

Covenant Bible Church Constitution and By-laws

Article I

Name

The name of this church shall be AXIS CHURCH of TAYLORSVILLE.

Amendment 1

As of January 3, 2017, the name of this church shall no longer be Axis Church of Taylorsville, but rather, "Covenant Bible Church".

Article II

Foundation, Object and Priorities of Ministry

1. The foundation of this Church is the Lord Jesus Christ (I Corinthians 3:11), and its code of guidance in all its affairs, the Word of God (Ephesians 3:19-20), and this Church does here affirm its faith that the Holy Scriptures of the Old and New Testaments are the Word of Almighty God (Mark 13:31).

2. The object of this Church shall be to worship God according to the teaching of His Word, to practice the precepts and examples of the Church of our Lord Jesus Christ as set forth in the New Testament, to sustain its ordinances and doctrines and to preach and propagate among all peoples the Gospel of Salvation which is by personal faith in Jesus Christ as Savior and Lord.

3. The priorities of ministry of this church flow from the glory of God that is revealed in Jesus Christ. We exist to exalt this glory in worship (John 4:23), savor this glory in nurture and education (I Corinthians 14:26; II Peter 3:18), and spread this glory in evangelism, missions, and loving deeds (I Peter 2:9; 3:15; Matthew 28:18-20; 5:16)

ARTICLE III

Membership

The membership of this Church shall consist of persons who confess faith in the Lord Jesus Christ as personal Savior, who give evidence of regeneration by living consistent with their profession and with the views of faith, doctrine and practice of this Church, who have been baptized by immersion

and who have been received into its membership according to the By-Laws of this Church and the admission of the Elders.

ARTICLE IV

Leadership and Organization

1. Under the authority of Jesus Christ and the Word of God, the Elders of the Church are the final authority within this local Church. This authority is normally exercised through the election of officers to govern the Church. These Elders will come together to vote on the following issues as well as any others deemed necessary by the Elders:

- a. Accept members into the Church, give letters of transfer or recommendation to members, or drop members from the Church roll;*
- b. Elect officers of the Church;*
- c. Discipline members by dismissing them and discipline officers by removing them from office;*
- d. Approve annual budgets of the Church, authorize any expenditure of the funds of the Church when such expenditure is not covered by an approved budget, and approve any transactions regarding real property;*
- e. Accept, reject, or otherwise dispose of any matter submitted to the leadership of the Church by the any of the Elders, or any active members of the local church;*
- f. Adopt, amend, or repeal the Constitution or By-Laws of this church;*
- g. Approve the call, job description and initial salary of Vocational Pastors and Ministers.*

2. The offices of the Church shall be Elder and Deacon. The purpose of the officers of the Church is to lovingly govern, care for, and equip the saints, the membership, to do the work of the ministry.

3. The leadership of the Church shall be vested in the Elders who are responsible for governing the Church, teaching the Word and tending the flock of God in this Church. The Elders shall be equal in authority but may be specialized in function.

4. Deacons shall assist the Council of Elders by performing services of advice, administration and implementation.

ARTICLE V

The Church Property

ARTICLE VI Revisions, Additions and Amendments

1. Revisions, additions or amendments of this constitution may be made only in the following manner:

- a. by a majority vote of the Elders
2. Article II (1) and VI (2) of this constitution shall not be repealed, amended nor revised.

BY-LAWS

ARTICLE I

Membership

Section 1

GENERAL PROCEDURE

All actions regarding membership, either of admission or dismissal, shall be by vote of the Elders. At any of the regular meetings for worship, the Church may, without special notice, act upon the reception of members, or upon transfer of members to other churches. Reception of members may, without special notice, be acted on by groups, within the Church, more limited than the full membership of the Church, using procedures specifically authorized by vote of the Elders at a regular meeting upon recommendation of the Elders.

Section 2

ADMISSION BY BAPTISM

Any person professing faith in the Lord Jesus Christ, giving evidence of change of heart, and having accepted the faith, aims and ideals of this Church as expressed in the London Baptist Confession of Faith of 1689 and Church Covenant, may be received into membership by baptism, upon recommendation of the Elders.

Section 3

ADMISSION BY LETTER

Members from other churches holding like faith may be received as members with us upon presentation of letters of transfer from such churches, and upon acceptance of the faith, aims and ideals of this Church as expressed in the London Baptist Confession of Faith of 1689 and the Church Covenant. If such credentials be of older date than six months prior to their presentation, the applicant may be required to furnish additional information.

Section 4

ADMISSION BY EXPERIENCE OR RESTORATION

All applicants for membership other than by baptism or by letter of transfer, that is by Christian experience if previously baptized, or by restoration, shall be received into the church in the same way as those by baptism, except the ordinance shall not be administered.

Section 5

INSTRUCTION TO NEW MEMBERS

a. Any person or persons seeking official membership in any of the ways set forth in Sections 2 through 4 above must have been regular participants in the worship and/or activities of this Church for a minimum of 3 months before initiating the membership process.

b. All persons uniting with this Church in any of the ways set forth in Sections 2 through 4 above shall previously, by the Elders, be made acquainted with the Church Covenant and the London Baptist Confession of Faith of 1689. New members shall pledge themselves to fulfill their stewardship obligations as to worship, service, and giving, when they make public profession of faith and join the church.

c. Potential members will be subject to a membership interview with at least one of the Elders of the Church wherein their profession of faith, evidence of repentance, Christian virtue, and knowledge of the Gospel of Jesus Christ will be discerned to the best of the ability of the Elder(s).

Section 6

DISMISSAL OF MEMBERS

a. Members in good standing who have fulfilled their obligations to the Church, or satisfactorily arranged the same with the Elders, shall upon request be granted a letter of transfer to unite with such Church as they may designate. Such letter of transfer shall be sent to the Pastor or the Clerk of the Church the member intends to join and shall be valid only for six months, but may be renewed after that time by vote of the Church upon recommendation of the Elders if satisfactory reasons be given for the non-use. These limitations of time shall be included in the letter of transfer. Members who shall unite with another church without such letter shall be dropped from the Church roll. Members in good standing who have fulfilled their obligations to the Church, or satisfactorily arranged the same with the Elders, and who desire to unite with a church of another denomination, shall receive a certificate of character and be dismissed.

b. Members who move from this city shall supply the Church with their new address and apply

for a letter of dismissal within one year provided there be a church of the same faith and order in the place to which they move. If necessary, it shall be the duty of the Elders to remind such member of their duties in this respect. In case there is no such church in the place, or there are circumstances which render it inadvisable to change membership, the member shall report to the Church as often as once a year at least, in person or by letter and by contribution. All non-resident members who do not so report shall be subject to dismissal by the Church after appropriate efforts have been made to contact the member and remind them of their duties.

ARTICLE II

Church Government

Section 1

GENERAL STATEMENT

a. Officers. The Officers of the Church shall be the Elders and the Deacons. Officers shall be called to office by vote of the Elders as provided for in Article II, Section 2 and Section 3 of these By-Laws. All officers of the Church shall be members of the Church in good and regular standing. The Elders and Deacons shall be composed of men only. Except as provided in paragraphs (b) and (c) below, the Elders and the Deacons are the only bodies and positions created by these By-Laws.

b. Clerk, Treasurer, and Financial Secretary. The Elders shall elect at any meeting, members to the positions of Church Clerk, Treasurer and Financial Secretary. The functions of Treasurer and Financial Secretary shall not be performed by one member. The Treasurer and Financial Secretary shall be bonded by the Church in a suitable amount. The Elders shall provide a written description of duties to the Clerk, Treasurer, and Financial Secretary.

c. Teams and Appointees. The Elders have the authority to create positions to which it may delegate any specified aspect of its responsibility. The Elders have the authority to dissolve any team or position which it created. The Elders also have the authority to appoint Elders, Deacons or other members of the Church to serve as members of such teams and to act as its agents in such positions. The Deacons may nominate candidates for any team or position, with appointment by the Elders. Every team shall have a leader, responsible for the overall operation of the team, who shall be appointed by the Elders. The Elders may delegate the responsibility for selecting the leader to the Deacons or to the team. (For example, such teams and positions may include a Missions Team and a Small Group Team, among others.)

Section 2

VOCATIONAL PASTORS AND MINISTERS

a. Definition. Vocational Pastors are the ordained Elders of the church, who in response to God's call, have devoted their vocational lives to the ministry of the Word and prayer in the service of the church of Christ. Vocational Ministers are the non-ordained ministers of the church who, in response to God's call, serve the church of Christ as their primary vocation. Both Vocational Pastors and Vocational Ministers are supported financially by the church in return for their vocational labors.

b. Duties. In addition to the duties of their office as described in Sections 4 and 5 below, Vocational Pastors and Ministers shall perform the duties determined by the Elders. The duties shall be in writing at the time of the call to service, and substantial changes shall be approved by the Elders. The Lord's call of a Vocational Pastor is a call to the Eldership of the church. Therefore Vocational Pastors shall be Elders and have all the Biblical qualifications of an Elder. Vocational Ministers are not necessarily called to the Eldership, but as assisting partners in the ministry. Vocational Ministers may, when appropriate, be called by the Lord, through inspiration of one or multiple Elders, to the office of Elder.

c. Vocational Call by the Elders. The Elders shall call Vocational Pastors and Ministers

(1) by ballot upon recommendation of the Elders and

(2) by at least a two-thirds majority of those Elders voting at the meeting with at least ten percent (10%) of the Elders present. Oral notice of any such meeting, stating its object, shall be given to all Elders at least one week preceding the meeting. Notice shall also be given by e-mail to the Elders at least one week before the meeting. Vocational Pastors and Ministers shall stand for reaffirmation not later than the third annual meeting following their call or previous reaffirmation. Reaffirmation of a Vocational Pastor or Minister shall be by two-thirds vote of the Elders present and voting at the meeting.

d. Termination of Vocational Call by the Elders.

(1.) By resignation. The question of terminating the vocational call of a Vocational Pastor or Minister shall be considered at any time by the Elders upon the presentation of the Pastor's or Minister's resignation.

(2.) Grievance. Where a grievance exists against a Pastor or Minister, either due to his preaching or teaching contrary to the beliefs of the Church as set forth in Article II of its Constitution or to alleged conduct on his part unfitting an Elder or Deacon, such grievance may be brought before the Elders by at least two members in good standing, following the procedure prescribed in Article V of these By-Laws. If the Elders, after thorough investigation and consideration, believe the grievance to be true and substantial, then the vocational call of the Pastor or Minister may be terminated at any meeting upon the recommendation of the Elders when supported by closed ballot of a majority of those Elders of the Church present and voting with at least ten percent (10%) present at such meeting. Oral notice of any such meeting, stating its object,

shall be given at least two weeks preceding the meeting. Notice shall also be given by e-mail to the resident membership at least one week before the meeting.

(3.) *Lack of reaffirmation.* If a Vocational Pastor or Minister fails to be reaffirmed to the office of Elder or Deacon as provided in paragraph (c) above, a special meeting shall be called to consider the question of terminating the vocational call with that Pastor or Minister. The vocational call shall be terminated only if supported by closed ballot of a majority of the Elders present and voting with at least ten percent (10%) of those present. Public notice of any such meeting, stating its object, shall be given at least two weeks preceding the meeting. Notice shall also be given by e-mail to the Board at least one week before the meeting. Removal from office and termination of the vocational call by this means shall not be considered disciplinary action.

e. Licensing and Ordination. In the matter of licensing and ordaining any person to the Gospel Ministry, the church shall follow, as far as possible, the procedure laid out in Scripture, namely Acts 6:1-6, Acts 13:1-3.

Section 3

LAY OFFICERS

a. Definition. Lay officers are the non-Vocational Elders and Deacons of the Church.

b. Duties. Lay Elders and Deacons shall have the duties of their offices as described in Sections 4 and 5 below.

c. Calling. The Elders shall recognize, interview, and investigate candidates for lay Elder and Deacon. The Elders shall provide either to nominate candidates or to present themselves as candidates for office and for further investigation. In no instances shall any individual be considered a nominee for the office without the nominee's consent. In those cases where the Elders conclude that a nominee is not qualified for office they shall so inform the nominee, stating the reasons for this conclusion.

Any of the Elders shall present a ballot of candidates for calling or reaffirmation as Elders or Deacons at any meeting. Any of the Elders may also nominate candidates for election to office at any meeting, provided that the written ballot of nominees is available for review at least ten days in advance of the meeting - and is announced publicly by e-mail or in the Sunday morning worship at least ten days in advance of the meeting.

d. Removal.

1. Resignation. An officer may resign his office at any time if he finds he is no longer able to discharge the duties of the office.

2. Grievance. Where a grievance exists against an officer of the Church either due to the adherence to and propagation of beliefs contrary to the beliefs of the Church as set forth in Article

II, Sections 1 and 2 of its Constitution or to alleged conduct on his part unfitting an Elder or Deacon, such grievance may be brought before the Elders by at least two members in good standing, following the procedures prescribed in Article V of the By-Laws of this Church. If the Board, after thorough investigation and consideration, believes the grievance to be true and substantial, then the officer may be removed from office upon the recommendation of the Elders when supported by closed ballot of a majority of those Elders present and voting at any meeting with at least ten percent (10%) present at such meeting. Oral notice of any such meeting, stating its object, shall be given at least two weeks preceding the meeting. Notice shall also be given by e-mail at least one week before the meeting.

3. *Lack of reaffirmation.* If a Lay Elder or Deacon stands for reaffirmation and fails to be reaffirmed, the Elder or Deacon shall be removed from office. Removal from office by this means shall not be considered disciplinary action.

Section 4

ELDERS

a. *Composition, Term, and Calling.* The Elders shall be men only, both Lay Elders and Vocational Elders. The Elders shall be of the number at any time determined by the needs of the ministry and by the call and qualification of men in the church. The call and any reaffirmation(s) shall be conducted as provided in Article II, Sections 2 and 3 of these By-Laws.

b. *Qualifications.* Elders and nominees for Elder shall be qualified for the office as specified in the Bible. Relevant texts include I Timothy 3:1-7, Titus 1:6-9 and I Peter 5:1-4. Elders are also required to be in agreement with the London Baptist Confession of Faith of 1689.

c. *Responsibilities.* The fundamental responsibility of the Elders is to devote themselves to prayer and the Word. The Elders are responsible for governing the Church, teaching the Word and tending the flock of God in this Church. The responsibilities of the Elders shall include: examining prospective members and acquainting them with the London Baptist Confession of Faith of 1689 and Church Covenant, overseeing the process of Church discipline, examining prospective candidates for office, scheduling and providing a moderator for business meetings, providing for reporting and recording of official Church business, overseeing the work of the Deacons and appointed church agents and teams, conducting worship services, administering the ordinances of the Gospel, equipping the membership of the Church for the work of the ministry, teaching the whole counsel of God both formally and informally, correcting error, overseeing, coordinating and promoting the ministries of the Church, and mobilizing the Church for world mission.

d. *Organization.* The Elders shall organize themselves however they determine to be best to achieve the mission of the Church. The Elders shall be equal in authority but may be specialized in function. The Elders must meet at least once per quarter. Meetings of the Elders may be held at any

location and may be conducted by means of electronic communication through which the Elders may simultaneously hear each other. Unless the Elders provide otherwise, meetings of the Board may be held immediately upon notice. A quorum for meetings of the Elders is defined as at least one-half of the Elders, except for matters on which only Lay Elders are entitled to vote in which case a majority of the Lay Elders shall constitute a quorum. The Elders shall select their representative to the Church body from among themselves and can be specific to the topic that is being represented.

Section 5

DEACONS

a. *Composition, Term, and Calling.* The Deacons may be both Vocational and Lay Deacons. The number of Deacons shall be determined by the needs of the ministry. Each Deacon shall be called by the Elders of the Church. The call and any reaffirmation shall be conducted as provided in Article II, Sections 2 and 3 of these By-Laws.

b. *Qualifications.* Deacons and nominees for Deacon shall be qualified for the office as specified in the Bible. Relevant texts include I Timothy 3:8-12.

c. *Responsibilities.* The Deacons shall advise and be ready to assist the Elders in any service that shall support and promote the ministry of the Word, new and existing ministries of the Church, and the care for the members of the congregation. Their responsibilities may include:

1. administering a fund to assist the poor and needy and otherwise providing aid in times of crisis or distress;
2. the greeting and welcoming ministries of the church;
3. assisting at fellowship gatherings of the church;
4. caring for and maintaining the Church properties;
5. administering the business affairs of the Church that pertain to its material assets.

d. *Organization.* The Deacons shall organize themselves however they determine to be best to achieve the mission of the church. The Elders or the Deacons may designate any specific Deacon or group of Deacons to specialize in some particular Deaconal function. Meetings of the Deacons, or sub-teams thereof shall be held as needed to best fulfill the responsibilities of the Deacons.

ARTICLE III

Church Employees

In addition to Vocational Pastors and Ministers, the church may employ additional personnel. The moneys for such personnel must be approved by the Elders at a properly called meeting. The Elders

shall be responsible for determining the duties of and hiring such personnel.

Section 1

IN GENERAL

No method of raising funds shall be entertained which is in conflict with the Scriptural ideals of the Church.

All funds donated for missions by the societies and organizations of the Church shall pass through the Church Finance Secretary and the Treasurer in order that due record may be made and credit given to the Church. The Deacons shall provide assistants for the Financial Secretary in accounting for funds donated if necessary.

Section 2

CONTRIBUTIONS

It is understood that membership in this church involves financial obligations to support the Church and its causes with regular and proportionate giving. Each member shall be encouraged in Scriptural giving, with tithing as the ideal minimum. Special offerings may be sought by the Church, or by any of its organizations, with the approval of the Elders. This shall not preclude individuals from making special offerings or designated gifts at any time as the Spirit of God may move them.

Section 3

FINANCIAL PLANNING

The financial planning of the Church shall be carried out through the medium of annual budgets for carrying out of the various programs of its work. Annual budgets shall be adopted by the Elders upon recommendation, or, if authorized by the Elders, the Deacons or other team. Matters involving staff compensation shall be the responsibility of the lay Elders. The Elders may delegate this responsibility provided such delegation is to lay Deacons or other lay members of the Church.

Section 4

ACCOUNTS

Financial receipts from all sources shall be accounted for by the Finance Secretary according to the purposes for which contributions are designated. The Treasurer of the Church shall disburse these funds promptly according to the financial program of the Church as detailed in the Budgets or other

authorized designations. All moneys for missions shall be remitted in accordance with the Mission Budget of the Church or otherwise designated, preferably each month and not less than each quarter.

Section 5

INDEBTEDNESS

No note or contract exceeding 1% of the total annual budget whereby the credit of the Church is pledged shall be made except by recommendation and approval of the Elders.

Section 6

AUTHORITY TO BIND THE CHURCH

The Elders are the only officers who have authority, in accordance with these By-Laws, the Church Constitution, and any applicable laws, to execute legal documents relating to real estate, church property, and church finances. Such bindings may be executed upon the recommendation of the Elders when supported by closed ballot of a majority of those Elders present and voting at any meeting with at least ten percent (10%) present at such meeting. Oral notice of any such meeting, stating its object, shall be given at least two weeks preceding the meeting. Notice shall also be given by e-mail at least one week before the meeting.

ARTICLE IV

Meetings

Section 1

FOR WORSHIP

Public services shall be held on the first day of the week, the Lord's Day, in accordance with the pattern laid down by the Apostles of our Lord Jesus Christ. Additional gathering may be held on whatever days deemed appropriate by the Elders. The Lord's Supper shall be celebrated at such times as the Elders may determine. Other religious services may be appointed as the advancement of the work of the Church may require.

Section 2

FOR BUSINESS

a. Special Meetings. The Elders or any ten members in good standing, may call for a special

meeting. Notice of the meeting shall be given from the pulpit or by other notification, the particular object of such meeting being clearly stated in the notice. In the calling of special meetings for purposes where an interval after advance notice is required by provision in these By-Laws or according to law, such provisions shall be observed. Notice shall be given at least one week in advance for meetings on specially important matters not otherwise provided for.

b. *Notice Provisions.* Unless specifically defined in other sections of these By-Laws or the Constitution, "resident membership" means those members who reside within 75 miles driving distance from the church building, "notice . . . in writing" means a written announcement sent by regular U.S. mail, and "notice . . . from the pulpit" means an oral announcement at each of the Sunday morning services.

ARTICLE V

Organization of Members for Ministry

Members of this church shall have the liberty to participate in and organize themselves for ministry, provided that such participation and organization does not conflict with Article II of the Constitution. Any such organization may seek church sanction from the Elders as an official ministry of the Church. Such sanction shall be granted provided that:

1) the object, purpose, belief and conduct of the organization and its members is consistent with Article II of the Constitution, and

2) the primary officers of the organization are: members of the church who have been approved under guidelines established by the Elders.

Sanction by the Board of Elders does not necessarily imply support of the organization by the church with personnel, finances, or facilities. Such support may be requested as provided by the leadership of the church.

ARTICLE VI

Discipline

Church discipline shall be carried out by the Elders in accord with the Constitution and By-Laws and as explained in the Word of God. Matthew 18:15-20 will be used in instances of personal sin between two believers. 1 Corinthians 5 and 2 Thessalonians 3:6-12 will be used in cases of open sin. A mixture of these passages may be necessary when unrepentant sin against a brother or sister also

becomes public. Discretion in these cases will be left to the Elders.

ARTICLE VII

Amendments General

Amendments to these By-Laws may be introduced through written motion at any meeting. Amendments shall not be acted on until the following meeting, at which time an affirmative vote of the majority of the Elders, or a two-thirds majority of those Elders present at the meeting and voting shall be required for acceptance; provided, however, that at least ten percent (10%) be present at such meeting, and that notice of the proposed change or amendment be given at least two weeks to the meeting.