

CALVARY CONSTITUTION
with
CHURCH COVENANT
and
DECLARATION OF FAITH

NAME
(Article 1)

As declared in the Articles of Incorporation and in the Certificate of Incorporation issued by the State of California, on the 23rd day of June 1948, the name of this Church shall be The Calvary Baptist Church of Los Gatos, California.

PURPOSE AND COVENANT
(Article 2)

Purpose (Section 1)

The purpose of this Church shall be to proclaim the Gospel of Christ according to the commission of Matthew 28:19-20 and, in keeping with Ephesians 4:12-13, to equip believers for work in His service to the building up of the Body of Christ that we may attain to the unity inherent in our faith and to full maturity in Christ.

Church Covenant (Section 2)

Having been led by the Holy Spirit of God to receive Jesus Christ as our Savior and Lord and having been obedient to Him in believer's baptism by immersion as taught in the New Testament, we do now in the presence of God and our fellow believers solemnly enter into this covenant with one another as one body in Christ.

We shall seek:

- To maintain the personal discipline of regular prayer, worship, and study of the Scriptures that we may grow in the image of Jesus Christ, our Savior and Lord.
- To pray for one another and to serve one another in Christian love; to forgive, even as we ourselves have been forgiven of God, and to seek reconciliation according to Christ's command.
- To be mindful that we are called to be doers of the Word and not hearers only and thus to serve in this Church with our time, our talents, and our possessions.
- To set a proper example before our families at all times; to train our children in the doctrines and duties of our faith; and to maintain family and private devotions.
- To walk before all men that the light of God's presence may shine from our lives in such manner as to encourage them to come to Him Who is the Way, the Truth, and the Life; therefore, we shall not indulge in practices which might be detrimental to the moral, spiritual, or physical well-being of ourselves, our fellowship, or our community. Where personal habits and indulgence in pleasures may be an offense or cast a stumbling block in the path of others, we will voluntarily abstain from these practices in order to maintain a pure witness (Romans 14:12-23).

We further agree that should it be necessary to be absent from this congregation, we shall seek out a church of like faith and practice where we can carry out the principles of the Word of God; or that upon changing residence to another community where there is

1 a church of like faith and practice, we shall transfer our membership without
2 unnecessary delay.

3
4 Believing in a loving God Who is sovereign in all the affairs of men and believing in the
5 deity of our Savior, His virgin birth, His sinless life, His atoning death, His bodily
6 resurrection, His promised return to consummate history, and our essential oneness with
7 others of like faith, we shall seek to love God with our whole heart, soul, mind, and
8 strength, and to love our neighbors as ourselves. May God help us as we seek to keep
9 this covenant into which we have prayerfully entered as fellow members of Christ's body.

10
11 DECLARATION OF FAITH

12 (Article 3)

13
14 God is a Person Who has revealed Himself as a Trinity in unity, Father, Son, and Holy
15 Spirit - three Persons and yet but one God. (See Deuteronomy 6:4; Matthew 28:19; I
16 Corinthians 8:6)

17
18 The Bible, including both the Old and New Testaments, is a divine revelation, the original
19 autographs of which were verbally inspired by the Holy Spirit. (See II Timothy 3:16; I
20 Peter 1:12.)

21
22 Jesus Christ is the image of the invisible God, which is to say He is Himself very God.
23 He took upon Himself our nature, being conceived by the Holy Spirit and born of the
24 virgin Mary. He died on the cross as a substitutional sacrifice for the sin of the world; He
25 arose from the dead in the body in which He was crucified; He ascended into heaven in
26 that body glorified, where He is now, our interceding High Priest. He will come again
27 personally and visibly to set up His Kingdom and to judge the quick and the dead. (See
28 Colossians 1:15; Philippians 2:5-8; Matthew 1:18-25; I Peter 2:24-25; Luke 24; Hebrews
29 4:14-16; Acts 1:9-11; 1 Thessalonians 4:16-18; Matthew 25:31-46; Revelation 11:15-17;
30 20:4-6; 11-15.)

31
32 Man was created in the image of God but fell into sin, and in that sense is lost. This is
33 true of all men; and except a man be born again, he cannot see the Kingdom of God.
34 Salvation is by grace through faith in Christ, Who His own self bare our sins in His own
35 body on the cross. Nothing can separate true believers from the love of God; but they
36 are kept by the power of God, through faith, unto salvation, the sure proof of this being
37 their patient continuance and progress in righteousness and true holiness. The
38 retribution of the wicked and the unbelieving and the rewards of the righteous are
39 everlasting, and as the reward is conscious, so is the retribution. (See Genesis 1:26-27;
40 Romans 3:10, 23; John 3:3; Acts 13:38-39; Acts 1:6-8; John 10:27-29; Acts 4:12; John
41 3:16; Matthew 25:46; II Corinthians 5:1; II Thessalonians 1:7-10.)

42
43 The Church is an elect company of believers baptized by the Holy Spirit into one body.
44 Its mission is to witness concerning its Head, Jesus Christ, preaching the Gospel among
45 all nations. It will be caught up to meet the Lord in the air before He appears to set up
46 His millennial Kingdom. The local church is a body of immersed believers associated
47 together for work, worship, and fellowship. It is independent and autonomous and is free
48 from all ecclesiastical or political interference. (See Acts 2:41; 15:13-17; Ephesians 1:3-
49 6; I Corinthians 12:12-13; Matthew 28:19-20; Acts 1:6-8; 1 Thessalonians 4:16-18.)

1 MEMBERSHIP

2 (Article 4)

3
4 Active Membership (Section 1)

5 The active membership of this Church shall be composed of those who have given
6 testimony of having received the Lord Jesus Christ as personal Savior, who have been
7 obedient to Christ in believer's baptism by immersion, who have declared their agree-
8 ment with the Church Covenant and Declaration of Faith, and who have been received
9 into the membership in accordance with the procedures outlined in the Bylaws.
10 Regularity in attendance and support of the Church with time, talents, and possessions,
11 unless hindered by illness or other unavoidable causes, shall be necessary to sustain
12 active membership.

13
14 Non-Resident Membership (Section 2)

15 Members who move from the area shall be expected to seek another church home of
16 like faith and order in their new community. If they do not find it possible or advisable to
17 move their membership, they may be retained on the roll as non-resident members,
18 provided they continue to display interest in this Church and to contribute toward its
19 financial support.

20
21 Inactive Membership (Section 3)

22 Designated representatives of the Church shall communicate, by personal contact if
23 possible, with local members who become irregular in attendance and non-resident
24 members who fail to communicate with the Church. If they do not display renewed
25 interest or give satisfactory reason for their absence or lack of communication, they shall
26 be placed on the inactive membership roll.

27
28 Transfer of Membership (Section 4)

29 Letters of transfer shall be granted for members in good standing to other churches of
30 like faith and order.

31
32 Dismissal from Membership (Section 5)

33 After being on the inactive roll for one year, those inactive members who have not been
34 restored by the Council of Elders to an active status by reason of their renewed
35 dedication and interest shall be removed from the roll.

36
37 Designated representatives of the Church shall contact and seek to help spiritually any
38 member who displays behavior that is out of harmony with the practices of the Church or
39 is detrimental to its testimony. If the matter is not corrected, the member may be
40 dismissed from the membership by action of the Council of Elders.

41
42 ORGANIZATION OF THE CHURCH

43 (Article 5)

44
45 Council of Elders (Section 1)

46 The Council shall consist of six Lay Elders selected from biblically qualified members of
47 the Church. The Senior Teaching Pastor and the Senior Executive Pastor shall be
48 Elders by virtue of their office and members of the Council. These Elders shall consider
49 all matters of importance to the Church and lead it in its God-given purpose. The Elders
50 shall have the authority to make appointments of such persons as are necessary to
51 implement the Constitution and Bylaws. They shall be chosen and organized according

1 to the Bylaws. In the event that it is necessary for the Council to operate with less than a
2 full contingency of 8 Elders present, the number of lay elders present shall always
3 exceed by at least two the Senior Pastors present.

4
5 Senior Teaching Pastor (Section 2)

6 The Senior Teaching Pastor shall be called by the Church. An affirmative vote by at least
7 three-fourths of the voting membership present at a special called meeting shall be
8 required to extend a call to a candidate for the Senior Teaching Pastorate. The call shall
9 be extended according to the procedures outlined in the Bylaws of this Constitution.

10
11 Senior Executive Pastor (Section 3)

12 The Senior Executive Pastor shall be called by the Council of Elders.

13
14 Deaconate (Section 4)

15 A Deaconate of a minimum of 12 biblically qualified members of the church shall be
16 appointed by the Council of Elders. The Deaconate shall be charged with the
17 organization of the Church to best serve the needs of the congregation by providing
18 stewardship over ministry resources, both human and physical. The Deaconate shall be
19 responsible to the Council of Elders and shall be appointed and organized according to
20 the Bylaws.

21
22 Church Staff (Section 5)

23 As they may deem necessary for an effective spiritual ministry, Pastor Associates shall
24 be secured by the Senior Pastors and confirmed by the Council of Elders. Other Staff
25 members shall be secured by the Senior Executive Pastor to provide an efficient
26 administrative and operational organization. These services shall be secured in
27 accordance with the Bylaws, and within the resources allocated for Staff expenses.

28
29 Church Clerk (Section 6)

30 A Church Clerk shall be appointed from the Church membership by the Council of
31 Elders.

32
33 Duties (Section 7)

34 The duties of all the above shall be as outlined in this Constitution and its Bylaws.

35
36 Terms of Office (Section 8)

37 The Senior Pastors shall be called for an indefinite term. A full term for a lay-elder on the
38 Council of Elders shall be a maximum of six years. The terms of Elders shall be
39 staggered so that continuity of leadership is maintained. The term of office of all others
40 above shall be as provided for in the Bylaws.

41
42 ORGANIZATION OF THE CORPORATION
43 (Article 6)

44
45 Board of Directors (Section 1)

46 The Board of Directors of the Corporation shall be the Council of Elders.

47
48 President (Section 2)

49 The Chairman of the Council of Elders shall be the President of the Corporation.

1 Vice President(s) (Section 3)

2 The Council of Elders, acting as the Board of Directors of the Corporation, shall from the
3 membership elect at least one Vice President.

4
5 Secretary (Section 4)

6 The Council of Elders, acting as the Board of Directors, shall from the membership elect
7 a Secretary of the Corporation.

8
9 Treasurer (Section 5)

10 The Council of Elders, acting as the Board of Directors, shall from the membership elect
11 a Treasurer of the Corporation.

12
13 Time of Election (Section 6)

14 All of the above-named Officers of the Corporation shall be elected by the Council of
15 Elders, acting as the Board of Directors, at the first meeting held following the Annual
16 Meeting of the Church.

17
18 Duties (Section 7)

19 The duties of the Council of Elders and Officers of the Corporation, acting as the Board
20 of Directors, shall be to transact all legal activities in behalf of the Church, as provided
21 for in the Constitution and Bylaws, or laws or regulations.

22
23 MEETINGS OF THE CHURCH MEMBERSHIP

24 (Article 7)

25
26 Moderator (Section 1)

27 The Moderator of the Church shall be the Chairman of the Council of Elders, who shall
28 preside at all called meetings of the membership. The Vice Moderator of the Church
29 shall be the Vice Chairman of the Council of Elders, who shall assume the duties of the
30 Moderator in the absence or incapacity of the Chairman of the Council of Elders.

31
32 Quorum (Section 2)

33 A quorum for voting at any meeting of the church membership shall consist of the voting
34 members present.

35
36 Qualified Voters (Section 3)

37 All active members of record in good standing and 16 years of age or over are entitled to
38 vote unless legal requirements stipulate to the contrary.

39
40 Annual Meeting (Section 4)

41
42 A meeting of the membership shall be held annually at the close of the church year as
43 stipulated in the Bylaws. An annual report showing the actual financial condition of the
44 Church shall be presented by the Treasurer. The annual budget, as approved by the
45 Deaconate and ratified by the Council of Elders, shall be submitted to the Church for
46 information and challenge for prayer.

47
48 Special Meetings (Section 5)

49 Special meetings of the membership may be called at any time by the Moderator. He
50 also will call a special meeting of the membership upon written request of 10% of the
51 qualified voting members of the Church. Notice of each special meeting and the purpose

1 for which it is called shall be given from the pulpit during the Sunday services preceding
2 the date of the meeting, or upon written notice by the Moderator to the entire
3 membership at least one week prior to the date of the meeting.

4
5 Vacancies (Section 6)

6 Vacancies on the Council of Elders by virtue of completion of term or other causes will
7 be filled by the Council of Elders from selected biblically qualified members of the
8 church. A confirmation by a majority of those members present and voting at a meeting
9 of the church membership will be necessary to affirm the candidate.

10
11 Succession of Governance (Section 7)

12 Should an unusual and/or catastrophic event occur which renders the Council of Elders
13 unable to fulfill their governance, the Senior Pastors shall have the full authority of
14 governance of the Church until a new Council can be chosen and ratified by the
15 membership. Should the Senior Pastors also be rendered unable to serve as governing
16 elders, the Chairman of the Deaconate shall appoint four other deacons to serve with
17 him as governing elders until a new Council can be chosen and ratified by the
18 membership. Should all of the above be rendered unable to serve, the membership shall
19 immediately select five godly, qualified men to govern until the constitutional order can
20 be restored.

21
22 Meetings of the Council of Elders (Section 8)

23 The Council shall meet at least monthly and at other occasions as may be necessary to
24 maintain currency and timely response to matters of concern.

25
26 Meetings of the Deaconate (Section 9)

27 The Deaconate shall meet at least monthly and at other occasions as may be necessary
28 to maintain currency and timely response to matters of concern.

29
30 Rules of Order (Section 10)

31 Roberts Rules of Order (Revised) shall govern the transaction at all Church membership
32 meetings unless the Rules are in conflict with this Constitution and its Bylaws, in which
33 case the Constitution and Bylaws shall prevail.

34
35 Indemnification (Section 11)

36 The Council of Elders shall by resolution provide for the indemnification of members of
37 the Council, staff members, employees, and volunteers in positions of responsibility with
38 the church to protect them from suits brought or threatened to be brought against them
39 personally by reason of their position with the church, their good faith actions for the
40 benefit of the church, or for negligence insured against by the church. Nothing in this
41 clause shall violate California Corporations Code, Section 9246.

42
43 Conveyance of Property (Section 12)

44 Upon the approval of the membership for each action the Board of Directors shall have
45 the authority to sell, exchange or purchase real property, or to receive and sell real
46 property gift-deeded to the church in the best interest of the church ministries and vision.

47
48 The Board of Directors shall have the authority to hypothecate real property, enter into a
49 land lease for a term greater than one year or enter into any contract to secure debt of
50 the church in an amount which, in combination with all existing debt immediately
51 preceding the transaction would not exceed in the aggregate ten percent (10%) of the

1 total appraised value of the church's real property assets. Actions in excess of this limit
2 shall require the approval of the membership.
3

4 AUXILIARY ORGANIZATIONS

5 (Article 8)

6
7 Initiation (Section 1)

8 Auxiliary organizations of the Church shall be initiated only upon the approval of the
9 Council of Elders.

10
11 Government (Section 2)

12 The Council of Elders shall have supervision over, and give guidance to, all auxiliary
13 organizations. Their constitutions and procedures shall be in harmony with the
14 Constitution and Bylaws of the Church.

15
16 Qualifications of Officers (Section 3)

17 Only members of the Church in good standing may serve as officers and teachers of
18 auxiliary organizations.

19
20 Elections (Section 4)

21 Organizations whose members are eligible for Church office shall hold their elections in
22 the month following the church annual meeting.

23
24 Coordination with Church Program (Section 5)

25 Auxiliary organizations shall cooperate with the total Church program and shall not enter
26 into missionary support or projects of their own except in exceptional cases upon
27 approval of the Council of Elders. Their meetings shall not conflict with the scheduled
28 meetings of the Church.

29
30 Audits (section 6)

31 The Board of Directors shall each year order an Audit of the church financial records and
32 procedures by a credible auditing firm in accordance with standard auditing regulations.
33 The results of the audit shall be provided to the membership in summary form.

34
35 AMENDMENTS

36 (Article 9)

37
38 This Constitution may be amended at any regular meeting of the membership or a
39 special meeting called for this purpose. Amendments shall require a two-thirds vote of
40 members present, with the exception of Article 3, for which a unanimous vote of the
41 membership present shall be required. Notice of the proposed amendment must be
42 given by means of a mailing to the membership two weeks prior to the meeting. All
43 proposed amendments must first be presented to and approved by the Council of Elders
44 before formal announcement can be made.

45
46 BYLAWS

47 (Article 10)

48
49 Bylaws to this Constitution may be adopted as required to implement its purposes. Bylaws may not
50 conflict with or supercede the Constitution. Amendments to the Bylaws shall be by action of the Coun

1 of Elders. Written notice of all actions affecting the Bylaws shall be provided to the membership either
2 by letter or through the official publications of the Church.
3
4
5