

Mount Calvary Baptist Church

Amended Bylaws

2021

PREAMBLE

Placing our faith wholly in the Lord Jesus Christ for salvation, we believe in the Holy Trinity (Father, Son, Holy Spirit), the Virgin Birth, Jesus' death, burial, physical resurrection and ascension into heaven. We further believe in the teachings and practices of the Baptist Church and the principles for which the Church has stood.

1. The preeminence of Christ as our divine Lord and Master.
2. The supreme authority of the Bible, in its entirety, as our rule of faith and practice.
3. The right of an individual's interpretation of God's word as revealed to that person by the Holy Spirit.
4. The absolute separation of Church and state.
5. The regenerated (born again) Church membership.
6. Belief in the ordinance of baptism by immersion upon personal confession of faith, and Holy Communion, of the saints in obedience to the commands of Christ.
7. The solemn obligation of majority rule, guaranteeing equal rights of all: special privilege to none.
8. The spiritual unity of all believers for which the Master so earnestly prayed.
9. A World-Wide Missionary and Evangelism Program in obedience to the command of Christ.
10. We, therefore, unite together as a body of baptized believers in Jesus Christ and adopt as our governing principles, order of worship and directive of service the following articles:

ARTICLE I - NAME

This body of Christian believers is an Incorporated Non-Profit 501-c-3 Entity in the State of Virginia; **Mount Calvary Baptist Church, Inc.** and is known and to operate as the **Mount Calvary Baptist Church** hereinafter referred to as the ("Church").

ARTICLE II **PURPOSE**

The purpose for which this Church is formed is "the public worship of "Almighty God" according to the doctrine, faith, teachings and practices of the Baptist Church. It is also our desire to give visible form to our faith, fellowship and calling. We shall seek to fulfill this purpose through programs of Christian nurture; proclamation of the gospel; and ministering to human needs in our community and world in the name of Jesus Christ.

ARTICLE III **CHURCH MEMBERSHIP**

SECTION 1. Church Membership: The membership of this Church shall be composed of persons who have been called from the world by confession of their faith in Jesus Christ and accepted into membership by:

- a) Baptism in water by immersion
- b) Letter from their last Church
- c) Christian Experience
- d) Restoration

SECTION 2. Active Membership:

Active membership shall be those persons who contribute regularly and continuously of their time, talent and finances in support of God's program through the Church. "Regularly and Continuously" is defined as two or more times per month.

SECTION 3. Withdrawal of Fellowship:

- a) By Application. When a member is given a letter with which to unite with another Church of the same faith, and thus not discontinue their Church relations, but transfer from one fellowship to another.
- b) By Excommunication. When the Church in exercising its lawful authority to discipline, withdraws fellowship from one proven to be an unworthy member, his fellowship with the Church is dissolved.
- c) By Death.

ARTICLE IV

TENETS OF FAITH AND DOCTRINE

The Church accepts the Scriptures as the revealed Will of God, the all sufficient rule of faith and practice, and for the purpose of maintaining general unity adopts these Statements of Fundamental Truths and Doctrine.

SECTION 1. The Scriptures Inspired: The Bible is the inspired Word of God, a revelation from God to man, the infallible rule of faith and conduct, and is superior to conscience and reason, but not contrary to reason (2 Tim. 3:15-17; 1 Peter 1:23-25; Hebrews 4:12).

SECTION 2. The One True Godhead: The triune Godhead is comprised of three (3) separate and distinct personalities, The Father, The Son, and The Holy Spirit, who are eternally self-existent, self-revealed and function as one entity. Jesus Christ, who is God manifested in the flesh, is the second member of the Godhead, co-equal and co-eternal with The Father and The Holy Spirit.

SECTION 3. Man, His Fall and Redemption: Man was created good and upright, for God said, "Let us make man in Our image, after Our likeness". But, man, by voluntary transgression, fell and his only hope of redemption is in Jesus Christ the Son of God (Genesis 1:26-31, 3:1-7; Romans 5:12-21).

SECTION 4. The Salvation of Man:

- a) *Man's only hope of redemption is through the shed blood of Jesus Christ.* On the cross Jesus Christ became sin and sickness providing both salvation and divine healing for all mankind (Psalm 103:3), being justified freely by His Grace through the redemption that is in Christ Jesus. For by grace we are saved through faith. "The word is near you, in your mouth and in your heart--that is, the word of faith which we are preaching, that if you confess with your mouth Jesus as Lord, and believe in your heart that God raised Him from the dead, you shall be saved; for with the heart man believes, resulting in righteousness, and with the mouth he confesses, resulting in salvation" (Romans 3:24; Ephesians 2:8; Romans 10:8-10).
- b) *The Evidence of Salvation.* The inward evidence to the believer of his salvation, is the direct witness of the Spirit (Romans 8:16). The outward evidence to all men is a life of righteousness and true holiness. "And this is His commandment, that we believe in the name of His Son Jesus Christ, and love one another, just as He commanded us." (1 John 3:23); ... while you are waiting for these things to happen and for him to come, try hard to live without sinning; and be at peace with everyone so that he will be pleased with you when he returns (II Peter 3:14).
- c) *Faith and Works.* Salvation is by faith in Jesus Christ and not by human works; however, our works will determine the rewards for us in eternity (Romans 10:9-1 and II Corinthians 5:10).

SECTION 5. Baptism in Water: The ordinance of baptism by a burial with Christ should be observed as commanded in the Scriptures by all who have really repented and in their hearts have truly believed on Christ as Savior and Lord. In so doing, they declare to the world that they have died with Jesus and that they have also been raised with Him to walk in newness of life. (Matt. 28:19; Acts 10:47, 48; Romans 6:4).

SECTION 6. The Lord's Supper: "And when He had given thanks, He broke it, and said, 'This is my body which is for you. Do this in remembrance of me.' In the same way also the cup, after supper, saying, 'This cup is the new covenant in my blood, Do this, as often as you drink it, in remembrance of me.' Let a man examine himself, and so eat of the bread and drink of the cup" (1 Cor. 11:24; 25, 28).

SECTION 7. The Sacrament of Marriage: We believe in adherence to Biblical Principles, to include marriage being divinely ordained by God and consisting only of the assembly in marriage between "one man and one woman". Under no other circumstances will a wedding outside of this Biblical doctrine and divine intent take place on the properties of the Church or be performed by any clergy of the Church.

SECTION 8. The Promise of the Father: All believers are entitled to, and should ardently expect and earnestly seek, the promise of the Father, the Baptism in the Holy Ghost and Fire, according to the command of our Lord Jesus Christ. This was the normal experience of all in the early Christian church. With it comes the endowment of power for life and service, the bestowment of the gifts and their uses in the work of the ministry. (Luke 24:49; Acts 1:4-8; 1 Corinthians 12:1-31). This wonderful experience is distinct from and subsequent to the experience of the new birth (Acts 2:38; 10:44-46; 11:14-16; 15:7-9).

SECTION 9. The Evidence of the Baptism in the Holy Spirit: The full consummation of the Baptism of believers in the Holy Spirit is evidenced by the initial physical sign of speaking with other tongues as the Spirit gives utterance, and by the subsequent manifestation of spiritual power in public testimony and service (Acts 2:4; 10:44-46; 19:2, 6; 1:8).

SECTION 10. The Church: The church is the body of Christ, the habitation of God through the Spirit, with divine appointments for the fulfillment of her great commission. Each believer, born of the Spirit, is an integral part of the general assembly and church of the firstborn, which are written in Heaven (Ephesians 1:22; 2:19-22; Hebrews 12:23).

ARTICLE V **OFFICERS**

The ordained officers of this Church will consist of the scriptural New Testament officers, namely Pastors and Deacons. In keeping with the interpretation of the Baptist faith, we hereby establish other officers that are needed to carry on the duties of this Church, including but not limited to, Church Clerk, Assistant Church Clerk, Trustees, Secretaries, Deaconess, Chairperson of Finance Ministry, Joint Leadership, Superintendent of Church School, Director of Christian Education, Social Secretary and Presidents of Ministries. Persons for said offices shall be elected and/or appointed by the Pastor as needed to carry out the work of the Church; and each office and officer shall be approved by the Church.

ARTICLE VI **DUTIES OF OFFICERS**

SECTION 1. Duties of the Pastor: The Pastor shall Preach the Gospel, Administer the Ordinances, watch over the membership, promote the spiritual interest of the Church, and organize its strength for the best possible service. The Pastor shall be the moderator of all Church and Joint Leadership meetings. He/She shall be an ex-officio member of all Boards and Ministries of the Church and its auxiliaries.

SECTION 2. Duties of the Deacon Ministry: The Deacons Ministry shall assist the Pastor in the direction of the total program of the Church and with the Pastor, consider all applications and all request for letters of transfer and Church membership; visit sick members and provide for the care and assistance to the needy and distressed; and assist with the observance and preparation of the ordinances of the Church and any other assigned duties and responsibilities designated by the Pastor and/or Joint Leadership.

SECTION 3. Duties of the Deaconess Ministry: The Deaconess Ministry: shall assist the Pastor in developing the spiritual welfare of the women and girls of the Church for the best possible Christian service as well as assist the Pastor and the Deacons Ministry in visiting sick members and providing care and assistance to the needy and distressed and any other assigned duties and responsibilities designated by the Pastor and/or Joint Leadership.

SECTION 4. Duties of the Trustee Ministry: The Trustees shall hold in trust all properties belonging to the Church and shall take all necessary measures for its protection, management, and upkeep. The Trustees shall also provide general supervision of the salaried employees of the Church with the exception of the Pastor. All purchases for supplies and equipment for use in the Church

shall be approved by the Trustees. The Trustees designates where the funds of the Church shall be deposited. The Trustees shall assist the Finance Ministry in securing the funds required to finance the budget, adopted by the Church. The Trustees when instructed by the Church, shall secure the services of caretakers and other necessary employees at salaries authorized by the Church and secure from said caretakers acceptable service. The Trustees shall in conjunction with the Finance Ministry, supervise and oversee the use of all funds in support of the Church's budget. The Trustees shall perform such duties as are imposed upon it by the Church and the state. The General Treasurer shall be bonded for a sum not less than the amount of monies maintained as an average annual balance and any other assigned duties and responsibilities designated by the Pastor and/or Joint Leadership.

SECTION 5. Duties of the Joint Leadership Ministry: The Joint Leadership Deacons, Deaconess, and Trustees, shall function as co-managers concerning the aspects of the life of the Church which relates to the finances and physical properties. They shall keep records of all details related to the above mentioned. They shall seek ways to maintain the purpose of the Church through proper oversight and general compliance policy guidance, and the Constitution and Bylaws of the Church. They shall function as a management team under the leadership of the Pastor.

SECTION 6. Duties of the Finance Ministry: The Finance Ministry, with the assistance of the Deacons, and Trustees Ministry, shall develop and recommend a strategy which will provide necessary funds to meet all expenses within the budget as adopted. The Finance Ministry shall, at least a month before the annual meeting, present to the Pastor and Joint Leadership for consideration an itemized projected budget of Church expenses. The Finance Ministry shall keep an itemized record of amounts received and deposited for the respective funds each week. The Trustees and the members of the Finance Ministry shall receive all offerings of the Church. The Trustees and the Finance Ministry shall count all monies and arrange for the deposit of same to be credited to the respective accounts of the Church. The Finance Ministry shall present its record to be audited at the close of the fiscal year, or more often if so requested, by the Church, and any other assigned duties and responsibilities designated by the Pastor and/or Joint Leadership.

SECTION 7. Duties of Christian Education: The Christian Education Ministry shall unify, supervise, and promote all educational interests of the Church, including Church school, vacation bible school, youth council, children's work Ministry and all other groups and classes operating in the field of Christian Education. The Ministry shall be comprised of the Pastor, Chairman of the Deacon Ministry, Chairman of the Trustee Ministry, Presidents of all Ministries (auxiliaries, fellowships) and/or their designees or representatives.

SECTION 8. Duties of the Evangelism and Missions Ministry:

- a) *Evangelistic Functions.* The Ministry shall assist in the promotion of the Evangelistic program of the Church. The Ministry shall, under the direction of the Pastor, plan for and promote home visitation with personal evangelism as the primary purpose. In cooperation with the Christian Education Ministry, the Ministry shall provide instruction in home visitation and other methods of personal work.
- b) *Missionary Functions.* The Ministry shall make a special effort to increase the missionary interest and zeal of the Church. The Ministry shall, in cooperation with the Deacons, be responsible for the total outreach ministry of the Church. The Ministry shall assist the Christian Education Ministry in conducting an annual school of missions.

SECTION 9. Duties of the Church Clerk and Assistant Church Clerk:

The Church Clerk shall:

- a) Take accurate minutes of the business proceedings of the Church;
- b) Is responsible for the preparation and/or supervision of letters of dismissal, certificates of baptism, resolutions, and all other correspondence of the Church;
- c) Shall assist with any and all other pertinent information that would be beneficial to the Church and
- d) Assist with any and all other pertinent information that would be beneficial to the Church and upon expiration of term of office or resignation shall immediately deliver to his/her successor all books and records pertaining to the office.

The Assistant Church Clerk shall:

- a) Perform the duties of the Church Clerk when the Church Clerk is absent or incapacitated;
- b) Shall also perform duties delegated by the Church Clerk and
- c) Assist with any and all other pertinent information that would be beneficial to the Church and upon expiration of term of office or resignation shall immediately deliver to his/her successor all books and records pertaining to the office.

SECTION 10. Duties of the Church Secretary:

The Church Secretary shall:

- a) Keep, or cause to be kept and maintained, all records of new members, dismissed members, deceased members;
- b) Keep a complete roster of the members of the church, their addresses and telephone numbers;
- c) Ensure that a proper filing and archival system is established and maintained on Church premises;
- d) Assist in the absence of the Assistant Church Clerk when he/she is absent or incapacitated and

- e) Assist with any and all other pertinent information that would be beneficial to the Church and upon expiration of term of office or resignation shall immediately deliver under sworn and signed affidavit to his/her successor all books and records pertaining to the office.

SECTION 11. Duties of the Financial Secretary and the Assistant Financial

Secretary: The Financial Secretary shall ensure that a record of each member, showing pledges made and contributions given, is kept. The Financial Secretary shall in coordination with the Deacons and Trustees, ensure that offering envelopes are available and provided to each member. The Financial Secretary shall also ensure that a statement of contributions is provided to each member annually. The Financial Secretary, in conjunction with the General Treasurer of the Church, shall be responsible for the posting preparation of:

- a) Receipts and Disbursements from, all accounts.
- b) Orders of withdrawal from all accounts.
- c) Individual contributions.

The duties of the Assistant Financial Secretary(s) shall be the work assigned by the Financial Secretary.

SECTION 12. Duties of the General Treasurer and the Assistant General

Treasurer: The General Treasurer shall be the custodian of all Church monies. The General Treasurer shall, within limitations and with proper authorization from the Trustees pay all bills by check. The General Treasurer shall present to the Church at its quarterly and annual business meetings, or more often if so requested, an itemized report of receipts and disbursements showing the actual financial condition of the Church. The General Treasurer shall present the books to be audited at the close of the fiscal year to a certified public accountant. The General Treasurer shall under sworn and signed affidavit deliver immediately to his/her successor all books and records pertaining to the office.

Assistant General Treasurer(s). It shall be the duties of the Assistant General Treasurer(s) to perform work assigned by the Treasurer.

SECTION 13. Duties of the Director of Christian Education: The Director of Christian Education shall develop and implement the educational work of the Church in conjunction with the Ministry of Christian Education and conduct the meetings of said Ministry.

SECTION 14. Duties of the Advisory Ministry: The Advisory Ministry shall consist of the Pastor of the Church, Chairman of the Deacons Ministry, Chairman of the Trustees Ministry, Chairman of the Ministry of Finance, Director of Christian Education, the Administrative Assistant and two (2) members at-large appointed by the Pastor.

SECTION 15. Duties of the Church School Superintendent: The church school superintendent shall have general supervision of the Church school. The Superintendent shall supervise the grading of the Church school, encourage regularity of attendance, and recommend ways and means of enhancing the school.

SECTION 16. Standing Ministries:

- a) Revival Ministry
- b) Family & Friends Day Ministry
- c) Anniversary (Church and/or Pastor) Ministry
- d) Pastor's Aid Ministry

It shall be the duties of these ministries to carry out the responsibilities in keeping with the names of each. These ministries shall be appointed by the Pastor.

ARTICLE VII
ELECTION PROCEDURES

SECTION 1. Voting Rights: Only active members as defined in Article III, Section 2, shall have a right to vote.

SECTION 2. Time: The election of officers shall be held the first week in December if need be.

SECTION 3. Quorum: Fifty (50) active members shall constitute a quorum. The majority of members present and voting at any regular or called business meeting shall be sufficient to decide any question presented, unless otherwise provided by this constitution.

SECTION 4. Voting Procedures:

- a) At all Church meetings a roster of active members must be presented and signed by each member before they are allowed to vote.
- b) All matters pertaining to the purchase, sale or mortgaging of property shall be voted on *only* by members at least eighteen (18) years of age. On all other matters, active members are entitled to vote.
- c) At least one week before the election of officers, the nominating Ministry shall present to the Pastor the names of one or more persons for each office to be filled. No nomination shall be made from the floor at the time of the election.
- d) All voting shall be by one of the following methods:
 - 1. Show of Hands
 - 2. Written Ballot
 - 3. Voice Vote

SECTION 5. Vacancies: Vacancies occurring during the year may be filled for the unexpired term at any business meeting. The Nominating Ministry shall present to the Pastor nominees for the vacancies to be filled.

ARTICLE VIII **TERMS OF OFFICE**

All officers are elected or appointed bi-annually; and may be elected to succeed themselves for a period up to six (6) consecutive years with the approval of the Pastor. Tenure of said office may exceed six (6) consecutive years at the discretion of the Pastor.

ARTICLE IX **CALLING A PASTOR**

SECTION 1. When it is necessary to call a Pastor, the Church shall at a special Church meeting appoint a pulpit Ministry consisting of knowledgeable members representing a cross-section of the Church membership. This Ministry will be chaired by a Deacon. It shall be the duty of this Ministry to take the necessary steps to secure a candidate for the position of Pastor. It shall be the responsibility of the Ministry to investigate the merits of all persons applying or recommended for consideration. The Ministry shall include, but not limit to its consideration, the following factors:

- a) Ministerial and pastoral experience
- b) Beliefs
- c) Christian denomination beliefs and doctrine
- d) Moral character
- e) Personal character
- f) Education
- g) Health

SECTION 2. The call of a Pastor shall come before the Church at a regular or called business meeting. The name of the candidate selected by the pulpit Ministry shall be presented to the Church for consideration at the meeting. A notice shall be sent to every active member stating the purpose of such meeting to afford them the opportunity to vote and said notice shall be read from the pulpit on two (2) consecutive Sundays and by letter to every active member. Members present to vote at the called meeting must be on the active membership roll of the Church.

SECTION 3. The Pastor shall be called for an indefinite period of time; the salary shall be fixed at the time of the call and maybe changed annually by vote of those persons present one (1) month prior to the approval of the annual budget.

SECTION 4. The Pastor shall be entitled to a vacation of at least four (4) weeks with full salary.

SECTION 5. Termination of Pastorate: The term of office may be terminated upon ninety (90) days written notice on behalf of the Pastor to the Church or ninety (90) days written notice on behalf of the Church to the Pastor. Notice of termination of the Pastor shall be read from the pulpit on two (2) consecutive Sundays and a letter of intent to terminate the Pastor shall be sent to every active member. Thereafter, termination of the Pastor shall be voted on at a Church business meeting.

ARTICLE X **ELECTION OF DEACONS**

SECTION 1. Names of persons approved, after careful Christian consideration by the Pastor and the Deacons Ministry shall be presented to the Church for election at a Church meeting. The person(s) elected shall serve a trial and training period of six (6) months or more. After the conclusion of the trial and training period open council will be conducted by the Pastor and Deacons Ministry unless otherwise voted on by the Church.

SECTION 2. After the conclusion of the trial and training period, a thorough examination of the candidates will be conducted by the Pastor and the Deacons Ministry. The person (s) proven worthy to hold the office of Deacon shall be ordained as Deacon for an indefinite term.

SECTION 3. A Deacon who has been determined by the Pastor and the Deacons Ministry to be unworthy shall by a majority vote of members present at a Church meeting, be removed from office.

ARTICLE XI **ELECTION OF DEACONESSES**

SECTION 1. Names of persons approved, after careful Christian consideration by the Pastor and the Deaconess Ministry shall be presented to the Church for election at a Church meeting. The person(s) elected shall serve a trial and training period of six (6) months or more.

SECTION 2. After the conclusion of the trial and training period., a thorough examination of the candidate(s) will be conducted by the Pastor and the Deaconess Ministry. The person (s) proven worthy to hold the office of Deaconess shall be set apart by the laying on of hands for an indefinite term.

SECTION 3. A Deaconess who has been determined by the Pastor and the Deacons Ministry to be unworthy shall by a majority vote of members present at a Church meeting, be removed from office.

ARTICLE XII **ELECTION OF TRUSTEES**

SECTION 1. A Trustee shall be elected for a six (6) year term and if satisfactory in performance, and with the approval of the Pastor, may be reappointed or elected to succeed his/herself for an additional six (6) year term. After successfully serving two six (6) year terms, he/she must remain out of office for a period of two (2) years before being eligible to be considered for re-election. To assure that the office of Trusteeship is never vacant only a number of Trustees that is equivalent to one-third of the total number required for the Ministry's strength will be elected annually.

SECTION 2. If a Trustee cannot perform his/her duties adequately, he/she may be removed.

ARTICLE XIII **TERM OF OFFICERS**

All officers (except Pastor, Deacons and Deaconesses) are elected or appointed annually; and may be elected to succeed themselves for a period of six (6) consecutive years with the approval of the Pastor. Tenure of said office shall not exceed six (6) consecutive years unless decided by the Pastor.

Emeritus and Senior Officer Status

When a Mount Calvary Baptist Church officer (Deacon, Deaconess or Trustee) honorably retires or can no longer serve in an active duty capacity due to age, health or other restriction, the officer can be designated as either **Officer Emeritus** or **Senior Officer** provided, they meet the following criteria.

- a) Must have served the church faithfully in their office and demonstrated exemplary service.
- b) Those that have served 20+ years will be designated **Officer Emeritus** status. Those serving less than 20 years will be designated **Senior Officer** status.

Those officers designated as either **Officer Emeritus** or **Senior Officer** will adhere to the following:

- a) Will no longer have any assigned officer duties and no longer serve in any official capacity.
- b) Will not have to be in uniform for Communion Sunday.
- c) Will not be required to sit in officer seating area.

- d) Are not required to attend officer/ministry business meetings but can attend if they so desire. The officer can engage in discussions at the meeting but will not have any vote on decisions of the ministry.
- e) May be called upon to serve in an advisory capacity as the need is determined by the Pastor.

ARTICLE XIV
ELECTION OF MINISTRY OFFICERS
(FORMERLY AUXILIARIES)

Officers of any ministry, formerly Auxiliaries, Departments, Ministries, and fellowships, shall be members of this Church in good standing.

- a) The presidents of ministries, formerly departments and boards shall be elected in accordance with Article VII Election Procedures, as applicable.
- b) All other officers within the Church shall be elected in accordance with Article VII, Election Procedure, as applicable.

ARTICLE XV
BUSINESS MEETINGS

SECTION 1. An annual business meeting shall be held the first week in December, for the purpose of receiving the annual reports of individual officers, and ministries, the election of officers and the transaction of such other business as is proper to come before the meeting.

SECTION 2. If required, business meetings shall be held in April, July, October and within three weeks following the last Sunday in December for the purpose of transacting such business as is proper to come before the meeting, including but not limited to, receiving the quarterly reports of officers, ministries and auxiliaries.

SECTION 3. Special business meetings may be called at any time by the Pastor. However, any other member of the Church may request a special business meeting providing the Deacon, Deaconess, and Trustee Ministries, meeting in joint session, having adopted such a meeting by two-thirds (2/3) vote of the Joint Leadership (Deacons, Deaconess and Trustees) and the purpose for which it is called shall be announced at a Sunday worship service at least two (2) consecutive weeks in advance of the date of the special business meeting.

ARTICLE XVI **FISCAL YEAR**

SECTION 1. The fiscal year of the Church shall begin on the first day of January and close on the last day of December.

SECTION 2. All officers shall be installed during the 1st quarter of the year.

ARTICLE XVII **FINANCIAL RESPONSIBILITY OF MEMBERS**

Each member shall strive with all diligence to contribute to the Church's annual budget. In keeping with the Baptist understanding of what the Lord requires of us, we expect each member to fulfill the tithing commandment in Malachi 3:10.

ARTICLE XVIII **CHURCH ORDINANCES**

We shall observe the following Church Ordinances:

- a) Baptism
- b) The Lord's Supper

ARTICLE XIX **CHURCH GOVERNING PRINCIPLES**

The governing principles of the church are:

- a) The governing of the Church shall be administered by the Church membership acting together.
- b) No one shall possess a preeminence, but all shall enjoy equal rights.
- c) The Pastor shall exercise only such control over the Church as his official and personal influence may allow as teacher, leader, and explainer of the word of God.
- d) The Church shall not become a political organization.
- e) The Church shall be plainly pronounced and clearly understood as standing for the defense of virtue, purity, and good order.
- f) In any matter pertaining to morals and religion, the Church has a right to mediate.

ARTICLE XX

CHURCH AFFILIATIONS

We pledge membership in the National Baptist Convention USA, the Lott Carey Foreign Mission Convention, the Baptist General Convention - Virginia and the Northern Virginia Baptist Association. Withdrawal or disassociation with the organization can only be done by a constitutional amendment. The constitutional amendment must be submitted as a resolution at a Church meeting by the Ministry of Deacons.

ARTICLE XXI

CHURCH DISCIPLINE

SECTION 1. Objective of Discipline:

- a) To prevent, restrain or remove the evil that may exist.
- b) To encourage and protect the right and cherish the good.

SECTION 2. Rights of Discipline:

- a) Discipline must neither be exercised in a spirit of arrogance nor dictatorially, but in a spirit of gentleness and love with the aim towards moral restoration.
- b) The Church has a right to exercise:
 1. Watchful supervision over its members.
 2. To reprove them when in error.
 3. To withdraw fellowship from them when they are unrepentant.

ARTICLE XXII

OFFENSES

Offenses are usually considered as two (2) kinds; Private and Public.

SECTION 1. Private Offenses: A private offense has reference to the personal relation of individual members. It may not be an act which scandalizes the Christian name or injures the Church. However, an injury that has been done, or claims to have been done by one member against another, intentionally or unintentionally, but which his feelings are pained or in some way the offended person believes himself to have been wronged in person, reputation or estate, the offense is therefore personal and the matter rests between those two members alone. However, when the offense becomes known, others may become interested in it or affected by it. So long as the offense is treated as personal and kept private (that is between the parties concerned), it is considered a private offense and is not required to be submitted to the Deacons Ministry and the Pastor for adjudication.

SECTION 2. Public Offences: A public offense is one claimed to be a breach of Christian morals or violation of covenant faith or duty. It is an injury to the cause of piety, a scandal to the Christian name and profession. In such a case, one member is no more interested in or wronged by it than another. The whole Church is equally concerned and equally responsible. If consultation with the alleged offender proves to be ineffective, then the matter shall be referred, in writing to the Deacons Ministry and the Pastor for appropriate action.

ARTICLE XXIII
MOUNT CALVARY BAPTIST CHURCH
ECCLESIASTICAL COURT OF RECONCILIATION

Recognizing the need to resolve conflicts internally, the Mount Calvary Baptist Church Ecclesiastical Court of Reconciliation is hereby created. It is requested that all members of the Church seek to resolve conflicts through our Ecclesiastical Court.

1. Name: That the name of the reconciliation system shall be the Mount Calvary Baptist Church Ecclesiastical Court of Reconciliation ("hereinafter referred to as the Court").
2. Hearing: That there be a hearing.
3. The Mount Calvary Baptist Church Ecclesiastical Court of Reconciliation:
 - a) Composition of the Court--That there be seven members selected annually by the Joint Leadership to serve. Three members of the Court shall be then serving on the Deacons Ministry. Two members shall be then serving on the Trustees Ministry. Two Members shall be then serving in the Deaconess Ministry. However, the respective chairperson of the Deacons, Trustees, and Deaconess Ministry shall always constitute three (3) members of the seven-person Court except in the event of a conflict of interest.
 - b) Conflict of Interest— A substitute shall be selected by the Joint Leadership to replace any member of the Court on any case or grievance if said member has a conflict of interest which shall be determined by a vote of the Joint Leadership; however, the member of the Court in question shall not cast a vote.
 - c) Ecclesiastical Court—That all grievances brought before the Court shall be heard by a seven-member panel. A decision is to be rendered by the Court within twenty-four (24) hours of the conclusion of the hearing.
 - d) Duties of the Court Members--That the duties of the Court Member shall be as follows:
 1. designate the presiding judge for the court who shall schedule a court meeting within twenty (20) days of receiving a request for a hearing;

2. call the hearings to order and set forth the procedures which the parties will follow during the hearing; and
 3. cause the Notice of Award to be distributed to the parties to the dispute.
- e) Request for a Court Panel--That any member in good standing of Mount Calvary Baptist Church may request that a court panel be called in order to hear his/her grievance. This request can be made only after that member has followed the procedures set forth in the scriptures under Matthew 18:15-17 and I Corinthians 6:1-8.
 - f) Procedure—That upon receipt of the request the Court members must establish the date, time, and location of the Court. When agreed upon, the Presiding Judge shall then mail a Notice of Court Date to all parties and the presiding judge shall mail a notice to court members which will advise them of the time date and location of the Courtroom. At the conclusion of the hearing, the Court members will meet to make a decision on the grievance and will complete and sign the Notice of Award form. The Notice of Award will be left with the Presiding Judge who will mail the same to the Pastor and the parties to the grievance within twenty-four (24) hours of conclusion of the Court.
 - g) Written Opinion—The Court shall issue a written opinion which sets forth both the basis of the decision reached on the grievance by the Court and that the parties have a right to appeal said decision of the Court within thirty (30) days. If said appeal is not duly and properly filed within thirty (30) days of receipt of notice of the written opinion, the Court's opinion should be considered final and binding.
 - h) Matters of Judicial Referral – At any point during the investigation or proceedings, it is determined that the alleged offense is of such nature that it warrants referral to civil law enforcement it shall be done immediately.

ARTICLE XXIV **EARNINGS OF ORGANIZATION**

SECTION 1. No part of the net earnings of the Church shall inure to the benefit of, or be distributable to its members, Trustees, directors, officers or other private persons, except that the Church shall be authorized and empowered to pay reasonable distribution in furtherance of internal Revenue Code Section 501(c)(3) purposes. The church shall not participate in any legislation or intervene in (including the purchasing of distribution statements) any political campaign on behalf of or in opposition to any candidate for public office.

SECTION 2. No individual member, officer or organization of the Church shall obligate the Church financially in any way without the specific authorization of the members.

SECTION 3. Notwithstanding any other, provision of these articles, the Church shall not carry on any other activities not permitted to be carried on (a) by a Church exempt from federal income tax under Section 501 (c)(3) of the Internal Revenue Code (or by a corresponding section of any future federal tax code) or (b) by church contributions which are deductible under Section 170(c)(2) of the Internal Revenue Code (or corresponding section of any future federal tax code.)

ARTICLE XXV **INTERESTED DIRECTORS**

SECTION 1. No contract or transaction between the organization and its President or one or more of its directors or officers, or between the organization and any other corporation in which its President or one or more of its officers or directors are also directors or officers or have a financial interest shall be void or voidable solely for such reason, or solely because the President or director or officer is present as or participates in the meeting of the Ministry which authorizes the contract or transaction, or solely because his or their votes are counted for such purpose, if:

- a) The material facts as to his interest and as to the contract or transaction are disclosed or known to the Board of Directors and the Chairman of the Board in good faith authorizes the contract or transaction; or
- b) The contract or transaction is fair to the organization as of the time it is authorized, approved, or ratified, by the Chairman of the Board of Directors.

SECTION 2. Interested directors may be counted in determining the presence of a quorum at a meeting of the Board of Directors which authorizes a contract or transaction in the preceding section.

ARTICLE XXVI **INDEMNIFICATION, INSURANCE AND LIABILITY** **INDEMNIFICATION OF CHURCH PASTOR, OFFICERS,** **DIRECTORS AND OTHER PERSONS**

SECTION 1. Any person who shall serve as the Church's Pastor/President, a director, officer, employee or agent of the Church or who shall serve at the request of the Church, as a director, officer, employee or agent of another corporation, joint partnership, joint venture trust or other enterprise shall be deemed to do so with knowledge of and in reliance upon the rights of indemnification provided in this Article, under applicable state law indemnification provisions as amended from time to time and in or under any similar law adopted in lieu thereof.

INSURANCE

SECTION 2. The Church shall have the power to purchase and maintain insurance on behalf of any person who is or was the Church's Pastor/President, a director, officer, employee or agent of the Church or is or was serving at the request of the Church as a director, officer, employee or agent of another corporation, partnership, joint venture, trust or other enterprise against any liability asserted against him and incurred by him in any such capacity, or arising out of his status as such, whether or not the Church would have the power to indemnify him against such liability.

LIABILITY OF OFFICERS AND BOARD MEMBERS

SECTION 3. To the fullest extent permitted by applicable state law, as now in effect and as amended from time to time, the Church's Pastor/President, or a director or officer of the Church shall not be personally liable for monetary damages for any action taken or failure to take any action.

ARTICLE XXVII **DISSOLUTION OF CHURCH'S ASSETS**

SECTION 1. Upon the dissolution of the Church, the Board of Directors shall, after the payment of all the liabilities of the Church, dispose of all of the assets of the Church exclusively for the purposes of the Church in such manner, or to such organization or organizations organized and operated exclusively for the purposes of the Church in such manner, or to such organization or organizations organized and operated exclusively for charitable, educational, religious or scientific purposes as shall qualify as an exempt corporation or organizations under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (or of the corresponding provisions of any future United States Revenue Law) as the Board of Directors shall determine.

SECTION 2. No part of the net earnings of the Church shall inure to the benefit of, or be distributable to, its members, officers, directors, or any person except that the Church shall be authorized and empowered to pay reasonable compensation for services rendered, and to make payments in the furtherance of the Church. Notwithstanding any other provisions of the Articles of Incorporation or these Bylaws of the Church, the Church shall not carry on any activity not permitted to be carried on (a) by a corporation exempt from Federal Income Tax, under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, (or by the corresponding section of any future Revenue Code of the United States of America) or (b) by a corporation, contributions of which are deductible under Section 170(c)(2) of the Internal Revenue Code of 1986, as amended (or the corresponding section of any future United States Revenue Law).

ARTICLE XXVIII
PARLIAMENTARY AUTHORITY

The Holy Bible, the Constitution of the Church, and Robert's Rules of Order when they do not conflict with the Bible will be used as the guide for the procedures of this Church. Robert's Rules of Order, latest edition, shall be the authority on parliamentary law in all cases where they are applicable and in which they are not inconsistent with the By-laws of this Church.

ARTICLE XXIX
AMENDMENTS

This constitution may be amended at any Church meeting by an eighty percent (80%) vote of active members present. The existing articles of the constitution and the proposed amendment stating the change shall be read from the pulpit or briefed in special forum on a day for two (2) consecutive weeks to all attending members of the Church.

IN WITNESS WHEREOF, the parties hereto have caused the annexed Amended Bylaws to be duly executed on the date *first* written above.

MOUNT CALVARY BAPTIST CHURCH

By: _____
Frankie R. Kelly, Sr., Pastor

By: _____
Eldora Womack, Trustee Ministry Chairperson

By: _____
Denise Baine, Church Clerk

Commonwealth of Virginia

County of Fairfax, to wit:

I, a Notary Public of the Commonwealth and County aforesaid, do hereby certify that Frankie R. Kelly, Sr., Eldora Womack and Denise Baine, whose names are signed to the annexed Amended Bylaws of the Mount Calvary Baptist Church, Inc. dated the ____ day of April, 2021, has this day personally appeared before me and acknowledged the same before me.

Given under my hand this ____ day of April, 2021.

Commission Expire: _____

Robin T. Whitmire, Notary Public