

THE
CONSTITUTION

OF

CALVARY
BAPTIST
CHURCH

57175 CRESTVIEW DRIVE
YUCCA VALLEY, CA 92284
(760) 356-9731 or (888) 220-8688
Rob D. Watkins, Pastor

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THE CALVARY BAPTIST CHURCH OF YUCCA VALLEY, CALIFORNIA

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CONSTITUTION
OF
THE CALVARY BAPTIST CHURCH OF YUCCA VALLEY, CALIFORNIA

PREAMBLE

Confirming our faith in the Lord Jesus Christ for our salvation, believing in the historic teachings and practices of the Baptists, and accepting the Bible as our sole and perfect rule of faith and practice, we, therefore, band ourselves together as a body of baptized believers in Jesus Christ and adopt for our government and plan of worship and service the following Constitution and by-laws:

ARTICLE I

Name

The name of this corporation shall be "The Calvary Baptist Church of Yucca Valley, California" incorporated under the laws of the State of California.

ARTICLE II

Purpose

The purpose of this Church shall be:

- a. The worship of Almighty God.
- b. The preaching of the Gospel of Jesus Christ unto the salvation of the lost.
- c. The teaching and instruction of the believers and the development in them of a consistent Christian character.
- d. The promotion of missionary enterprises at home and abroad.
- e. Effective service and soul winning.
- f. The conducting and operating of Christian schools.

ARTICLE III

Character and Government

The Government of the Church is vested in the Body of believers who compose it. It is subject to the control of no other ecclestical body, but it recognizes and sustains the privilege of mutual counsel and cooperation common among Baptist churches.

ARTICLE IV

Our Church Covenant

Having been led by the Holy Spirit of God to receive Jesus Christ as Saviour and to confess Him as Lord, and on confession of this faith, having been baptized in the name of the Father and of the Son and of the Holy Spirit, we do now, in the presence of God and this assembly most solemnly and joyfully covenant with one another, as one body in Christ, to lead a life worthy of the Lord, fully pleasing to Him.

We promise, by the aid of the Holy Spirit, to forsake the ways of sin and to walk together in Christian love and in the paths of righteousness. With this in view we engage to strive together for both the peace and purity of this Church; to sustain its worship and steadfastly to cherish and hold its ordinances, disciplines and doctrines; to contribute, as faithful stewards, such time, talent and money, in the measure that God prospers each of us, that the responsibility for the work of the local Church and the world-wide ministry of spreading the Gospel be faithfully and effectively discharged.

We engage to maintain a systematic, consistent family altar with Bible reading and prayer; to educate our children in the Christian faith and personally seek to win them to Christ in the home; to seek the salvation of our family and friends; to walk carefully in our actions, conversation and manner of life; to abstain from the use and the sale of intoxicating liquors as a beverage, and from every form of evil; to be just in our dealings; to avoid tattling gossiping, back-biting, and excessive anger; and to be zealous in our personal witness for Christ.

We engage to watch over one another in brotherly love; to remember one another in prayer; to aid one another in sickness and distress; to cultivate Christian sympathy and feeling and courtesy in speech; to not be easily hurt and offended if things do not go the way we plan; to be ready for reconciliation immediately, according to Christ's command in Matthew 18.

We engage to honor, love and esteem our Pastor and his family; to pray for him fervently; to support him in the spiritual exercise of his official authority; to attend regularly upon his administrations; to manifest a tender regard for his reputation; to protect him from malicious gossip and back-biting; and to contribute towards his support in proportion to our ability.

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

ARTICLE V

Doctrinal Statement

Section 1. The Word of God.

We believe that the Bible is the Word of God, fully inspired and without error in the original manuscript, written under the inspiration of the Holy Spirit, and that it has supreme authority in all matters of faith and conduct. (II Timothy 3:16; II Peter 1:21).

Section 2. The Trinity.

We believe that there is one living and true God, eternally existing in three persons; that these are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence and redemption. (II John 5:7).

Section 3. God, the Father.

We believe in God the Father, an infinite, personal Spirit, perfect in holiness, wisdom, power and life. We believe that He concerns Himself mercifully in the affairs of men, and that He hears and answers prayer, and that He saves from sin and death all who come to Him through Jesus Christ. (John 4:24; John 3:16,17; John 17:24).

Section 4. Jesus Christ.

We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into Heaven, perpetual intercession for His people, and His personal, premillennial and imminent return for His church. (Isaiah 7:14; John 1:14; John 8:58; I Corinthians 15:3-6; I John 1:7; II Corinthians 5:21; Acts 1:9-11; Hebrews 7:25; I Thessalonians 4:13-17).

Section 5. The Holy Spirit.

We believe in the Holy Spirit, a person who came forth from the Father and Son to convince the world of sin, righteousness and judgement; to regenerate, sanctify, and empower all who believe in Jesus Christ. We believe that the Holy Spirit baptizes and indwells every believer in Christ (I Corinthians 12:13) and that He is their abiding helper, guide, teacher, seal and interpreter of the Word. (John 16:8-11; 13-15; Romans 8:14-17; Ephesians 1:13, 14).

Section 6. Man.

We believe that man was created in the image of God, that he sinned and thereby incurred not only physical death, but also spiritual death which is separation from God. (Genesis 1:27; Genesis 2:17; Genesis 3:6; Romans 5:12).

Section 7. Regeneration.

We believe that all men are sinners by nature and by choice and are, therefore, under condemnation. We believe that all who receive by faith the Lord Jesus Christ as their Saviour are born again of the Holy Spirit and thereby become the children of God eternally. This acceptance of Jesus Christ as personal Saviour is a definite act of the will and is not the result of works, baptism, or church membership. (II Thessalonians 2:7-12; Acts 20:21).

Section 8. The Church.

We believe in the universal church, a living spiritual body of which Christ is the Head and of which all regenerated people are members. We believe that a local church is a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work and fellowship. We believe that to these local churches are committed, for perpetual observance, the ordinances of baptism and our Lord's Supper; and that God has laid upon these churches the task of persuading a lost world to accept Jesus Christ as Saviour and to enthrone Him as Lord and Master. We believe that all human betterment and social improvement are the inevitable products of such a Gospel. (Ephesians 5:22-32; Matthew 16:16-18; Acts 2:38-41).

Section 9. Christian Conduct.

We believe in the need of a holy walk and conversation on the part of every member and in his separation from worldly and questionable habits and amusements, that he may live for the glory of God and the well-being of his fellowmen; that he should be a faithful steward of his possessions; and that he should seek to realize for himself and others the full stature of maturity in Christ. We believe that only a pure church membership can promote a Christ-honoring program and, therefore, desire that all leaders and officers of this Church shall be exemplary in the very minutest details of their lives: (Colossians 3:17; Philippians 2:14-16; II Corinthians 9:6-8; Ephesians 4:11-16).

Section 10. The Ordinances.

We believe that the Lord Jesus Christ has committed two ordinances to the local church - baptism and the Lord's Supper - to be observed and administered until His return:

- a. Baptism. We believe that Christian baptism is the immersion of a believer in water: ". . . In the name of the Father and the Son and the Holy Spirit,"

to show forth in a solemn and beautiful emblem our faith in the crucified, buried and risen Saviour, with its effect, our death to sin and our resurrection to a new life. (Romans 6:4; Colossians 2:12).

- b. The Lord's Supper. We believe that the Lord's Supper is a memorial service setting forth, in a sacred and symbolical manner, the death of the Lord Jesus Christ on our behalf. The emblems used are not literally the body and blood of Christ, nor do they contain His flesh and blood, but are simply symbols. Participation is for all believers who, after self-examination in the light of the Word, combined with confession (I John 1:9), seek to obey the Lord in this observance. (I Corinthians 11:23-30).

Section 11. Religious Liberty.

We believe that every human being has direct relations to God, and is responsible to God alone in all matters of faith; that each church is independent and autonomous and must be free from interference by an ecclesiastical or political authority; that, therefore, Church and State must be kept separate as having different functions, each fulfilling its duty free from the dictation or patronage of the other.

Section 12. Church Cooperation.

We believe that the local church can best promote the cause of Jesus Christ by cooperating with other churches of like faith and order. Such an organization, whether a regional or district conference, exists and functions by the will of the church. Cooperation in a conference is voluntary and may be terminated at any time. Churches may likewise cooperate with interdenominational fellowships on a voluntary independent basis.

Section 13. Satan.

We believe in the distinct personality of the fallen angel Lucifer (Isaiah 14:12-17). We believe that Satan and all unbelievers of all ages will have their final destiny in the lake of fire, that is Hell, for eternity. (Revelation 20:10-15).

Section 14. The Last Things.

We believe in the personal, premillennial and imminent return of Jesus Christ to rapture the church. (I Thessalonians 4:16; II Thessalonians 2:7-12; I Corinthians 15:50-58). We believe in the second advent of Christ, at which time He will establish His kingdom and reign in power and glory. We believe in the bodily resurrection of the just and the unjust; the final judgement; the everlasting blessedness of the saved and the endless suffering of the lost. (John 5:28,29; Revelation 20:11-19).

ARTICLE VI

Membership

Section 1. Admission.

Any person subscribing to the Church Constitution, which includes the Church Covenant and the Doctrinal Statement, may become a member of this Church upon recommendation of the Pastor, and the favorable vote of the members of this Church by:

- a. Baptism: Confession of faith in Jesus Christ as personal Saviour and after being baptized by immersion.
- b. Letter: By letter from another church of like faith and order.
- c. Statement of Faith: Anyone unable to provide a letter, but who gives satisfactory evidence to the Pastor of faith in Jesus Christ as personal Saviour, and of baptism by immersion, if that baptism was not construed to be necessary to salvation.
- d. Restoration: Any person who has been erased from membership may, on the recommendation of the Board of Deacons, be restored by vote of the membership.

Section 2. Duties.

- a. Members shall strive to keep their Covenant obligations. They shall honor and esteem their Pastor, pray for him daily, and assist him in carrying out the program of the Church. They will endeavor to preserve the unity of the Church and, if at any time they find themselves opposed to the fundamental doctrines of this Church and the Baptist denomination, they will not seek to disrupt its fellowship, but will quietly withdraw from the Church.
- b. Every member of the Church is expected to attend its meetings, to work for its upbuilding, to guard its good name in the community, to contribute regularly and according to his ability for the expense of the Church, and to keep the Clerk informed as to his residence.

Section 3. Status.

- a. Active Member: A member who, insofar as is possible, complies with the duties outlined in Section 2 of Article VI.
- b. Non-Resident Member: A member living beyond the field of this Church, or changing residence so as to be unable to attend this or any other

Baptist church, may retain membership in this Church by communicating with the Pastor or Church Clerk at least twice a year.

- c. Inactive Member: A member, to whom the Church meetings are accessible, who absents himself from all meetings, including the communion services, for the space of three months, shall be placed on an inactive roll. Such inactive members may, by faithful attendance at regular services and communion services of the Church for a period of three months, be restored to active membership.
- d. Watchcare Member: When an individual who is not a permanent resident of the area (such as one who is on military assignment), and who comes from a church of like faith and order, and who wishes to retain his or her home church membership, desires to unite with this Church, he or she shall be granted full membership privileges as outlined in this constitution with the understanding that his or her home church membership shall be retained and that membership in this Church shall be terminated upon his or her moving from the area.

Section 4. Dismissal.

- a. Letters of transfer, for the purpose of uniting with some other Baptist church of like faith and order, shall be granted to members in good standing, and shall be sent to the church with which the member wishes to unite.
- b. An inactive member, lost to the knowledge of the Church for one year, shall be placed on a suspended list with the understanding that if he is undiscovered by another year his name shall be erased from the Church roll. A member thus erased may be restored to full membership upon making satisfactory explanation.
- c. A member who joins another church without requesting a letter or certificate of Christian standing shall be erased from the Church roll.

Section 5. Discipline.

- a. Delinquents: The Pastor and the Board of Deacons shall be and constitute a committee on delinquents. They shall seek to interview all members violating their Church obligations or conducting themselves in such manner as to bring reproach upon the Church, and shall endeavor to restore them to the path of fellowship. Failing to receive satisfactory evidence of repentance and reformation, they shall report the offenders to the Church for discipline.
- b. Grievances: In all cases of grievances between members, the offender shall be dealt with in accordance with the rules laid down in the 18th

chapter of Matthew, and no public complaint shall be preferred until this course shall have been pursued. Charges then made shall be in writing and shall be submitted to the Board of Deacons for proper recommendation to the Church.

Section 6. Rights.

All members in good standing shall have equal rights, except that those under twenty-one (21) years of age shall be ineligible to vote on corporate matters. Voting age on other than corporate matters shall be eighteen (18) years of age.

Individual members of this Church have no property rights and upon termination of membership they shall be entitled to no interest in the assets.

ARTICLE VII

Governing Body

Section 1. Elected Officers.

- a. Pastor
- b. Board of Deacons, consisting of seven (7) or more members
- d. Clerk
- e. Head Usher

Section 2. Qualifications.

- a. Pastor. The Pastor shall be an ordained minister. He must believe in the personal, premillennial and imminent return of Jesus Christ to rapture the Church before the beginning of Daniel's seventieth (70th) week. (I Thessalonians 4:16; II Thessalonians 2:7-12; I Corinthians 15:50-58). All prospective candidates must be sent a copy of the Statement of Faith (Article V, Constitution) and be in full agreement, by letter, before being considered as a candidate for the pastorate of this Church.
- b. Deacons. The qualifications of Deacons are set forth in I Timothy 3:8-13, and their duties in Acts 6:1-6.
- c. All officers and committee members shall be active members and in good standing who subscribe gladly to the Constitution of this Church.

Section 3. Delinquent Officers.

- a. Delinquent Officers shall be dealt with as members in Article VI, Section

5a, and this action shall take place if any Board member absents himself from the Church fellowship for a period of three (3) weeks of meetings or absents himself from three (3) monthly Board meetings without valid reason.

ARTICLE VIII

Duties of Officers

Section 1. Pastor.

- a. He shall perform all of the Scriptural duties of his office and, under the guidance of the Holy Spirit, have freedom of the pulpit to preach the Word to the edification of the saints and the regeneration of the lost.
- b. He shall be in complete charge of the stated services of public worship; administer the ordinances; and perform such other duties in connection with the work of the Church as generally appertain to the office of Pastor.
- c. He shall be moderator at all meetings of the Church, Chairman of the Board of Deacons, and ex-officio member of all other boards, committees and auxiliary organizations. He shall be consulted in all matters affecting the life of the Church.
- d. He shall present to the Church at the annual meeting a written report summarizing his works.

Section 2. Deacons.

The Board of Deacons shall be responsible in the following areas:

1. Worship.
2. Christian Education.
3. Trusteeship.

(The Board of Deacons may choose to subdivide itself into committees for the more efficient and effective administration of these areas, but all committees must receive Board approval for final action.)

Matters of Worship

- a. They shall assist the Pastor in his oversight of the spiritual welfare and life of the church.
- b. They shall assist the Pastor at the observance of the Lord's Supper, and with the baptismal services.
- c. They shall visit the sick and care for the poor in the church fellowship, and shall have complete charge of the expenditure of the fellowship funds.

- d. They shall be active in calling upon new members and shall help the Pastor to enlist them in the church program.
- e. They shall arrange for temporary supply of the pulpit; and shall compose the Pulpit Committee.
- f. The Vice Chairman of the Board of Deacons shall be Vice President of the Church Corporation and Vice Moderator.

Matters of Christian Education

- a. They shall be responsible for the organizing, administering and supervising of the total educational program of the Church as it relates to the Bible School and the youth.
- b. They shall be responsible to the Church for the unification or correlation of all the educational interests of the Church, including the Bible School, young people's work, leadership, education, enlistment of leadership, Vacation Bible School, stewardship education, and all other lines of study, worship, evangelism, recreation and service included in a comprehensive program of Christian education.

Matters of Trusteeship

- a. They shall hold in trust all properties belonging to the Church and take all necessary steps for its protection, management and upkeep, including adequate insurance coverage.
- b. They shall have power to buy, sell mortgage, lease, or transfer property valued in excess of \$500.00 (five hundred dollars) only upon specific approval vote by the active Church membership. They shall be empowered to draw and execute all legal instruments for and on behalf of the Church upon proper authorization by the Church.
- c. They shall have control of all use of the Church properties.
- d. They shall decide upon the use of the Church buildings and premises for unscheduled meetings by organizations within the Church and the use of the church buildings and premises by those outside the Church membership.
- e. They, with the Treasurer and the Financial Secretary, shall outline all procedures relative to the handling of all moneys, including the designation of the bank where funds of the Church shall be deposited. They shall also outline procedures for the use of purchase orders, including a list of authorized signatures.

- f. They shall engage a Custodian and such other employees as they deem necessary to the upkeep of the Church property and shall define their duties.
- g. They shall perform such other duties as are outlined in other sections of this Constitution or as may be directed by the Church.

Section 4. Church Clerk.

- a. He shall keep the minutes of all business meetings of the Church, receive all reports from officers and committees, and give a written report at all quarterly business meetings.
- b. He shall keep and maintain the official membership roll.
- c. He shall take care of the correspondence assigned to him in the name of the Church, including the issuing and signing of letters of recommendation and dismissal of Church members.
- d. He shall keep a copy of the Church Constitution current as to amendments, etc.

Section 5. Treasurer. He shall be appointed by the Deacons.

- a. He shall keep an accurate account of all moneys received and disbursed. A weekly receipt record is to be furnished by the Financial Secretary.
- b. He shall disburse all funds by check only. Missionary, benevolent, and all other designated funds shall be disbursed as designated by the donor, or, as in the instance of undesignated funds, as directed by the Church. All disbursements not included in the Church budget and not designated by the donor must be approved by the Board of Deacons before such payment is made.
- c. He shall present a written report of all receipts, expenditures, etc., at each quarterly business meeting, and an annual report, a copy of which is to be distributed to each member at the annual meeting.
- d. He shall meet with the Board of Deacons at their request.

Section 6. Financial Secretary. He shall be appointed by the Deacons.

- a. He shall count all offerings of the Church in the company of the Assistant Financial Secretary or one Deacon.
- b. He shall keep a record of the amount received for each fund and shall furnish the Treasurer with a detailed weekly record of receipts.

- c. He shall make a weekly deposit of all funds at a depository designated by the Board of Deacons.
- d. He shall keep a record of contributions made by members who have so requested, providing Church envelopes are used.

Section 7. Head Usher.

- a. He shall be in charge of the ushering at the regular Church services, and any other services of the Church upon the request of the Pastor or of the Board of Deacons.
- b. He shall be responsible for the proper ventilation of the Church auditorium and the provision of adequate seating at the above services, and of other physical needs as the situation warrants.
- c. He shall be responsible for enlisting an adequate corps of ushers to serve with him, and shall meet with them at least once each quarter.

Section 8. Moderator.

- a. He shall preside over all business sessions of the Church.
- b. Vice-Moderator shall preside in the absence of the Moderator.

ARTICLE IX

Terms of Office

Section 1. The Pastor shall serve for an indeterminate term.

Section 2. The Board of Deacons shall be elected for a term of three (3) years, and, as far as practicable, one-third of the Board shall be elected each year.

Section 3. Other officers and standing committee members shall serve for the term of one (1) year or until their successors have assumed office.

ARTICLE X

Elections

Section 1. Time.

- a. The annual election of officers shall be held in the middle of December on a Wednesday night established by the Board of Deacons.

Section 2. Procedure.

- a. One month before the election of officers, the congregation shall have the

opportunity to nominate any member eligible and willing to serve. The nominees will be submitted to the nominating committee who will then screen the list of nominees and then vote on each nominee regarding recommendation to the congregation. Pastor will then contact those receiving unanimous approval from the Nominating Committee. Two weeks before the election, the Nominating Committee shall present to the Church the names of one or preferably two or more persons for each office and standing committee (Nominating and Budget Committees excepted) to be filled.

Section 3. Mode of Election.

- a. All elections shall be by ballot, a plurality vote of the ballots cast being necessary for the election of any officer.
- b. There being no objection, the voters may empower a single person to cast the vote for the body.
- c. All officers shall assume their duties at the beginning of the fiscal/calendar year.

ARTICLE XI

Committees

Section 1. Nominating Committee.

- a. A Nominating Committee consisting of five (5) members, two (2) of whom shall be Deacons, shall be named by the Board of Deacons. The nominations shall be presented to the Church for approval at the annual Report Business Meeting in January. The Nominating Committee shall serve one (1) year.
- b. The Nominating Committee shall present to the Church their nominations according to the procedure outlined in Article X, Section 2, and Article XII, Section 2.
- c. The Nominating Committee shall promptly note all vacancies occurring during the year in any elective position and submit nominations at once to fill the same, election of which is to be held at any regular business meeting of the Church.

Section 2. Auditing Committee.

The Auditing Committee shall consist of three (3) members and shall audit the books of the Treasurer and Financial Secretary once a year, and at such other times as the Board of Deacons may direct, and shall submit a written report to the Church at the first quarterly meeting of the next fiscal year. This committee shall be elected at the annual business meeting of the Church.

Section 3. Budgeting Committee.

The Budget Committee shall consist of the members of the Board of Deacons, Treasurer, Financial Secretary, Christian Education Director, and the Commander of the AWANA program. This Committee shall prepare a budget for the coming year and present it to the Church for approval at the annual business meeting. Any additions or revisions to the budget during the year shall be reviewed by the Committee and recommended to the Church for action. The Chairman of the Deacon Board shall preside as Chairman of the Budget Committee.

ARTICLE XII

Meetings

Section 1. Devotional Meetings.

- a. The Church shall meet regularly each Lord's Day for worship and the preaching of the Gospel.
- b. 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.
- c. The Church shall meet at least once each week for prayer, testimony and conference.
- d. 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.
- e. In view of the confusion existing regarding various translations of the Bible, we believe it is in the best interest of the Church that the King James version be the Basis for Bible study and reading from the pulpit.

Section 2. Business Meetings.

- a. The fiscal year of the Church shall be from January 1 to December 31, inclusive.
- b. The annual Report Business Meeting of the Church shall be held as near January 15th as conveniently possible.
- c. The annual election of officers of the corporation and Church shall be held in the middle of December on a Wednesday night established by the Board of Deacons.
- d. Business meetings of the church shall be held at least once each quarter as near to the 15th of the month following the close of the quarter as possible.

- e. Any ordinary matter of business requiring action by the Church may be presented and acted upon at any ordinary meeting of the congregation.
- f. Any extraordinary business involving the buying and/or selling of Church property shall be publicly posted on the bulletin board and announced from the pulpit at two regular Church services at least two (2) days before such meetings.
- g. Special business meetings of the Church may be held at any time by order of the Board of Deacons, the Pastor, or upon written request of a quorum of the membership.
- h. All matters of business to be considered by the Church membership must be presented to the Deacon Board for consideration prior to such meetings.

Section 3. Quorum.

A quorum for Church business and elections shall be 20% of the active Church membership.

ARTICLE XIII

Pastoral Relations

Section 1. Pulpit Committee.

When it is necessary to call a Pastor, the Board of Deacons shall appoint a Pulpit Committee, consisting of five (5) of its members, which shall take necessary steps to secure a Pastor. In seeking a suitable man, the Committee may take suggestions from members of the Church. The Committee shall investigate the merits of every man under consideration in regard to personal character, education, ministerial record, and preaching ability in determining his fitness for said pastorate, and report to the entire Board. When a suitable man has been found, the Board of Deacons shall recommend him to the Church for its consideration. Only one candidate shall be considered at a time.

Section 2. Calling a Pastor.

The calling of a Pastor shall come before the Church at a specially called business meeting, notice of such meeting and its purpose having been read from the pulpit at all services for one week preceding the meeting, and each active member of the Church notified of such meeting by mail. A vote, by ballot, of three-fourths of the active members present and qualified to vote shall be necessary to extend a call to anyone under consideration. Only one candidate shall be presented to the Church at a time.

Section 3. Pastor's Salary.

The salary shall be fixed at the time of the call and may be changed upon recommendation of the Board of Deacons and vote of the Church at any regular business meeting. The Pastor shall be entitled to an annual paid vacation of four (4) weeks. The Pastor will not be compensated for vacation not taken. The time of his vacation is to be agreed upon by the Board of Deacons. The Pastor shall be allowed two (2) weeks of outside meetings per year and he shall arrange for his supply in his absence. The Pastor shall be entitled to an annual conference expense allowance.

Section 4. Termination of Pastorate.

- a. The term of this office may be ended upon thirty (30) days notification in writing on the part of the Pastor or the Church. The Pastor shall first give his resignation to the Board of Deacons before it is presented to the Church.
- b. All action to dismiss the Pastor shall be referred to the Board of Deacons for its consideration before action is taken by the Church. The Board of Deacons shall consider the merits of any written request when signed by one-tenth of the active and voting membership of the Church and shall act accordingly in presenting the matter to the Church. Such action shall be taken at a regular or called business meeting, but only after the notice and the opportunity of a hearing has been given the Pastor, and shall be by written ballot with three-fourths majority vote of the active members present necessary to carry a motion for dismissal.
- c. In the event the Pastor wins a vote of confidence of the Church at such an election, all officers signing such a petition mentioned above in Section 4b of this Article shall automatically relinquish their office.

ARTICLE XIV

Other Employees

Section 1. Qualifications.

This Church shall engage as salaried staff for the spiritual emphasis of the Church only those who have accepted Christ as their Saviour and are living consistent Christian lives.

Section 2. Call.

The assistant to the Pastor and other employees, such as those listed in this section, may be called at any regular or called meeting of the membership. A majority of the members present and qualified to vote shall be necessary to

extend a call to anyone under consideration. All employees shall work under the direction of the Pastor and Board of Deacons and shall be responsible to them except where the Constitution definitely states otherwise. In all questions of dispute or dissatisfaction employees shall have the right to appeal directly to the Board of Deacons. Upon the resignation of the Pastor, the assistants, whether Assistant Pastor, Youth Director, or Director of Christian Education, may continue in their respective positions only upon review of their individual positions by the Board of Deacons who shall make recommendation to the Church accordingly.

Section 3. Salary.

Salaries, vacations and other benefits shall be fixed at the time of employment and may be changed upon recommendation of the Board of Deacons and by vote of the Church.

Section 4. Other Employees.

The Board of Deacons shall be authorized to employ, on behalf of the Church, persons for such positions as nursery workers, secretary, custodian, and others rendering support services. The Deacons shall be further authorized to determine their salaries, within the limits approved by the congregation in the official Church budget.

ARTICLE XV

Auxiliary Organizations

Section 1. No organization shall be formed or considered a part of the Church activities before its sponsors have submitted their plans to the Pastor and the Board of Deacons for sanction or approval, and such sanction or approval has been granted. The constitutions of auxiliary organizations shall not conflict with the Constitution of this Church. Meetings of auxiliary organizations shall be held so as not to conflict with the regular meetings of the Church.

Section 2. The various organizations are requested to confer with the Pastor from time to time regarding their plans and activities. All matters of importance that affect the Church shall be submitted to the Board of Deacons for approval.

Section 3. The Presidents and Treasurers of all auxiliary organizations, including organized Bible School classes, and all regular Bible School teachers, sponsors of youth groups, and children's activities, must be members in good standing.

ARTICLE XVI

Finances

Necessary finances for conducting the Church, its program and missionary outreach shall be obtained through voluntary freewill offerings. Additional freewill offerings may be taken as deemed advisable by the Board of Deacons. No entertainment, suppers, bazaars, or other projects shall be held by the Church or auxiliary organizations with the intent of making a profit.

ARTICLE XVII

Christian School

Section 1. Name.

The name of the school shall be "Calvary Baptist Church School".

Section 2. Legal and Financial Standing.

The School shall operate fully under the provisions of the charter, constitution, corporate number, and tax exempt status of the Calvary Baptist Church of Yucca Valley, California, and is an integral part of the same.

Section 3. Governance.

- a. The School is to be governed and operated under the following provisions:
 1. The senior Pastor of the Calvary Baptist Church of Yucca Valley, California is the Superintendent of Calvary Baptist Church School.
 2. The Board of Deacons of the Calvary Baptist Church of Yucca Valley, California will be the Board of Education of Calvary Baptist Church School.
(Henceforth, the terms "senior pastor" and "superintendent" and the terms "board of deacons" and "board of education" shall be synonymous.
- b. The Board of Education shall exercise supervision over the operation and development of Calvary Baptist Church School. It is further authorized to sign all legal documents necessary to the operation of the school.
- c. The Superintendent, Board of Education, and the Administrator shall set operational procedures and establish all educational policies basic to the operation of the School, and shall be responsible for the employment, promotion, and dismissal of all members of the school staff. They shall be responsible for the oversight of all budgetary and capital expenditures.

ARTICLE XVIII

Disposition of Church Property

Section 1. Division.

In case of organic division of the Church membership, the Church property shall belong to those members who abide by this Constitution.

Section 2. Dissolution.

Should conditions arise where, for any reason, the Church work can not continue, the Church property shall be transferred to churches or missionary organizations which uphold the spirit as well as the letter of the doctrinal statement of this Church as set forth in this Constitution.

Section 3. Consolidation.

Should conditions arise where a consolidation with another church of the same denomination be advisable, the Board of Deacons shall be authorized by the Church to negotiate the terms of such a consolidation in so far as the property is concerned. A report of such agreement must be made to the Church, and approval granted by the Church, before any legal papers are signed.

ARTICLE XIX

Amendments

This Constitution may be amended at any regular or called business meeting of the Church by a two-thirds vote of those qualified, present and voting, provided a quorum is present and voting; and provided that notice of such amendment, stating the proposed change, shall have been given from the pulpit on the previous two successive Sundays at both morning and evening services; and provided a copy of the proposed amendment shall have been posted. At no time can any amendment be adopted that would be contrary to historic Baptist beliefs and practices as outlined in the Statement of Faith.

ARTICLE XX

Rules of Order

The rules contained in Robert's Rules of Order, Newly revised, shall govern the business proceedings of this Church in all cases where they are not inconsistent with this Constitution.