

Calvary Baptist Church, INC.

Philosophy of Ministry

Preamble

Calvary Baptist Church leadership endeavors to minister in a manner that will preserve and secure the principles of the faith by maximizing every resource that God has so faithfully entrusted to this body for its use. Therefore, all organizational and operational ministry plans, whether programming, staffing or spending of finances, will be developed with consideration of accomplishing each of the Articles as outlined in this Philosophy of Ministry.

Article I

Mission Statement

To glorify God by helping believers love the Lord their God
with all their heart, soul and might,
(Deut. 6:4-5; Mt. 22:36-38; 1 Jn. 4:7-21)

bringing them to maturity and unity,
(Eph. 4:11-16; Col. 1:24-29; Jn. 17:20-26)

that the world may believe God sent His Son, Jesus Christ.
(Jn. 17:20-26; 2 Cor. 5:17-21)

Article II

Purpose Statement

Calvary Baptist Church exists to fulfill the primary purposes of the church as outlined in scripture:

- To exalt the name of Jesus Christ through individual and corporate **worship and prayer**;
- To equip the saints for the works of ministry through **discipleship and education**;
- To edify one another through **fellowship**, encouraging one another and building up the body into a unity of faith;
- To **evangelize** our city, state, country, and world through the proclamation of

- the Word of God and through acts of **compassion** and **service**; and
- To enable the body to fulfill its ministry purpose, through the use of wise **stewardship**, which enhances and protects the resources that God entrusts to this body of believers.

This congregation is organized as a church exclusively for charitable, religious, and educational purposes within the meaning of Section 501 (c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue law), including, but not limited to, for such purposes, the establishing and maintaining of religious worship, the building, maintaining and operating of churches, parsonages, schools, colleges, chapels, radio stations, television stations, rescue missions, crisis pregnancy centers, missionary auxiliaries, print shops, day care centers, camps, nursing and retirement homes, cemeteries, and any other ministries that the elders may be led of God, all of which are established for the benefit of the members of Calvary Baptist Church by providing opportunities for spiritual, physical, intellectual, social and cultural development.

Article III **Doctrinal Statement**

The following are the doctrinal statements, which each member of Calvary Baptist Church shall believe and support:

THE BIBLE

We believe the Scripture, all 66 books of the combined Old and New Testaments, is verbally inspired by God. We believe the Bible is inerrant in the original writings, and it is the Christian's final authority in faith and conduct. (2 Timothy 3:16-17; 2 Peter 1:20-21)

GOD

We believe there is only one true, living sovereign, holy, and eternally existent God. God is infinitely perfect and He exists in three persons: Father, Son, and Holy Spirit. The triune God is the creator and sustainer of all things, the source of all truth, and is worthy of worship, confidence, and obedience. (Deuteronomy 6:4-5; Genesis 1:31)

THE PERSON AND WORD OF CHRIST

We believe, by the miracle of the virgin birth—that the Lord Jesus Christ is the eternal Son of God. We believe that He became man without ceasing to be God, to reveal God and to redeem mankind from sin. We believe Christ died for the sins of all people as a substitutionary sacrifice. We believe He arose bodily from the dead for our justification.

Finally, we believe He is now exalted at the right hand of God as Head of the Church. Christ is Lord of the individual believer, fulfilling His ministry as our Great High Priest and Advocate. (John 1:1-3, 14; Matthew 1:18-25; Philippians 2:5-9; Colossians 1:15; 1 Corinthians 15:1-8; Acts 1:11)

THE MINISTRY OF THE HOLY SPIRIT

We believe the ministry of the Holy Spirit is to glorify the Lord Jesus Christ. We believe He convicts the world of sin and regenerates the believing sinner, baptizing him into the Church (which is the Body of Christ). We believe He indwells, guides, instructs, and empowers believers for godly living and service. We believe God gives all believers at least one spiritual gift so we can use this gift for the strength and outreach of the Church. (John 14:16-19; 16:7-15; 1 Corinthians 6:19-20; Romans 8:9, 11; Titus 3:5)

SALVATION

We believe salvation is God's free gift. Salvation is neither merited nor secured in part or in whole by any human virtue, work, ceremony, or effort. We receive God's gift only through personal faith in the Lord Jesus Christ. In Christ, all true believers have—as a present possession—eternal life, perfect righteousness, and sonship in God's family. Christians also enjoy every spiritual resource needed for life and godliness, and have the divine guarantee that they shall never perish. God has delivered Christians from all condemnation, and we have eternal security in Christ. (Ephesians 2:8-10; 2 Corinthians 5:21)

MAN

We believe God created man in His image. But man sinned, incurring not only physical death, but also spiritual death (separation from God, which all people inherit from Adam). We believe man is subject to Satan's power; and that man, within himself, has no means of recovery or salvation. (Genesis 1:17, 31)

THE CHURCH

We believe the true Church is composed of all who have been regenerated by the Holy Spirit, through saving faith in Jesus Christ. We also believe that those who are thus members of the true Church are eligible for membership in the local Church. (Matthew 16:18; 1 Corinthians 12:12-14; Hebrews 10:25)

THE BLESSED HOPE

We believe in the personal, imminent and premillennial coming of our Lord. First, He will come to receive His own to Himself; later, He will set up His earthly kingdom and

reign over redeemed Israel. At that time Christ will also reign over all nations, bringing peace and blessing to the world. We believe this blessed hope has a vital bearing on our personal lives and service. (Titus 2:13)

THE CHRISTIAN'S WALK

We believe God calls us—with a holy calling—to walk not after the flesh, but after the Spirit. God wants us to live in the power of His indwelling Holy Spirit, so we will not fulfill the lusts of our physical bodies. We believe the fallen, Adamic nature of the flesh cannot be eradicated in this life. Therefore, keeping ourselves constantly in subjection to Christ, we must allow God's Holy Spirit to live through us in a daily "walk" of faith. Otherwise, the flesh will certainly demonstrate its presence in our lives, to the Lord's dishonor. It is the responsibility and privilege of every Christian to proclaim the good news of Jesus Christ and to seek and to make growing disciples. (Matthew 28:18-20; Acts 1:8)

THE ETERNAL STATE

We believe the souls of those who have trusted the Lord Jesus Christ for salvation immediately pass into His presence at death. There they remain in conscious bliss until the resurrection of our bodies at Christ's coming for His Church. Then, with our souls reunited with our glorified bodies, we will live with Him forever in glory. We believe God will punish unbelievers with everlasting separation from His presence, His glory, and His power. (John 3:16; 2:25; Romans 6:23; Revelation 20:15)

SATAN

We believe Satan is a person, a fallen angel, the author of the fall of man, and the god of this age. However, we also believe that he is the Christian's defeated enemy. His destiny is eternal punishment. (Job 1:6-12; Mark 8:32)

SIN

We believe Adam, the first man, sinned by disobedience. This act resulted in the fall of all mankind. Therefore, all people have sinned and lost their ability to live for the glory of God. Mankind's fall has incurred both physical and spiritual death on all until there is forgiveness and salvation by the grace of God. (Genesis 3:1-24; Romans 3:10-23; 5:12-21; 6:23)

THE CHRISTIAN HOME

In addition to these important beliefs, we also believe God has given the parents the responsibility to bring up their children in the nurture and admonition of the Lord.

(Ephesians 6:4; Proverbs 22:6) We believe a consistent and whole education will occur when home, Church, and school work closely together and are in agreement on the basic concepts of life.

BAPTISM AND LORD'S SUPPER

Jesus instructed His followers to remember His death and resurrection. He gave the Church two visible symbols (called "ordinances") as reminders. These two ordinances are baptism and the Lord's supper. Baptism by immersion is a one-time act of obedience and identification with Jesus as Lord. It serves as an outward sign of conscious confession of repentance and faith. The Lord's supper is an ongoing symbol remembering our Lord's death, burial, resurrection, and promised return. Each person must decide whether or not to be baptized or to participate in the Lord's supper. Regardless, we do not regard anyone's participation in these practices as a means of salvation. (Matthew 28:18-20; Matthew 26: 26-29; 1 Corinthians 11:23-32)

Article IV **Ministry Priorities**

As mentioned in our purpose statement, there are five means we will prioritize and use for the accomplishment of this purpose. They are:

WORSHIP AND PRAYER

The purpose of Worship and Prayer at Calvary Baptist Church is to glorify God by helping believers worship the one true living God in spirit and in truth on a daily basis, and when the Church is assembled together corporately. (John 4:20-24)

Priority Objectives - Priority objectives for the accomplishment of the purpose of Worship will include, but not be limited to, the following:

- Help believers know who God is – His holiness, His glory, His majesty, His power, His worth.
- Help believers know who they are in Christ.
- Have a time of uninterrupted praise and worship in songs, hymns and spiritual songs, allowing people to get their focus off themselves and their circumstances, and placed on God and His glory.
- Have a good balance of rich, traditional hymns of the faith and beautiful and contemporary, non-repetitious praise choruses.

- Enhance our worship services by having special ensembles and choirs, children’s music, and children’s musicals.
- Help the congregation have the freedom to sing loudly and joyfully or be still, and know that our God reigns.
- Grow in our freedom in Christ and the leadership and ministry of the Holy Spirit in our assembly meetings.

Organization - The organizational structure which will be used to implement the appropriate plans to fulfill such objectives will be directed by the Senior Pastor, Director of Music and Worship Ministry Team. Refer to the separate [Leadership Position Descriptions](#) and [Ministry Descriptions](#) for additional information regarding their duties and responsibilities.

DISCIPLESHIP AND EDUCATION

The purpose of Discipleship and Education at Calvary Baptist Church is to glorify God by helping believers have love out of a pure heart, a good conscience and sincere faith. (I Timothy 1:5; II Timothy 4:1-14)

Priority Objectives - Priority objectives for the accomplishment of the purpose of Instruction will include, but not be limited to, the following:

- Instruction to believers is to be:
 - biblical in content
 - accurate in interpretation
 - practical in application
 - systematic in presentation
- Help every believer discover the joy and value of reading, studying, meditating, memorizing, believing, and obeying the Scriptures.
- Help believers understand important dispensational distinctives like: Law and Grace; Kingdom and Church; Israel and the Body of Christ.
- Teach the importance of a clear conscience – Who we *are* always determines what we *do*. Our private lives and public lives are equally important. We are committed to teaching truthful principals that develop character and help the believer do what is right under any circumstances. (Hebrews 13:8)
- Create a team-based ministry – We believe God never intended church to be a spectator sport, but that He gives vital spiritual gifts to every believer. The discovery, development, and exercise of these gifts are the primary instrument of Christ to

minister to His body. The role of pastors, directors and church leaders is to equip, instruct, and encourage the believers in this process. We are committed to helping people serve each other according to their spiritual gifts, so that all might become mature in Christ. (Romans 12:3-8; Ephesians 4:1-16; I Peter 4:8-11)

Organization - The organizational structure that will be used to implement the appropriate plans to fulfill such objectives will be directed by the appropriate staff and Discipleship and Education Ministry Team. Refer to the separate [Leadership Position Descriptions](#) and [Ministry Descriptions](#) for additional information regarding their duties and responsibilities.

FELLOWSHIP

The purpose of Fellowship at Calvary Baptist Church is to glorify God by providing the opportunities for people to get their relationship needs met, whether it is from the most casual contact to the deepest most intimate issues of the heart. (I John 1:3,7)

Priority Objectives - Priority objectives for the accomplishment of the purpose of Fellowship will include, but not be limited to, the following:

- To provide places and opportunities for contact at five levels of relationship:
 - Level 1 Casual contact and friendly greeting
 - Level 2 Further introduction and interest
 - Level 3 Time spent together over a meal or dessert
 - Level 4 Small group meetings which are regular, more personal, deeper and more accountable
 - Level 5 Deep accountability, sharing and transparency
- Stress the importance of character - Character is the expression of the person of Christ in our life. We will strive to live consistent, Christian lifestyles, conducting our ministry and business with the highest standards of integrity and Christian ethics.
- Develop and allow the creation of loving relationships in small groups – We believe spiritual growth happens best in the context of caring relationships, where people actively participate in a small group of believers who encourage, challenge, pray, serve, and learn together. Every person in the church needs a shepherd, someone who knows their unique story and is involved deeply in their lives. We are committed to

developing an expanding network of these small groups, led by people with shepherd hearts, which, when joined together, form a purposeful, loving community. (Acts 2:42-47; Galatians 6:1-2; Hebrews 10:24-25) “But if we are living in the light of God’s presence, just as Christ is, then we have fellowship with each other, and the blood of Jesus, his Son, cleanses us from every sin.” (1 John 1:7)

- Unity forged by authenticity – We believe God longs for His people to be united in spirit and purpose, and that He intends for us to live life honestly. Unity is created and preserved when people are not afraid to admit their flaws and fears, and also when people are willing to speak the truth in love to each other (even when it is difficult and church discipline is necessary). We are committed to living authentic lives with God and with each other. (John 17:20-23; Ephesians 4:15; Philippians 2:1-2; James 5:16)
- Be committed to one another. We recognize and value the skills, gifts, and experience which God has given to members and thus participate mutually in planning, decision making, and in sharing the resources which God provides. Esteeming one another highly, members will participate together in the mission the Lord has given and will seek out the spiritual and professional growth of the church staff. Romans 12:5-6 “In Christ we who are many, form one body, and each member belongs to all the others. We have different gifts, according to the grace given us.”
- Promote spiritual development by providing opportunities for nourishment, support, and encouragement for members at their various stages of growth and maturity.
- Initiate, organize and implement church-wide and aged-group social activities in coordination with the total ministry of the church.
- Build love relationships with each other for encouragement, exhortation, edification, admonition and unity. “A new command I give you: Love one another. As I have loved you, so you must love one another. All men will know that you are my disciples if you love one another.” (John 13:34,35)
- Actively shepherd and assimilate new Christians and new members into church life.
- Equip and empower individuals to be healthy social beings (active in the life of the community, church, family, work environment, and other important social relationships).
- Be accountable as “each one helping the other keep the commitments they have made to God on the basis of loving relationships.” Members will agree to submitting themselves to this process within church or member established Ministry Teams and the body-at-large. All will rejoice together in the fruits of this process.

Organization - The organizational structure that will be used to implement the appropriate plans to fulfill such objectives will be directed by the appropriate staff and Fellowship Ministry Team. Refer to the separate [Leadership Position Descriptions](#) and [Ministry Descriptions](#) for additional information regarding their duties and responsibilities.

EVANGELISM AND SERVICE

The purpose of Evangelism and Service at Calvary Baptist Church is to glorify God by helping every believer effectively and faithfully participate with Christ in sharing the gospel by lifestyle and word in our community and the world (Matthew 28:18-20), and reach a level of spiritual maturity at which they serve others as God uniquely gifts them (Ephesians 4:12).

Priority Objectives - Priority objectives for the accomplishment of the purpose of Evangelism will include, but not be limited to, the following:

- Help believers know and understand:
 - the Purpose, Priority, and Plan of God to redeem, reclaim and save the lost from all nations.
 - our individual call and responsibility to the gospel as an ambassador of Christ and minister of reconciliation. (II Cor. 5:17-21)
 - the content of the gospel of grace. (I Cor. 15:1-4)
- To have a "Global Mindset" while locally involved in life and ministry.
- To pray for and be sensitive to opportunities for the gospel every day and for the sending of laborers into all regions of the world.
- To develop plans and opportunities to raise and send laborers on short-term mission trips from our own body.
- To significantly invest in and support the work of the gospel throughout the world.
- To hold conferences on evangelism, ministers' seminars, and other equipping meetings to receive training in various aspects of evangelism.

The above priority objectives will be accomplished through biblical education, exposure, and equipping.

Organization - The organizational structure that will be used to implement the appropriate plans to fulfill such objectives will be directed by the appropriate staff and Evangelism and Service Ministry Team. Refer to the separate [Leadership Position Descriptions](#) and [Ministry Descriptions](#) for additional information regarding their duties and responsibilities.

STEWARDSHIP

The purpose of Stewardship at Calvary Baptist Church is to glorify God by performing the works of the ministry in a "decent and orderly" manner. (I Cor. 14:40)

Priority Objectives - Priority objectives for the accomplishment of the purpose of Stewardship will include, but not be limited to, the following:

- Lead and administrate the business affairs of the Church by the use of Biblical principles.
- Govern the operations of the Church by a responsible Council of Elders where possible conflicts-of-interest are avoided.
- Operate under a properly documented and updated Articles of Incorporation, Bylaws and Organizational Manual.
- Maintain a current Policies and Procedures Manual which addresses leadership and management, personnel, financial, facilities, general administration and ministry matters. Adequate documentation will support each adopted policy and procedure.
- Properly document and permanently file all actions of the Council of Elders, congregational meetings, oversight ministry teams and committee meetings, etc.
- All Church employees and active ministry leaders will function under an accurate Leadership Position Description and Employee Handbook.
- Manage the Church finances by the use of generally accepted accounting principles for non-profit charitable religious organizations. Establish an effective system of internal financial controls to ensure integrity over the receipt and use of God's financial resources and the safeguarding of Church assets.
- Provide full disclosure of the Church's financial affairs to any Church member who would make a reasonable request.
- Maintain high standards in all fund-raising appeals and assure that donor

confidentiality exists.

- Assist ministry leaders to be wise stewards of the financial resources which have been set aside in the Church's General Operating Budget for the work of their ministry. Restricted (designated) gifts will be properly managed based on the donor's intent.
- Establish opportunities for creating and using ministry endowments and foundations. Be open to pursuing financial grants that enhance the purposes of Calvary Baptist Church; but do not hinder church ministries through governmental entanglement.
- Assess areas of potential risks to the church by developing and adhering to safety and protection practices and guidelines.
- Value generosity - We recognize that God has richly blessed our congregation both with financial wealth and with a wealth of talent and other personal resources. We seek to live lives characterized by generosity towards one another and toward those outside the church that are less fortunate. We believe biblical stewardship is both a response of a loving heart to the grace of God and a skill which can be developed through biblical instruction.
- Committed to creativity - As bearers of God's image, we are enabled to express his creativity in the world around us. We will strive to carry out this calling by means of innovative products and programs and through the use of new technologies which communicate God's Word in culturally relevant and compelling ways. (Psalm 96:3) "Declare his glory among the nations, his marvelous deeds among all peoples."
- Committed to growth – We believe that conversion growth is the essential element in the life of a healthy and productive church. Thus, we strive to create structures that will encourage growth as well as provide opportunities for believers to become more effective in evangelism and personal ministry. (Acts 2:47, 4:4, 6:7, etc.)
- Committed to integrity - In all our dealings, we will follow the highest ethical standards to ensure our stewardship of the resources entrusted to us. We are responsible before God, one another, and all people for our programs, relationships, personal lifestyles, and expenditures of time and money. (Psalm 41:12) "In my integrity you uphold me and set me in your presence forever."
- Committed to excellence – Within all of our ministries, we will maintain standards of quality which reflect the excellence of the God whom we serve. (Philippians 4:8) "Whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable—if anything is excellent or praiseworthy, think about such things."

- Committed to confidential, trusting relationships while modeling forgiveness, reconciliation, and humility.
- Committed to a willingness to change and innovate – We are convinced that in order to follow Christ, we must be committed to change and be willing to be innovative so that we do not place any barriers to growth in our way to becoming the body of believers Christ wants us to be.

Organization - The organizational structure that will be used to implement the appropriate plans to fulfill such objectives will be directed by the appropriate staff and Stewardship Oversight Committee. Refer to the separate [Leadership Position Descriptions](#) and [Ministry Descriptions](#) for additional information regarding their duties and responsibilities.

Article V

Ministry Distinctives and Values

LEADERSHIP

Each leader of Calvary Baptist Church strives to sharpen their lives and service by obtaining the following thirteen personal qualities:

1. **Visionary Capacity:** Ability to project a vision into the future, persuasively motivate people toward that vision, and bring it into reality.
2. **Intrinsically Motivated:** Approaches ministry as a self-starter and commits to excellence through long and hard work.
3. **Creates Ownership of Ministry:** Instills in people a sense of personal responsibility for the growth and success of ministry and trains leaders to reproduce leaders.
4. **Relates to the Unchurched:** Ability to develop rapport, break through barriers, and encourages unchurched people to examine themselves and commit to a walk with God and lead people to a saving knowledge of Jesus Christ.
5. **Spousal Cooperation:** Creating a workable partnership that agrees on ministry priorities, each partner's role and involvement in ministry, and the integration of ministry with family life.
6. **Effectively Builds Relationships:** Takes the initiative in getting to know people and deepening relationships as a basis for more effective ministry.

7. **Committed to Church Growth:** Values church growth as a method for building more and better disciples; strives to achieve numerical growth within the context of spiritual and relational growth.
8. **Responsive to the Community:** Adapts the ministry to the culture and needs of local residents while seeking to engage community issues and concerns.
9. **Utilizes Giftedness of Others:** Equips and releases people to do ministry according to their spiritual gifts.
10. **Flexible and Adaptable:** Ability to adjust to change and ambiguity, shift priorities when necessary, and handle multiple tasks at once.
11. **Builds Group Cohesiveness:** Enables the group to work collaboratively toward a common goal and skillfully handles divisiveness and disunifying elements to positive resolutions.
12. **Demonstrates Resilience:** Ability to sustain one's self emotionally and physically through setbacks, losses, disappointments, and failures.
13. **Exercises Faith:** Demonstrates how one's convictions are translated into personal ministry goals.

Calvary Baptist Church leadership display these additional ministry distinctives and values:

- We are committed to Godly leadership – We believe that the key to successfully fulfilling God's mission for our church is having staff and lay leaders who are committed to integrity and holiness. (I Timothy 3; Titus 1)
- We serve under a plurality form of leadership with transparency - The spiritual oversight responsibilities of this body of believers rest with a Council of Elders. The appointment of "elders" (plurality) was the method used by the New Testament church for establishing leadership, instead of a one-minister (autocratic) lead approach. Leadership constantly strives to display a transparency to the body as it relates to their daily walk with the Lord.
- We are purpose driven. We believe in the priority of our purposes over our comfort or preferences. We will be willing to live our lives outside of our natural comfort zones in order to achieve these purposes.
- We value heritage over tradition. We know there is much to be gained from the great

men and women of faith who have gone before us. We value the rich heritage they have left us through their deeds, their words and their music. We do not believe we have all the answers or are in any way superior to those who have gone before us or even over those who minister in other ways in the present time. We will seek to understand our role in the history of the church and impart that heritage to those who come after us. However, we do not feel bound by the successful methods of others in this time or times past. We recognize that the world is changing at a rapid pace and methods that work today may not work tomorrow. We expect God to continue demonstrating His remarkable creativity by showing us exciting and effective strategies to present His love to our community and the world.

- We stress decentralized ministry. Ministry is to take place out in the midst of a fallen world and so our challenge is to provide a balance between times when believers are gathered together to be equipped for ministry and times when they are sent out to do the ministry for which every member has been commissioned by Christ.
- We emphasize faithfulness, not fruitfulness. Rather than focus on bearing fruit in our ministries, either numerically or spiritually, we believe we are called instead to be faithful and allow the Lord to determine the level of fruitfulness we are to enjoy.
- We believe in identifying and training emerging leaders who are fully committed to Christ and who will reach their generation with the Gospel. God is raising men and women who will take the baton of godly character, authentic faith, and servant-hearted leadership into the next generation.
- We stress the experience of the Lordship of Christ in your daily lives. (II Corinthians 5:15; John 15:1-17) Christian perfection is commanded by Jesus and is made possible when we respond to God's grace by personally accepting Jesus Christ as Lord. We become fully devoted followers of Jesus when we begin to realize the Lordship of Jesus in our lives.
- We desire and practice accountability. From the beginning, the process of arriving at these distinctives and core values was enveloped with a spirit of accountability—each leader made themselves accountable to the entire group for their struggles and personal growth goals.
- We recognize that the church is not just the staff or the Council of Elders. The elders keep the body on track with its mission. The staff equips and empowers the members of the congregation for works of ministry. The congregation reaches out in ministry to a lost world.
- We believe the church must be culturally relevant while remaining doctrinally pure.

- We desire to ground the church's life in our biblical vision so that the church's way of life, including its organizational structures, decision-making processes, policies and procedures, and management relationships, reflect Christian excellence and gives glory to Christ.
- We engage in strategic ministry planning and the development of an annual ministry plan so that we can accomplish our mission statement and fulfill our purpose of ministering.
- We believe in building on relationships and networking. We will strive to build relationships and networks at the grassroots level in locations around the world to mobilize churches, community groups, donors, corporations, and volunteers in effective ministry alliances.
- We work hard to retain high levels of public trust and safeguard our reputation by applying good stewardship principles, using resources for the purposes they were given, by building collaborative partnerships, and by being open and factual with all constituents.
- We continually measure the performance of our annual ministry plan and are accountable to performance objectives as ministry programs and costs are rigorously scrutinized to obtain maximum benefit.

SCRIPTURES

All principles and practices of ministry must be submitted to God's Holy Scriptures. In saying this, a clear distinction must be made between traditions, however effective they may have been in the past, and the clear teachings of the Word of God. The creative power of the Spirit of God must be allowed, through the Church's leadership, to constantly re-evaluate the activities of the congregation. There must be a willingness to discard old programs in order to change to new approaches into which God may be leading. The birthing of new ministries will parallel with God's provision of proven leadership.

Calvary Baptist Church leadership is committed to these additional scriptural distinctives and core values:

- Teach the Word of God in a practical, inspiring way. Hear God's current prophetic Word for today. The Bible is contemporary with us as the spoken Word of God, telling us who God is, how He has revealed Himself, what He has done in Jesus Christ for our salvation, and showing us how to have fellowship with Him.

- Be people of the Word by studying God’s Word, through excellence in Bible teaching, and living what the Bible says. “If you remain in me and my words remain in you, ask whatever you wish, and it will be given to you. This is my Father’s glory, that you bear much fruit, showing yourselves to be my disciples.” (John 15:7,8)
- Scripture and its message of God’s redemption of the world through Christ are the church’s authority for faith, life, and ministry. Leadership strives to affirm and carry out the ministries of Calvary Baptist Church in line with the grand themes of Scripture. These themes include, but are not limited to:
 - The sovereignty of God
 - A historical-redemptive understanding of God’s Word and history
 - God’s mission to save the world and the church’s key role in that mission
 - The dignity and worth of all human beings as image bearers of God
 - Salvation by grace alone through faith alone
 - The Holy Spirit as the giver and sustainer of spiritual life
 - The Lordship of Christ over all of life
 - The unity and diversity of the body of Christ
 - Justice and reconciliation as key manifestations of God’s kingdom
 - Word and deed as inseparable parts of our obedience
 - Prayer as the most important expression of our thankfulness to God
 - Word and sacrament as central in Christian worship
 - Christian vocation as encompassing everyday life and work
 - The hope for a new heaven and new earth

WORSHIP

Calvary Baptist Church is committed to following these worship distinctives and core values:

- **Becoming true worshippers** - Worship services are designed primarily for the purpose of biblical teaching and personal praise. An emphasis has been placed on worship through music. Music must prepare the heart for receiving God’s Word. The primary method of biblical teaching is through expository teaching, accompanied with practical applications. Services are not designed with a performance, entertainment or spectator mentality in mind.
- **Stressing the importance of making public commitments to Christ and the church.** It is vital for a believer to make a public declaration of devotion to Christ and to enter a formal covenant of partnership and accountability with other believers of the church. (Romans 10:9; Matthew 10:32, 33; Philippians 1:4,5; I Timothy 6:12; II Timothy 1:8)

DISCIPLESHIP AND EDUCATION

Calvary Baptist Church is committed to following these discipleship and educational distinctives and core values:

- **Emphasis on the men** - While recognizing the Church has a responsibility to nurture all of its members, leadership feels that a special ministry emphasis must be placed on the husbands, fathers, and heads of the homes in order that they can properly teach and train each member within their home the infallible Word of God. We desire to build spiritually healthy men through their accountability to other proven godly men.
- **Emphasis on the family** - There are three divine institutions, which the Lord has established on this earth - the family, Church, and government. Since the family was the first of these institutions to be established, we feel that the parents have the primary responsibility for teaching and training their children for God. The Church must not merely co-exist with the family, nor should the Church, through its programs (however good), set up conflicts with the family. Instead, the Church must assist parents in every possible way to bring their children to love, honor, and serve the Lord and Savior, Jesus Christ. Church ministries and programs must compliment, not divide the family.
- **Using Spiritual Gifts, Temperament, and Spiritual Passion** - we believe every believer is indwelt by the Holy Spirit and has been given at least one spiritual gift by God for the benefit of the Church. Since the Church, the Body of Christ, cannot be healthy and effective without every member exercising their spiritual gift(s) for the benefit of the whole, each Church member will be instructed on how to know their spiritual gift, temperament and spiritual passion, and they will be continually encouraged by leadership to exercise them in local and global ministries.
- **Equipping the saints through adult classes and small groups** - To balance between verse by verse exposition of Scripture and topical areas of importance and interest, a variety of discipleship and educational opportunities will be offered. These classes and groups are designed to further equip, educate, and edify each member of the body.

FELLOWSHIP

Calvary Baptist Church leadership is committed to following these fellowship distinctives and core values:

- **A time to heal** - Realizing that certain believers who visit our assembly might be

coming from a prior church experience in which they have been spiritually wounded, these individuals should take whatever time is needed to properly heal before they become directly involved in any ministry of this assembly.

- **Caring and accountability of all members** – We must minister to all members within this local assembly. We recognize the importance of social interaction as a way of establishing relationships on a more meaningful level, providing support and accountability among the members. Programs are provided in various areas of ministry to encourage fellowship among families, peer groups and on an individual basis.

EVANGELISM AND SERVICE

Calvary Baptist Church is committed to following these evangelism and service distinctives and core values:

- **All members are "ministers"** - The primary philosophy for ministries is that of GOING into the community/world instead of COMING to a church building to be served. It is not the desire of leadership to build unneeded programs/ministries to fit members into, but instead there is a desire to equip members to do works of ministry through the use of their spiritual gift(s). All Church members are viewed as ministers of the gospel, not just those which are the paid ministerial staff.
- **Local and global evangelism** – We are committed to fulfilling the great commission of evangelism and outreach through this local assembly. Local (city, state, and nation) mission emphases and global (cross cultural/world) mission emphases are of high priority. Each believer is encouraged to witness to visitors, family members, friends, and those within our community both locally and abroad.
- **Giving personal invitations** – We believe the most effective evangelism happens through people inviting people. A life will reach a life. Each believer develops genuine relationships with friends and family and extends an invitation to them. Evangelism and service gets to be a normal, natural lifestyle of winning others to Christ, one by one.

STEWARDSHIP

Calvary Baptist Church is committed to following these stewardship distinctives and core values:

- **A well-managed ministry with a priority on excellence** - Our desire is that the internal operations of this local assembly be handled in a "decent and orderly" manner which would be above reproach. The Church's business and financial operations will

be managed at a level, which would be a pacesetter for all Church members and the world to follow.

- **Major ministries in modest, but adequate facilities** - Since the Church is not brick or mortar, but men and women in Christ, a high priority will not be placed on the building of physical monuments. It is the desire of leadership to maintain major ministries within modest, but adequate facilities. The financing of facility needs by the use of significant long-term debt is not the desire of leadership. An emphasis is being placed on putting financial resources in the lives of people instead of in buildings. This approach prevents continuous overhead costs accumulating in the Church's annual budget. Such accumulations would ultimately become an inheritance for our future generations.
- **Members are viewed as managers** - The ownership of every tangible resource on the face of this earth belongs to God. Each member of this local assembly is considered a manager of those resources, which He has placed in their possession. Thus, financing the works of ministries within this local assembly is the obligation of each and every member within the body. Calvary Baptist Church recognizes the responsibility of tithes and offerings financial support of Christ's Body, the Church, as God so commands.
- **Equal access to God** – We are committed to the Priesthood of all believers. All born-again believers have equal access to God, and the Holy Spirit speaks to each believer, not just the elders, ministers, or ministry leaders. Each believer is encouraged to seek the Holy Spirit's leadership as ministry needs arise within the body and exercise wise stewardship means with his/her time, talent and money.
- **Communication and connection of all members** - No body of believers should get to a size or structure, which would allow a member to be lost in the crowd. Small groups are used as the primary means for communication and connection with each Church member. These small groups operate under the supervision and direction of appropriate staff, oversight teams and elders.

Article VI

Calvary Baptist Church Covenant of Membership

Realizing my guilt before God, I have confessed my sin to Him, and received the Lord Jesus Christ, who bore my sin on the Cross, as my personal Saviour. (Romans 3:19, 23; John 1:12)

I ACKNOWLEDGE the Lord Jesus Christ as Lord of all my life, and seek to confess Him as such before others by the testimony both of life and lip. (Romans 10:9, 2 Corinthians 5:14-25)

I TRUST in the power of the Holy Spirit, who lives in my heart, to keep me, guide me and lead me in the way of purity and holiness. (John 14:26; 16:13; Romans 8:2-4; Galatians 5:22-25)

I ACCEPT the Bible as the inspired Word of God, and my final authority in all matters of faith and practice. (2 Timothy 3:16; 2 Peter 1:20-21)

I RECOGNIZE my responsibility by tithes and offerings to extend the Kingdom of the Lord Jesus Christ both at home and abroad. (Malachi 3:8-10; 1 Corinthians 16:2; 2 Corinthians 9:7)

I RECOGNIZE my responsibility to pray regularly for the work of this Church, for its pastors, officers and members, that the witness of all concerned may be to the glory of God and to the salvation of souls. (Ephesians 6:18, 19; 1 Thessalonians 5:17,25)

I RECOGNIZE my responsibility to be regular in my attendance at the services of the Church, and at the Lord's Table. (Acts 2:42; Hebrews 10:25; 1 Corinthians 11:26)

I HAVE BEEN BAPTIZED BY IMMERSION, in obedience to my Lord's command, thus signifying my union with Christ in His death, burial, and resurrection. (Matthew 28:19-20; Romans 6:4)

I HAVE READ the Articles of Faith as contained in the Bylaws and am in complete agreement therewith. (1 Timothy 6:12; 2 Timothy 4:7; Jude 3)

Those wishing information about church membership are encouraged to visit with one of our Elders or call Marilyn Lebowitz, Director of Membership Services at Extension 17.

Article VII

Plurality of Leadership Statement

"Paul and Barnabas appointed elders for them in each church and, with prayer and fasting, committed them to the Lord, in whom they had put their trust."
(Acts 14:23)

"Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God, which He bought with His own blood."
(Acts 20:28)

"The reason I left you in Crete was that you might straighten out what was left unfinished and appoint elders in every town, as I directed you."

(Titus 1:5)

The New Testament clearly teaches that the Church is to be led by a plurality of godly men. Their assignment falls into four categories: First, these men are given both the responsibility and authority to skillfully and lovingly **lead** the flock. Next, they are to **feed** the flock, offering accurate and insightful teaching of the Scripture. Third, they are to **care** for the flock. This care is shown in the love, concern, prayers, ministry, and adept management of Church resources. Finally, they are to **protect** the flock from harmful influences and beliefs.

These leaders are known by three titles, each of which reveals a separate aspect of their function. All three titles are used in 1 Peter 5:1-2;

“To the **elders** among you, I appeal as a fellow **elder**, a witness of Christ's sufferings and one who also will share in the glory to be revealed: Be **shepherds** of God's flock that is under your care, serving as **overseers**--not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve;”

They are first called “**elders**”. An elder (Greek “presbuteros”) is a godly leader whose wisdom and maturity are respected by God’s people. Next, these are men who give oversight. That is, they are “**overseers**” (Greek “episkapos”). An overseer is a person who is a good manager of resources and guardian of people. Finally, these leaders are called “**shepherds**”, which is also translated as “pastors” (Greek poimain”). This word refers to the role of caring for and leading the flock.

It is important to note that within the New Testament model of church organization, authority for leadership is not granted to just one individual pastor, nor is it given as democratic rule by the congregation. Instead, the Scripture states that authority for leadership is conducted by a plurality of leaders who are appointed by the Church and accountable to God. The Scripture further teaches that when the Church supports the elders, both the Church body and individual Christian will flourish. (Heb. 13:17; 1 Thess. 5:12-13; 1 Pet 5:1-5; Acts 20:28) These elders do not form a separated “clergy class” of Christians. Instead, the elders, some of whom fill Church vocational roles or other non-vocational roles, are brothers with the people, always seeking God’s best for the members of the Church. (Acts 14:23; Titus 1:5; 2 Cor. 8:19).