending of the period of temporary residence in the Nacogdoches area.  
39

#### 40 Section 3.05 – On Church Discipline

41 Any member consistently neglectful of his or her duties or guilty of conduct by which  
42 the name of our Lord Jesus Christ may be dishonored, and so opposing the welfare of  
43 the church, shall be subject to the admonition of the elders and the discipline of the  
44 church, according to the instructions of our Lord in Matthew 18:15-17 and the example  
45 of Scripture. Church discipline, then, should ordinarily be contemplated after  
46 individual private admonition has failed.

1 Church discipline can include admonition by the elders or congregation, suspension  
2 from communion for a definite period, deposition from office, and excommunication (see  
3 Matthew 18:15-17; 2 Thessalonians 3:14-15; 1 Timothy 5:19-20; 1 Corinthians 5:4-5).

- 4 • The purpose of such discipline should be for the repentance, reconciliation,  
5 and spiritual growth of the individual disciplined (see Proverbs 15:5; 29:15; 1  
6 Corinthians 4:14; Ephesians 6:4; 1 Timothy 3:4-5; Hebrews 12:1-11; Psalm  
7 119:115; 141:5; Proverbs 17:10; 25:12; 27:5; Ecclesiastes 7:5; Matthew  
8 7:26-27; 18:15-17; Luke 17:3; Acts 2:40; 1 Corinthians 5:5; Galatians 6:1-5; 2  
9 Thessalonians 3:6, 14-15; 1 Timothy 1:20; Titus 1:13-14; James 1:22);
- 10
- 11 • For the instruction in righteousness and good of other Christians, as an  
12 example to them (see Proverbs 13:20; Romans 15:14; 1 Corinthians 5:11;  
13 15:33; Colossians 3:16; 1 Thessalonians 5:14 [note this is written to the whole  
14 church, not just to leaders]; 1 Timothy 5:20; Titus 1:11; Hebrews 10:24-25);
- 15
- 16 • For the purity of the church as a whole (see 1 Corinthians 5:6-7; 2 Corinthians  
17 13:10; Ephesians 5:27; 2 John 10; Jude 24; Revelation 21:2);
- 18
- 19 • For the good of our corporate witness to non-Christians (see Proverbs 28:7;  
20 Matthew 5:13-16; John 13:35; Acts 5:1-14; Ephesians 5:11; 1 Timothy 3:7; 2  
21 Peter 2:2; 1 John 3:10); and
- 22
- 23 • Supremely for the glory of God by reflecting His holy character (see  
24 Deuteronomy 5:11; 1 Kings 11:2; 2 Chronicles 19:2; Ezra 6:21; Nehemiah 9:2;  
25 Isaiah 52:11; Ezekiel 36:20; Matthew 5:16; John 15:8; 18:17, 25; Romans  
26 2:24; 15:5-6; 2 Corinthians 6:14-7:1; Ephesians 1:4; 5:27; 1 Peter 2:12).

### 27

#### 28 Section 3.06 – Termination of Membership

29 The church shall recognize the termination of a person's membership following his  
30 or her death. The church may terminate membership after he or she has voluntarily  
31 resigned or joined with another church. Membership may also be terminated as an act  
32 of church discipline (ordinarily, but not necessarily, at the recommendation of the elders)  
33 upon the vote of at least two-thirds of the members present at any regular or special  
34 meeting of the members.

35 The church shall have authority to refuse a member's voluntary resignation or  
36 transfer of membership to another church, either for the purpose of proceeding with a  
37 process of church discipline, or for any other biblical reason.

38 If a church member in good standing desires to leave the membership of this  
39 church, he/she is urged to leave in an orderly way by privately indicating that desire to  
40 the elders along with his/her reasons for leaving.

## 41

## 42

## 43 **Article 4 - Meetings**

### 44

#### 45 Section 4.01 – Worship Meetings

46 Worship gatherings shall be held each Lord's Day, and may be held throughout the

1 week as the church determines.

2  
3 Section 4.02 – Members’ Meetings

4 In every meeting together, members shall act in that spirit of mutual trust, openness,  
5 and loving consideration which is appropriate within the body of our Lord Jesus Christ.

6 There shall be a regular members’ meeting at least once a year, at some time apart  
7 from a public worship service agreed upon by the membership.

8 An elder designated by the elders shall preside as moderator at all members’  
9 meetings of the church. The elders shall see that the stated meetings of the church are  
10 regularly held and that required reports are submitted to the church by the responsible  
11 members.

12 Provided all constitutional provisions for notification have been met, a quorum shall  
13 be understood to be met by those members present. All votes shall be tallied based on  
14 the number of votes cast by members present.

15 A budget shall be approved by the membership at a members’ meeting not more  
16 than three months after the start of the fiscal year. Prior to this approval and subject to  
17 the elders’ discretion, expenditures may continue at the prior year’s level.

18 At any regular or special members’ meeting, officers may be elected and positions  
19 filled as needed, so long as all relevant constitutional requirements have been met.

20 Special members’ meetings may be called as required by the elders. The date, time,  
21 and purpose of any special meeting shall be announced at all public services of the  
22 church within two weeks preceding the meeting. Also, a special members’ meeting may  
23 be sought at the written request, submitted to the elders, of the voting membership. If  
24 the matter is unable to be resolved by the church leadership, the elders shall call a  
25 special meeting to be held within one month of their receipt of the request.

26  
27  
28 **Article 5 – Officers**

29  
30 Section 5.01 – Summary

31 The biblical offices in the church are elders and deacons. In addition, our church  
32 recognizes the administrative positions under this constitution of secretary and  
33 treasurer. All officers must be members of this church prior to assuming their  
34 responsibilities.

35  
36 Section 5.02 – Elders

37 The elders shall be comprised of not less than two men (one of which must be a lay  
38 elder meaning he is not a paid pastor) comprising a plurality and parity of elders who  
39 satisfy the qualifications for the office of elder set forth in 1 Timothy 3:1-7 and Titus  
40 1:6-9. The plurality and parity of the elders guard the flock from the weakness of rule by  
41 one man and use the collective wisdom of several godly men to lead the flock of God.  
42 No elder shall hold the office of deacon during his tenure. The elders shall oversee the  
43 ministry and resources of the church. In keeping with the principles set forth in Acts  
44 6:1-6 and 1 Peter 5:1-4, the elders shall devote their time to prayer, the ministry of the  
45 Word (by teaching and encouraging sound doctrine), and shepherding God’s flock.

46 The church shall recognize men gifted and willing to serve in this calling, in



1 accordance with the constitutional provisions on elections. These men shall be received  
2 as gifts of Christ to His church and set apart as elders. This recognition shall be  
3 reaffirmed by the church triennially.

4 An elder's term of office may be terminated by resignation or by dismissal. Any two  
5 members with reason to believe that an elder should be dismissed should express such  
6 concern to the elders and, if need be, to the congregation. Any such action shall be  
7 done in accordance with the instructions of our Lord in Matthew 18:15-17 and 1 Timothy  
8 5:17-21. Any of the elders may be dismissed by a two-thirds vote of the members at any  
9 members' meeting of the church.

10 The elders shall take particular responsibility to examine and instruct prospective  
11 members, examine and recommend all prospective candidates for offices and positions,  
12 oversee the work of the deacons and appointed church agents and committees,  
13 conduct worship services, administer the ordinances of baptism and communion, equip  
14 the membership for the work of the ministry, encourage sound doctrine and practice,  
15 admonish and correct error, oversee the process of church discipline, coordinate and  
16 promote the ministries of the church, and mobilize the church for world missions. The  
17 elders are further to ensure that all who minister the Word to the congregation, including  
18 outside speakers, share our fundamental convictions.

19 The elders may establish ministry positions or committees to assist them in fulfilling  
20 their responsibilities. The elders may also propose funding for new paid staff positions.  
21 The membership shall approve all candidates to fill the positions of senior and associate  
22 pastor. The scope and approval of job descriptions for any staff position shall reside in  
23 the hands of those with hiring authority for that position.

24 The elders shall have primary responsibility for the employment, supervision, and  
25 evaluation of staff members. This responsibility may, on a case-by-case basis, be  
26 delegated to another staff member.

27 Each year the elders, after consultation with the deacons and the membership, shall  
28 present to the church an itemized budget. This budget shall be presented for discussion  
29 at a specially-called budget meeting and called up for a vote at the following members'  
30 meeting.

### 31 32 Section 5.03 – The Senior Pastor

33 The senior pastor shall be an elder. He shall perform the duties of an elder  
34 described in Section 5.02, above, and shall be recognized by the church as particularly  
35 gifted and called to the full-time ministry of preaching and teaching.

36 His call shall not be subject to the triennial reaffirmation set out in Section 5.02 for  
37 elders. His call shall be defined as per Section 6.03.

38 He shall preach on the Lord's Day, administer the ordinances of baptism and  
39 communion, and perform such other duties as usually pertain to that office, or as set  
40 forth in the constitution.

41 In the absence or incapacity of the senior pastor the elders shall assume  
42 responsibility for his duties, any of which can be delegated.

### 43 44 Section 5.04 – Associate Pastors

45 The church may call additional pastors whose relationship to the senior pastor is  
46 that of associate.

1 An associate pastor shall be an elder. He shall perform the duties of an elder  
2 described in Section 5.02, above, and shall be recognized by the church as particularly  
3 gifted and called to the full-time ministry of preaching and teaching.

4 His call shall not be subject to the triennial reaffirmation in Section 5.02 for elders.  
5 His call shall be defined as per Section 6.04.

6 He shall assist the senior pastor in the performance of his regular duties and shall  
7 perform any other duties as usually pertain to the office of pastor, or as set forth in the  
8 constitution, or which may be specifically assigned to him by the congregation.

9 In the absence or incapacity of the senior pastor for defined periods of time, the  
10 associate pastor(s) shall assume the responsibility for his duties under the oversight of  
11 the elders.

### 12 13 Section 5.05 – Deacons

14 The office of deacon is described in 1 Timothy 3:8-13 and Acts 6:1-7. The church  
15 shall recognize, in accordance with the constitutional provisions on elections, men who  
16 are giving of themselves in service to the church, and who possess particular gifts of  
17 service. These members shall be received as gifts of Christ to His church and set apart  
18 as deacons. This recognition shall be reaffirmed by the church triennially.

19 Deacons shall care for the temporal needs of members, attend to the  
20 accommodations for public worship, and encourage and support those able to help  
21 others and those with gifts of administration.

22 The deacons shall receive, hold, and disburse a fund for benevolence, reporting on  
23 its use to the elders at their request, and reporting to the church its total receipts and  
24 total disbursements.

### 25 26 Section 5.06 – Secretary

27 It shall be the duty of the secretary to record the minutes of all regular and  
28 special members' meetings of the church, to preserve an accurate roll of the  
29 membership, and to render reports as requested by the pastor, the elders, the deacons,  
30 or the church.

31 The secretary shall be nominated by the elders and elected by the congregation to  
32 serve a term of one year.

33 In the absence or incapacity of the secretary the elders shall appoint a member to  
34 perform the duties of the church secretary.

35 The church secretary shall ensure that dated copies of the most recent revision of  
36 this constitution shall be available for all church members.

### 37 38 Section 5.07 – Treasurer

39 The treasurer, who shall not be an active elder, deacon, or paid church staff  
40 member, shall ensure that all funds and securities of the church are properly secured in  
41 such banks, financial institutions, or depositories as appropriate. The treasurer shall  
42 also be responsible for presenting regular reports of the account balances, revenues  
43 and expenses of the church at each members' meeting. The responsibility may be  
44 delegated with the approval of the elders. The treasurer shall also ensure that full and  
45 accurate accounts of receipts and disbursements are kept in books belonging to the  
46 church, and that adequate controls are implemented to guarantee that all funds

1 belonging to the church are appropriately handled by any officer, employee, or agent of  
2 the church. The treasurer shall render to the elders annually, or whenever they may  
3 require it, an account of all transactions as treasurer and of the financial condition of the  
4 church.

5 The treasurer shall be nominated by the elders and elected by the congregation to  
6 serve a term of one year.  
7

## 8 **Article 6 – Elections**

### 9 Section 6.01 – Principles

10 The process for church elections shall be interpreted and carried out to fulfill the  
11 following principles:

12 Substantial prayer, both individually and corporately, should be an integral part of  
13 the election process;

14 Nominations should proceed with the support of the elders;

15 All candidates for church office should be treated with the grace, kindness, and  
16 honesty appropriate in evaluating fellow members;

17 The election process shall express that spirit of mutual trust, openness, and  
18 loving consideration that is appropriate within the body of our Lord Jesus  
19 Christ.  
20  
21  
22

### 23 Section 6.02 – Selection of Officers

24 The election of officers shall be held at a members' meeting of the church. Names  
25 of nominees to serve as elders, deacons, secretary, or treasurer shall be presented by  
26 the elders at least two weeks before the election, and the election shall proceed as  
27 directed by the moderator.

28 The elders should seek recommendations and involvement from the general  
29 membership in the nomination process. Any member with reason to believe that a  
30 nominated candidate is unqualified for an office should express such concern to the  
31 elders. Members intending to speak in opposition to a candidate should express their  
32 objection to the elders as far in advance as possible before the relevant church  
33 members' meeting.

34 The moderator shall declare elected all men receiving a three-fourths majority of all  
35 votes cast for the office of elder. For all other offices, the moderator shall declare  
36 elected all persons receiving a simple majority of all votes cast; abstentions will not be  
37 considered as votes cast.

38 The persons elected shall assume their respective offices upon election, unless  
39 another date has been specifically designated.  
40

### 41 Section 6.03 – Calling of the Senior Pastor

42 In the calling of any man to this position, the same basic process of calling an elder  
43 must be followed. In addition, however, the church must be given adequate opportunity  
44 to assess the preaching gifts of any potential senior pastor and, before being asked to  
45 express its judgment, must receive assurance from the elders that, having interviewed  
46 the man concerned, they are in no doubt as to his wholehearted assent to the "Essential

1 Beliefs and Doctrinal Statements” as found in Section 2.01 and to the Church Covenant  
2 as found in Section 2.02. Notice of the nomination of a man to be elected to  
3 membership and called as senior pastor (which shall include, if necessary, election to  
4 membership of his wife if he is married) must be given at two Sunday morning services  
5 following the nomination, prior to the vote at a members’ meeting.  
6

#### 7 Section 6.04 – Calling of Associate Pastor

8 In the calling of any man to the position of associate pastor, the same basic process  
9 of calling an elder must be followed. In addition, however, the church must be given  
10 adequate opportunity to assess the preaching gifts of any potential associate pastor  
11 and, before being asked to express its judgment, must receive assurance from the  
12 elders that, having interviewed the man concerned, they are in no doubt as to his  
13 wholehearted assent to the “Essential Beliefs and Doctrinal Statements” as found in  
14 Section 2.01 and to the Church Covenant as found in Section 2.02. Notice of the  
15 nomination of a man to be called as associate pastor (which shall include, if necessary,  
16 election to membership of him and his wife if he is married) must be given at two  
17 Sunday morning services following the nomination, prior to the vote at a members’  
18 meeting.  
19  
20

### 21 **Article 7 – Indemnification**

#### 22 Section 7.01 – Mandatory Indemnification

23 If a legal claim or criminal allegation is made against a person because he or she is  
24 or was an officer, employee, or agent of the church, the church shall provide  
25 indemnification against liability and costs incurred in defending against the claim if the  
26 elders determine that the person acted (a) in good faith, (b) with the care an ordinarily  
27 prudent person in a similar position would exercise under similar circumstances, and (c)  
28 in a manner the person reasonably believed to be in the best interest of the church, and  
29 the person had no reasonable cause to believe his or her conduct was unlawful.  
30  
31

#### 32 Section 7.02 – Permissive Indemnification

33 At the discretion of the elders, the church also may indemnify any person who acted  
34 in good faith and reasonably believed that his or her conduct was in the church’s best  
35 interest and not unlawful.  
36

#### 37 Section 7.03 – Procedure

38 If a quorum of the elders is not available for an indemnification determination  
39 because of the number of elders seeking indemnification, the requisite determination  
40 may be made by the membership or by special legal counsel appointed by the  
41 membership.  
42  
43

### 44 **Article 8 – Dispute Resolution**

45 Believing that the Bible commands Christians to make every effort to live at peace  
46

1 and to resolve disputes with each other in private or within the Christian church (see,  
2 e.g., Matthew 18:15-20, 1 Corinthians 6:1-8), the church shall require its members to  
3 resolve conflict among themselves according to biblically based principles, without  
4 reliance on the secular courts. Consistent with its call to peacemaking, the church shall  
5 encourage the use of biblically based principles to resolve disputes between itself and  
6 those outside the church, whether Christian or pagan and whether individuals or  
7 corporate entities.

8  
9  
10 **Article 9 – Amendments**

11  
12 The “Essential Beliefs and Doctrinal Statements” (Section 2.01) and the Covenant  
13 (Section 2.02) may be amended by a three-fourths vote of the members present and  
14 voting at a members’ meeting, provided the amendment shall have been offered in  
15 writing at the previous members’ meeting, and shall have been announced from the  
16 pulpit at church services two successive Sundays prior to such vote.

17 All other parts of this constitution, which is not to include Sections 2.01 and 2.02 as  
18 referred above, may be amended by a two-thirds vote of the members present and  
19 voting at a members’ meeting, provided the amendment shall have been offered in  
20 writing at the previous members’ meeting, and shall have been announced from the  
21 pulpit at church services two successive Sundays prior to such vote.

22 The revised version of this constitution shall be made available to all church  
23 members by the church secretary.

24  
25  
26  
27 *All prior church language in previous documents and minutes from this church are*  
28 *superseded by this church constitution.*