



COLLEGE HEIGHTS BAPTIST CHURCH

CONSTITUTION AND BY-LAWS College Heights Baptist Church Grants Pass, Oregon September 3rd, 2014

College Heights Baptist Church
1832 Dowell Road ~ Grants Pass, Oregon ~ 97527
541-479-6943 ~ chbc1832@gmail.com
www.collegeheightsbaptistchurch.org

We as a body of baptized believers in Christ Jesus, do declare and establish this constitution and these by-laws to guide in achieving and maintaining:

1. The security of the principles of our Christian faith,
2. An orderly manner of self-government consistent with the teachings of the Holy Bible, and
3. The liberties inherent in each individual member, and the freedom of action of this church concerning its' own affairs.

ARTICLE I

NAME:

This body of Christians shall be known as College Heights Baptist Church, residing at 1832 Dowell Road, Grants Pass, Oregon.

ARTICLE II

PURPOSE:

To know Jesus Christ and make Him known

- A. The proclamation of the Gospel,
- B. Christian fellowship worship, training in Christian Doctrine and Service, and participation in Bible Study, and
- C. Cooperation with other organizations which share our concern for the Salvation of mankind, especially through cooperation with the Siskiyou Baptist Association, Northwest Baptist Convention, and the southern Baptist Convention in world mission programs.

ARTICLE III

ARTICLES OF FAITH

The Articles of Faith for this body shall be those adopted by the Southern Baptist Convention, 2000. These are printed in the booklet, "The Baptist Faith and Message".

ARTICLE IV

VISION STATEMENT

We seek Maturity in Christ, Minister as gifted, on Mission sharing our faith, and Manage Resources wisely.

OUR CHURCH COVENANT

- Having been led as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Savior, and on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Ghost, we do now, in the presence of God's angels, and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ.
- We engage, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church, in knowledge, holiness, and comfort: to promote its' prosperity and spirituality; to sustain its' worship, ordinances, discipline, and doctrines; to contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and to the spread of the gospel through all nations.
- We also engage to maintain family and personal devotions; to religiously educate our children; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment; to avoid all tattling, gossip, backbiting, and excessive anger; to refrain from intoxication beverages in excess, and from non-medical narcotic; and to be zealous in our efforts to advance the Kingdom of our Savior.
- We further 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 in feeling and Christiana courtesies in speech; to be slow to take offense, but always ready for reconciliation, and mindful of the rules of our Savior to secure it without delay.
- We moreover engage that when we remove from this place we will, as soon as possible, unite with some other church where we can carry out the spirit of this covenant and the principles of God's Word.

ARTICLE VI

CONGREGATIONAL GOVERNMENT

The governing of this church is in the hands of its members in good standing. In matters of disputes as to the qualifications of any member to vote or be heard, the subject being considered shall be tabled until a subsequent announced business meeting at which the voting rights in question shall be decided by majority vote. This church is subject to no control whatever by any other ecclesiastic organization. The Holy Scriptures (Bible) shall constitute the authority in matters of faith and practice.

INCORPORATION

College Heights Baptist Church shall be incorporated in accordance with the laws of the State of Oregon governing religious bodies and the handling of property shall be in accordance with such laws.

Section II

CHURCH MEMBERSHIP

Section 1. General

This is a sovereign and democratic church under the Lordship of Christ Jesus. The members retain for themselves the right of exclusive self-government in all phases of spiritual and temporal life. They also reserve for themselves the exclusive right to determine who shall be members of this church and the conditions of such membership.

Section 2. Candidacy

Any person may publicly offer himself as a candidate for membership in this church. All such candidates shall be presented for membership to the church at a regular church service, following a period of prayerful consultation with the pastor and /or deacons. or others elected by the church for such purpose, during which consultation they are determined to be sincere and receptive to the teachings and covenants of this church.

The basis for membership in the church shall be:

1. By public profession of faith in Jesus Christ as personal Savior with Request for baptism according to the policies of this church.
2. By public promise and subsequent receipt of a letter of membership from another Church of like doctrine and practice, with expressed agreement with the faith, practices, and covenant of this church.
3. By restoration upon a public statement of prior conversion experience and baptism in a New Testament church of like doctrine and practice, with substantial agreement with the faith and covenant of this church.
4. Prior to Membership, participate in CHBC 101 or 102

Upon meeting the qualifications above, the candidate shall be received into full membership upon a majority vote of the voting members present. Should there be substantial expressed dissent as to any candidate, such dissent shall be referred to the pastor and deacons)or others elected for such purpose.)

Section 3. Termination of Membership

Membership shall be terminated in the following ways.

1. Death of the member
2. Transfer to or affiliation with another church
3. Exclusion by church action
4. Request by member themselves, without issuance of letter.
5. Inactive members are those who refrain from attending services of the church for one year without any communication with the church.

Appropriate church leadership will make every effort to contact inactive members. Upon subsequent recommendation by the leaders and by vote of the membership at any business meeting, such person shall be placed on an inactive status. Persons on the inactive roll shall have no voting rights.

Section 4 - Statement on Marriage and Sexuality

We believe that term “marriage” has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture. We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

We believe that any form of sexual immorality, such as adultery, fornication, homosexuality, bisexual conduct, bestiality, incest, pornography or any attempt to change one’s sex, or disagreement with one’s biological sex, is sinful and offensive to God.

We believe that in order to preserve the function and integrity of the church as the local Body of Christ, and to provide a biblical role model to the church members and the community, it is imperative that all persons employed by the church in any capacity, or who serve as volunteers, should abide by and agree to this Statement on Marriage and Sexuality and conduct themselves accordingly.

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not accord with scripture nor the doctrines of the church.

Section 5. Christian Discipline

- All such proceedings shall be pervaded by a spirit of Christian kindness, forbearance, and love. The pastor, other members of the church staff and deacons are available for counsel and guidance. The attitude of members toward one another shall be guided by a concern for redemption rather than punishment. Galatians 6:1 and Psalms 133:1
- Should some serious condition exist which would cause a member to become a liability to the general welfare of the church, the Pastor and Deacons will take every reasonable measure to resolve the problem in accord with Matthew 18:15-17 and other scriptural guidance.
- If it becomes necessary for the church to take action to exclude a member, a three-fourths (3/4) vote of the members present and voting is required; and the church may proceed to declare the person to be no longer in the membership of the church.

The church may restore to membership any person previously excluded, upon request of the excluded person, and by vote of the church upon evidence of the excluded person’s repentance and reformation.

ARTICLE III **CHURCH OFFICERS**

Section I

TRUSTEES

A trustee shall hold in trust all property of the church. They shall not sell, mortgage or otherwise encumber the real estate or other property of the church without a three fourths (3/4) majority vote of the congregation. A trustee is elected to serve for three (3) years, and rotated off after a three year tenure. A trustee serving his last year automatically becomes the Chairman for the ensuing year. Trustees do not serve independently of the church congregational instructions.

CLERK

A clerk shall be elected for a calendar year period of one year, but can serve additional terms as approved by congregational vote. A clerk will file and preserve reports, letters, and other communications received and sent; keep a register of church membership, prepare any other correspondence as required, and keep a complete record of church proceedings.

TREASURE

A treasurer will be elected to serve one calendar year, and may serve additional terms. They shall account for all receipts of all monies and make disbursements as set forth in a duly elected budget. They shall provide a monthly financial report of expenditures and present reports at a regular business meeting. A treasurer will be a member of an elected Budget Team.

IN GENERAL ALL TEAM AND LEADERSHIP

Section 2. **By Teams**

There are four church Team Leadership priorities of the church: Management, Maturity, Ministry, and Missions. Each Team leader (of the four) must be an active member of the church. Each of the four "Priority Teams" should fulfill one of three goals:

Exalt god, Equip the Believer for Service, and Evangelize the Lost for Christ.

Individuals become a member of a Team by 1. Interest and Commit, 2. God says do/through another person and you agree.

Non-church members can serve on a team, but not as Leader.

- Be Simple - Absence of Pretense
- Be Honest - Serve with Integrity
- Be Flexible - In Organization and Spirit
- Be in Balance - Maturity, Ministry, Mission, Management
- Be willing to take a Faith Risk - Failures are part of growth process
- And NEVER GIVE UP!

CHURCH TEAM LEADERS

"Team Leaders"

This Team consists of Pastor, Management Leader, Maturity Leader, Ministry Leader, Missions Leader, Record Keeper, and during any meetings will be moderated by Deacon Chair, or designated person.

"They keep the Vision before the People."

The Management Team: Meets for prayer, planning, and vision casting once a month. Any item to be included in the calendar of events, or business of the church to be deliberated, is to be presented to the Pastor, the Deacons, or any other member of the Four Priority Teams. Those items, if needed, will be presented to the congregation for (approval/rejection) by majority vote.

1. Pastor
2. Management Leader; Administrator [pastor] if not present
3. Maturity Leader
4. Ministry Leader
5. Mission Leader
6. Record Keeper
7. Deacon Chair Leader

PRIORITY TEAMS

MISSION - “Connect with those not yet Christian”

- Evangelism - outreach, team activities
- Missions - Local and Foreign

MATURITY - “Connect with God personally & Corporately”

- Worship
- Prayer
- Discipleship
- Sunday School

MINISTRY - “Connect with God in our Community”

- Fellowship
- Preschool - Children - Youth
- Ministry - Women - Men

MANAGEMENT - “Connect God’s People & Resources to do His work”

- Leader - Volunteer or Hired Administrator
- Finance Team
- Bookkeeper/and clerical Staff
- One Deacon
- Custodial
- Trustees
- Grounds and Maintenance

TEAM DESCRIPTIONS/AND TEAM MEMBER RESPONSIBILITIES

All four priority teams will not change, because they are the purposes of the church. However, some teams will be temporary. Check with Pastor, church office or Management Team Leader for description and Team member responsibility guide. Church team members will function under the following covenant.

TEAM MEMBER COVENANT

1. I am on board with our church's purposes, vision, and direction
2. I will support the leadership, pastor, and team structure
3. I am willing to lead by example through...
 - Teachable spirit
 - Team player
 - Regular Ministry attendance
 - Practice Servant-hood [give of time in serving others]
 - Biblical giving of my resources to the church
 - Willingness to learn effective communication
 - Utilize biblical models of working out conflict
 - With God's help Model Christ-likeness
4. I sense God's calling to serve in this role
5. I experience significance and value from who I am in Christ
6. I will identify and utilize spiritual giftedness and personality
7. I am willing, when called upon by God and others, invest myself in others as a leader
8. I will seek consistent attendance to team meetings and training

I accept these expectations as set forth in this Team Member Covenant of College Heights Baptist Church.

I will joyfully and responsibly enter into the fulfillment of these expectations.

Signature

Date

PASTOR (Qualifications found in 1 Tim. 3:1-7)

Salaries, vacations, and benefits shall be negotiated at the time of employment. These may be re-negotiated with the Finance Committee and approved by vote of the church.

The pastor is responsible for leading the church in functioning as a New Testament Church in Preaching, Teaching, and Disciple: "Equip the Saints for the work of Ministry."

1. In his absence the ordinances may be administered as designated by the church, a licensed or ordained Baptist clergy or by one of the Deacons.
2. Willing to associate with this church, the SBA, and the NWBC
3. An ex-officio member of all teams of the church. He shall serve as advisory
4. Supervise and coordinate the ministries of the ministerial staff
5. Perform all of the scriptural duties of his office, under the influence of the Holy Spirit
6. Supervise and lead the series of public worship.
7. Present a written report, while coordinating with church leadership, which summarizes the ministry and provides the vision for the church's direction for the next year at the annual business meeting.
8. Perform such other duties as shall be agreed to with the Deacon body.

Term of office shall be for an indeterminate term. His term may be ended by the pastor thirty (30) days after notification to the Deacon Body, and subsequently to the church.

The motion to call a pastor may come before the church at any business meeting or duly called special business meeting, upon meeting the requirements for published notice. In addition, each active voting member shall be notified of the meeting by mail. A ballot of three-fourths (3/4) of the active voting members shall be required to extend a pastoral call. Only one candidate shall be presented to the church at a time. A Pastor Search Committee shall be elected by the church to seek a suitable pastor. All members in good standing, however, have the privilege of referring names of prospective pastors to the committee for their consideration. A recommendation from the committee shall constitute a nomination. The Search Committee shall bring the nominee under consideration to the church via secret ballot, with an affirmative vote of three-fourths (3/4) of those members voting, required to extend a call. This committee is dissolved upon securing of a suitable pastor.

Section 3

DEACON TEAM

Qualifications for a deacon are outlined in 1 Tim. 3:8-13. Each deacon will assist the pastor in ministries of the church, with the leadership of the Holy Spirit. Deacons will assist in the administering of the Lord's Supper, assist pastoral duties, conduct worship services as necessary, and perform such other functions as the church may determine.

Section 4

TEAM DESCRIPTIONS/and TEAM MEMBER RESPONSIBILITIES

All four Priority Teams will not change, because they are the purposes of the church. However, some teams will be temporary. check with Pastor, Church office or Management team Leader for descriptions and Team member responsibility guide. Church Team members will function under the following Values:

- Be Simple - Absence of Pretense
- Be Honest - Serve with Integrity
- Be Flexible - in Organization and spirit
- Be in Balance - Maturity, Ministry, Mission, Management
- Be willing to take a Faith Risk - Failures are part of growth process
- And Never Give up on your Team

Section 5

ACCOUNTABILITY

No church officer, church member, team member, or employee of College Heights Baptist Church shall encumber the church for any personal use [credit accounts, cellular telephone contracts, grocery accounts, etc.] unless approved in our annual Church Budget Business meeting or a special called Business Meeting. Furthermore, any item purchased in the name of College Heights Baptist Church, shall become the sole property of College Heights Baptist Church. Amended April 20th, 2008
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BUSINESS MEETINGS

A business meeting, moderated by the chairman of the deacon body, held in regard to church business will be conducted with deliberations governed by the Parliamentary Rules set forth in Roberts Rules of Order. A special called business meeting must be announced at a regular worship service and in the weekly bulletin at least one week prior to the meeting to be held. Any emergency that warrants immediate action will be taken care of by the deacon body, who will contact the appropriate personnel. Church body will be advised of the nature of the emergency and the action taken at the next general meetings.

All Articles of this Constitution, and items included in the By-Laws may be amended as needed. Amendments under consideration must be submitted to the church leadership, and announced to the general membership at least one week prior to a regular or called business meeting for voter (approval/rejection) by a three-quarters (3/4) majority of those voting.