

**COVENANT COMMUNITY CHURCH**  
22325 Greenwell Springs Road Greenwell Springs, LA  
Greenwell Springs, LA 70739

**COVENANT PRINCIPLES**  
**THE BYLAWS OF COVENANT COMMUNITY CHURCH**

**PREAMBLE**

Covenant Community Church is people who seek to experience the fullness of God's presence and to glorify Him and their Savior, Jesus Christ. Our mission is to worship God, evangelize the lost, disciple believers, minister to others and to fellowship through genuine personal relationships while pursuing personal and corporate holiness, all within the power and anointing of the Holy Spirit.

“Love the Lord your God with all your heart, with all your soul, and with all you mind. This is the first and greatest commandment and the second is like it, love your neighbor as yourself.” (Matthew 22:37-38 NIV)

Understanding that the love of God has been extended to us through Jesus Christ, offering reconciliation with God the Father, we the members of Covenant have committed together as a community of believers to submit to the lordship of Jesus Christ our Savior. Together we commit ourselves to these purposes and agree to be governed by the following principles of church order.

**ARTICLE I. NAME**

The name of this assembly shall be Covenant Community Church, Inc., of Greenwell Springs, Louisiana.

**ARTICLE II. PREROGATIVES AND PURPOSES**

The prerogatives and purposes of this church shall be:

Section 1. To Worship, Fellowship, and Evangelize

The three-fold purpose of Covenant Community Church shall be to establish and maintain a place for the worship of Almighty God, to provide for Christian training and fellowship for believers, and to proclaim the gospel of Jesus Christ by all available means, both at home and abroad.

Section 2. To Govern

Covenant Community Church shall have the right to govern itself and to conduct its own affairs according to the standard of the New Testament Scriptures. This right shall specifically include such matters as the calling of a pastor, the selection of the Board of Elders, the ordaining and credentialing of ministers, the discipline of its members, and the conducting of its own services, church programs, and ministries.

Section 3. To Acquire and Dispose

In connection therewith, or incidental thereto, Covenant Community Church shall have the right to purchase or acquire by gift, bequest or otherwise, either directly or as a trustee, and to own, hold in trust, use, sell, convey, mortgage, lease, or otherwise dispose of any real estate or chattels as may be necessary for the furtherance of its purposes, and to exercise all other powers conferred upon it by its charter or by the applicable nonprofit corporation law of Louisiana; all in accordance with the Covenant Principles as the same may be hereafter amended.

Section 4. To Fulfill Ministry Purposes

In fulfilling these purposes, this fellowship of believers 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 Revenue Law), including, but not limited to, for such purposes, the establishing and maintaining of worship, the building(s), maintaining and operating of churches, parsonages, schools, chapels, radio stations, television stations, rescue missions, print shops, day-care centers, camps, nursing homes, and cemeteries and any other ministries that the church may be led of God to establish.

Section 5. To Cooperate

Covenant Community Church shall cooperate with other churches of similar purposes in fulfilling her mission.

### **ARTICLE III. AFFILIATION**

The pastor and salaried ministerial staff for this fellowship will be affiliated with a ministry organization whose doctrine is inclusive of the Tenets of Faith that follow in Article IV. The purpose of such affiliation is to encourage ministerial accountability for Biblical, ethical, and professional behavior.

### **ARTICLE IV. TENETS OF FAITH**

The church family of Covenant Community Church accepts the Holy Scriptures as the revealed will of God and the all-sufficient rule of faith and practice. For the purpose of maintaining general unity, this fellowship subscribes to the historical Apostle's Creed. Following the Creed is a formal Statement of Faith for Covenant Community Church.

The Apostle's Creed

I believe in God, the Father Almighty,  
Creator of Heaven and earth.

I believe in Jesus Christ, His only begotten Son, our Lord.  
He was conceived by the power of the Holy Spirit  
And born of the Virgin Mary.  
He suffered under Pontius Pilate,  
Was crucified, died, and was buried.  
He descended to the dead.  
On the third day He rose again.  
He ascended into Heaven.  
And is seated at the right hand of the Father.  
He will come again to judge the living and the dead.

I believe in the Holy Spirit,  
The holy universal church.  
The communion of saints,  
The forgiveness of sins,  
The resurrection of the body,  
And the life everlasting. Amen.

## Statement of Faith

### 1. The Scriptures Inspired

The Scriptures, both the Old and New Testaments, are verbally inspired of God and are the revelation of God to man, the infallible, authoritative rule of faith and conduct (II Tim 3:15-17; I Thess 2:13; II Peter 1:21). All of scripture is inspired, not merely some parts. God by His Spirit, has guaranteed the authenticity and reliability of both the very words and the ideas that were written, without depriving the writers of their individuality. Whatever is not established by the Holy Scriptures is not to be made an article of faith nor is it to be taught as essential to salvation.

### 2. The One True God

The one true and sovereign God has revealed Himself as the eternally self-existent "I AM", the Creator of heaven and earth and the Redeemer of mankind. He has further revealed Himself as embodying the principles of relationship and association as Father, Son and Holy Spirit (Deut 6:4; Isa 43:10, 11; Matt 28:19; Luke 3:22).

### 3. Deity of the Lord Jesus Christ

The Lord Jesus Christ is the eternal Son of God. The Scriptures declare:

- (a) His virgin birth (Matt 1:23; Luke 1:31, 34-35).
- (b) His sinless life (Heb 7:26; I Peter 2:22; Heb 4:15).
- (c) His miracles (Acts 2:22; 10:38).
- (d) His substitutionary work on the cross (I Cor 15:3; II Cor 5:21).
- (e) His bodily resurrection from the dead (Matt 28:6; Luke 24:39; I Cor 15:4).
- (f) His exaltation to the right hand of God (Acts 1:9, 11; 2:33; Phil 2:9-11; Heb 1:3).
- (g) His second coming (I John 2:28).

### 4. The Fall of Man

We believe that man was created in the image and likeness of God, but that in Adam's sin the human race fell, inherited a sinful nature, and became alienated from God. Man is totally depraved, meaning that, apart from God's grace, he is forever lost and, of himself, utterly unable to remedy his lost condition. (Gen 1:26-27; Rom 3:22-23; 5:12, 6:23; Eph 2:1-3; 4:17-19).

### 5. The Salvation of Man

Man's only hope of salvation is through the shed blood of Jesus Christ the Son of God. Salvation is received through repentance toward God and faith toward the Lord Jesus Christ. Being justified by grace through faith, man becomes an heir of God according to the hope of eternal life, by the washing of regeneration and renewing of the Holy Spirit (Luke 24:47; John 3:3; Rom 10:13-15; Eph 2:8; Tit 2:11; 3:5-7).

- (a) Reconciliation

(Revision 1 Adopted January 18, 1998)

We believe God was in Christ reconciling the world to Himself. The offering Christ freely made on the cross is the perfect and sufficient sacrifice for the sins of the world, redeeming man from all sin, so that no other satisfaction is required (John 3:14-21, Rom 5:10).

(b) Justification

We believe that justification, declaring us righteous before God, delivers us from the penalty of sin. We are never accounted righteous before God through our works or merit. Penitent sinners are justified or accounted righteous before God only by faith in our Lord Jesus Christ (Rom 3:28, 5:1, Gal 2:16).

(c) Regeneration

We believe regeneration is the renewal of a man in righteousness through Jesus Christ, by the power of the Holy Spirit, whereby we are made partakers of the divine nature and experience newness of life. By this new birth the believer becomes reconciled to God and is enabled to continually serve Him with both will and affections (Tit 3:5).

(d) Sanctification

We believe sanctification is a progressive process of separation from that which is evil and of dedication unto God. It is the work of God's grace through the Word and the Spirit, by which those who have been regenerated and justified are cleansed from sin in their thoughts, words and acts, and are enabled to live in accordance with God's will, and to strive for holiness without which no one will see the Lord. Believers are called to live as overcomers of the power of sin and increasingly exhibit the fruit of the Holy Spirit (Gal 5:22-23; I Thess 5:23; Heb 12:14, 13:12; I Cor 1:2, 10:13; Rom 6:1-13). Glorification is the complete and final sanctification and deliverance from the presence of sin and will be accomplished at the second coming of the Lord.

6. The Baptism in the Holy Spirit

The baptism in the Holy Spirit is an experience of an overflowing fullness of the Spirit (John 7:37-39; Acts 4:8). With it comes the enduement of power for life and service, the bestowment of the gifts, and the use of gifts in ministry (Luke 24:49; Acts 1:4,8; I Cor 12:1-31). All believers are entitled to and should ardently expect and earnestly seek the promise of the Father, the baptism in the Holy Spirit, according to the command of our Lord Jesus Christ. This was the normal experience of the early Christian Church. This experience is distinct from and subsequent to the experience of the new birth (Acts 8:12-17; 10:44-46; 11:14-16; 15:7-9). The following are scriptural responses to the believer's experience of being baptized in the Holy Spirit:

(Revision 1 Adopted January 18, 1998)

- (a) Speaking in other tongues as the Holy Spirit gives utterance (Acts 2:4, 10:46, 19:6; I Cor 14:4, 5, 14, 39; Mark 16:17).
- (b) A deepened reverence for God (Acts 2:43).
- (c) An intensified consecration to God and dedication to His work (Acts 2:42).
- (d) A more active love for Christ, for His Word, and for the lost (Mark 16:20).

The Holy Spirit is manifested through a variety of spiritual gifts given to all believers. These manifestations of the Spirit are intended for the edification and sanctification of the church (I Cor 12:7-10; Rom 12:6-8; Eph 4:11).

## 7. Divine Healing

Divine healing is an integral part of the gospel and wherever the gospel was preached, both by Jesus and His followers, the sick were healed. In His sufferings on the cross, Jesus fully paid the penalty of the broken law and all its consequences including sin, sickness, and death. His resurrection demonstrated His Father's approval of the completeness of His finished work. The Lord Jesus commissioned His followers to go and declare to all the world that men may now be freed from slavery to sin, delivered from the wrath of God, and healed of their diseases. James further directed that sick believers should request prayer from elders, who were to anoint them with oil, believing that they would be healed; therefore, we commit ourselves to pray for any who are sick and to care for their practical needs as our resources allow. (Isa 53:4,5; Matt 8:16,17, Matt 25:36; Mark 6:13; James 5:14-16; II Cor 5:21; Rom 1:4; Heb 2:13-15).

## 8. The Ordinances of the Church

### (a) Baptism in Water

The ordinance of baptism is commanded in the Scriptures. All who repent and believe on Christ as Savior and Lord are to be baptized. Thus they declare that they have died with Christ and that they also have been raised with Him to walk in newness of life. (Matt 28:19; Mark 16:16; Acts 10:47, 48; Rom 6:4).

### (b) Holy Communion

The Lord's Supper, consisting of the elements--bread and the fruit of the vine--is the symbol expressing our sharing the divine nature of our Lord Jesus Christ (II Peter 1:4), a memorial of His suffering and death (I Cor 11:26), and a token of love and union which Christians have with Christ and with one another. Those who rightly, worthily, and in faith, eat the broken bread and drink the blessed cup partake of the body and blood of Christ in a spiritual manner until He comes.

## 9. The Church

We believe the Christian Church is the community of all true believers under the Lordship of Christ (Eph 1:22-23, 2:19-22). It is the redemptive fellowship in which the Word of God is preached by men divinely called, and the ordinances are duly administered according to Christ's own appointment. Under the discipline of the Holy Spirit the Church displays the character of God and exists for the worship of God, the edification of believers, and to proclaim the gospel of the Lord Jesus Christ to all the world .

10. The Second Coming of Christ

The second coming of Christ is the great anticipation of the Church. As Christians, we should, with Paul, love to look for that "blessed hope and the glorious appearing of the great God and our Savior Jesus Christ" (Tit 2:13). His coming is an incentive for holy living: "And now, little children, abide in Him; that when He shall appear we may have confidence, and not be ashamed before Him at His coming" (I John 2:28). "Every man that hath this hope in Him purifieth himself even as He is pure" (I John 3:3).

11. The Judgment and the Future State

We believe all men stand under the righteous judgment of Jesus Christ, both now and in the last day. We believe in the resurrection of the dead; the righteous to life eternal and the wicked to endless condemnation. Whosoever is not found written in the Book of Life, together with the devil and his angels, the beast and the false prophet, will be consigned to everlasting punishment in the lake which burns with fire and brimstone, which is the second death (Matt 25:46; Mark 9:43-48; Rev 19:20; 20:11-15; 21:8).

## ARTICLE V. ORDINANCES

### Section 1. Baptism in Water

The ordinance of baptism by immersion in water (Matt 28:19) shall be administered to all who have believed on the Lord Jesus Christ to the saving of their souls, and who give clear evidence of their salvation (Rom 6:3-5; Col 2:12).

### Section 2. Holy Communion

The ordinance of the Lord's Supper shall be celebrated frequently, and in a manner enjoined in Scriptures. Typically this shall be on a monthly basis, but not less often than once each quarter (Luke 22:19-20; I Cor 11:23-26).

## ARTICLE VI. MEMBERSHIP

### Section 1. Qualifications for Membership

All people are invited to fellowship with and worship at Covenant Community Church. For legal, organizational, and discipleship purposes Covenant Community Church offers official membership to all whose lives evidence a genuine experience of regeneration through faith in and acceptance of the Lord Jesus Christ as personal Savior, who renounce sin, who endeavor to live a consecrated life holy unto the Lord (Rom 6:4, 8:1-4; 13:13-14; Eph 4:17-32; 5:1, 2, 15; I John 1:6-7), and who comply with the following conditions:

- A. A profession of faith in Jesus Christ and water baptism is required for members. While immersion baptism is understood as the Biblical model, those whose prior experience in Christ has included baptism by means other than immersion will be considered as having fulfilled this requirement.
- B. Members shall acknowledge the Tenets of Faith as set forth in Article IV above.
- C. Members shall agree to be governed by the Covenant Principles of this fellowship.
- D. Members shall have regularly attended worship services for ~~one~~ month.
- E. Members shall agree to support the ministries of this church with their finances as the Lord prospers them (I Cor 9:7-14; II Cor 9:6-12). While tithing is not a formal requirement of membership, Jesus Himself encouraged tithing (Matt 23:23; Luke 11:42; Heb 7:8).

- F. Members shall evidence an understanding that the call to salvation is a call to a servanthood lifestyle, one in which believers are encouraged to discover and employ their unique spiritual gifts.
- G. In order to establish an organizational beginning, all individuals whose names appear on the current voting members roster as of the date of the acceptance of this document, are declared to be active members.

Section 2. Procedure for Membership

Those individuals who have regularly attended worship services and financially supported Covenant for one month are eligible for membership. After attending a membership orientation, applicants shall complete a written application form and present it to the pastor and/or any member of the Board of Elders. The Board of Elders will formally act upon the eligibility of each applicant by a majority vote. All such decisions, whether approved or disapproved, shall then be communicated in writing to the applicant. The senior pastor will be responsible to insure that successful applicants are publicly and formally received into church membership at an appropriate time and will insure that their names shall be added to the formal membership roster.

Section 3. Pastor and Staff

By virtue of their position, all paid ministerial staff and spouses shall be considered voting members during their tenure.

Section 4. Membership Classifications

- A. Voting membership is comprised of those 18 years of age or older and who meet the above qualifications of Sections 1 and 2.
- B. Non-voting membership:
  - 1. Youth membership is available for those under 18 who also meet the above qualifications of Sections 1 and 2. Upon turning 18 years of age the non-voting member may request voting membership as outlined in Section 2.
  - 2. Honorary membership is available to any member who has left the church in good standing. Such membership recognition shall continue as long as the member maintains a consistent Christian life, remains sound in doctrine, and maintains a cooperative attitude toward Covenant Community Church.
  - 3. Inactive membership is comprised of those who have been declared inactive for cause by the Board of Elders. Any change in classification from active to inactive must be communicated to the

member in writing, with the reason for such change specified. Voting privileges are suspended for all those on the inactive roster. Inactive members may be moved back to the active membership roster (meaning voting privileges are restored) whenever approved by the Board of Elders. This may be done when the inactive member requests reconsideration by the Board of Elders and the Board of Elders approves the change of status.

#### Section 5. Change of Membership Status

- A. No member of this church may hold membership in another church. If any member unites in membership with another church, that person's membership in Covenant Community Church is automatically terminated without notice.
- B. Resignations from membership may only be accepted from members who are in good standing.
- C. The Board of Elders, in their sole discretion, shall have the authority and be authorized to move any active voting member to inactive membership status. A member may be declared inactive for reasons such as, but not limited to the following: (1) if subject to church discipline, (2) without good cause has been absent from the services of the church for a period of three consecutive months or more, or (3) ceased to contribute finances to the church's support as verified through contribution records.
- D. The inactive membership roster may be purged as deemed appropriate by the Board of Elders.

#### Section 6. Discipline

##### A. Grounds

Covenant is responsible to exercise scriptural authority for her membership (Matt 16:19; 18:15-20; Luke 17:3; John 20:23; Acts 16:4, Eph 5:11, I Tim 5:20, II Tim 4:2; Heb 13:17). The purpose of discipline is to promote repentance and restoration through exposing sinful behavior. It is to be redemptive in nature as well as corrective. Any member of Covenant, including ministerial staff is subject to discipline on the basis of unscriptural conduct or doctrinal departure from the Tenets of Faith set forth in Article IV. Those under disciplinary action forfeit and waive the right to resign from the fellowship until the matter of discipline has been resolved. Any member refusing to submit to the disciplinary action process will be dismissed and denied a letter of recommendation. Disciplinary matters concerning the pastor are further covered under Article VIII, Section 3, A.

##### B. Procedure

Covenant will follow the following disciplinary procedure, set forth in Matthew 18:15-20. The procedure consists generally of the following: (1) The pastor and/or member(s) designated by the Board of Elders will discuss charges with the member(s) in question, in hopes that the matter may be resolved privately. (2) If private reconciliation is unsuccessful, the member(s) shall then be asked to meet with the pastor and/or the Board of Elders. (3) If the first or second steps do not resolve the matter, then the Board of Elders, or the member with authorization of the Board of Elders, may submit the matter to the membership in a special business meeting called for that purpose. Only active voting members, and youth members who have parental permission, shall be permitted to attend such a special business meeting. The decision of a majority of the voting members present at such a meeting shall be final. If the charges are found to be true, the member may be dismissed from membership in the church. However, lesser disciplinary sanctions may be imposed as appropriate, depending on the circumstances of each case. Any such decision will be communicated to the member(s) in writing by the secretary of the Board of Elders.

## **ARTICLE VII. GOVERNMENT**

### Section 1. The Board of Elders

#### A. In General

The government of Covenant Community Church shall be vested in a Board of Directors, referred throughout this document as the Board of Elders, which shall consist of the pastor and at least three elders.

#### B. Qualifications of Board of Elders

Elders shall be persons of mature Christian experience and knowledge and shall be expected to meet the requirements set forth in I Timothy 3 and Acts 6. Elders shall be voting members of Covenant Community Church for at least three years. They shall currently support the church with their tithes and offerings, have a cooperative spirit, and regularly attend church services.

#### C. Duties of Board of Elders

1. The Board of Elders shall have the general charge and management of church affairs, funds, and property. The Board of Elders shall act as the final arbiter in determining scriptural standards for employees and members. The Board of Elders shall have the authority to carry out the purposes of Covenant Community Church according to its charter and these Covenant Principles.

2. The Board of Elders shall act in the examination of applicants for membership.
3. The Board of Elders shall administer discipline according to Article VI, Section 6.
4. If the church is without a pastor, the Board of Elders shall be empowered to select a temporary chairman.
5. The Board of Elders shall elect a secretary from among its members.
6. The Board of Elders shall elect a treasurer from among the active voting members of Covenant Community Church who meet the qualifications for such office.
7. The Board of Elders shall select additional elders as described in Article VIII, Section 2, D.
8. The Board of Elders shall examine, approve, and present candidates for ordination.
9. The Board of Elders shall select 50% of the Pastoral Search Committee in the event a vacancy occurs in the office of Pastor. The other 50% shall be selected by the voting members of the congregation.

## Section 2. Officers of the Corporation

### A. In General.

There shall be a president, secretary, and treasurer. The pastor, by virtue of office, shall be both the president of the church corporation as well as chairman of the Board of Elders. The offices of secretary and treasurer may be held simultaneously by the same individual.

### B. Qualifications

1. Presiding President/Pastor  
The pastor shall be in good standing with a ministry organization whose doctrine is inclusive of the Tenets of Faith in Article IV.
2. Secretary  
The secretary shall be a member of the Board of Elders. By virtue of office, he shall be the secretary of the church corporation as well as secretary of the Board of Elders.
3. Treasurer  
The treasurer shall have been an active voting member of this fellowship for at least three years immediately preceding election to office, shall currently support the church with tithes, shall have a cooperative spirit, and shall be faithful in attendance at church services.

### C. Duties of Officers

1. President/Pastor

- (a) Shall be the spiritual overseer of this fellowship and shall direct its activities.
- (b) Shall be recognized as chairman of the Board of Elders, president of this corporation, shall act as chairman of all the business meetings (except as noted in Article IX, Section 4).
- (c) Shall provide for all services and shall specifically arrange for all special meetings, conventions, and revival campaigns. No person shall be invited to speak or preach without his approval.
- (d) Shall conduct training classes as needed on the responsibilities of serving as a church Elder, deacon, trustee, secretary, treasurer, or other church leaders. Such training courses shall be based upon scriptural directives for church leadership and these Covenant Principles.
- (e) Shall select, supervise, and terminate all paid staff in consultation with the Board of Elders.
- (f) Shall be an ex-officio member of all committees.

2. Secretary

- (a) Shall keep the minutes of the official meetings of the Board of Elders and of the annual and special business meetings.
- (b) Shall keep a record of Covenant membership and perform any other clerical work necessary to the proper discharge of these duties.
- (c) Shall be the custodian of all legal documents.
- (d) Shall file such annual corporation reports with the Secretary of State as may be required by state law.

3. Treasurer

- (a) Shall chair the budget committee and oversee its budget presentation.
- (b) Shall chair the finance committee.
- (c) Shall insure preparation of the quarterly and annual reports.
- (d) Shall oversee the following functions of the financial secretary:
  - (1) Shall be entrusted with all the finances of Covenant, subject to the supervision of the Board of Elders, and shall deposit all funds in federally insured accounts in the name of Covenant Community Church.
  - (2) Shall keep an itemized account of receipts and disbursements, shall present a report for each regular meeting of the Board of Elders, and shall present an annual report to the congregation at the annual business meeting.
  - (3) Shall assist in acquiring and maintaining available tax exemptions under state and local law.

- (4) Shall provide each donor a record of all identified giving at least annually.
- (5) Shall be the custodian of all the financial records of the church.

Section 3. Fiduciary Duties

The law imposes several fiduciary duties on officers, boards of elders, and trustees, including the duties of due care and diligence, loyalty, avoidance of self-dealing, expending designated contributions for the purposes specified, and must not commingle personal and corporate funds.

Section 4. Civil Government

We believe that God has ordained and created all authority consisting of three basic institutions: 1) the home; 2) the church; and 3) the state. Every person is subject to these authorities, but all (including the authorities themselves) are answerable to God and governed by His Word. God has given each institution specific Biblical responsibilities and balanced those responsibilities with the understanding that no institution has the right to infringe upon the other. The home, the church, and the state are equal and sovereign in their respective Biblically assigned spheres of responsibility under God (Rom 13:1-7; Eph 5:22-24; Heb 13:17, I Pet 2:13-14).

## **ARTICLE VIII. ORDINATIONS, ELECTIONS, VACANCIES, AND REMOVALS**

Section 1. Ordination Qualifications

Any individual who gives evidence of a genuine call of God into the work of the ministry and possesses the qualifications stated in 1 Timothy 3:1-7 and Titus 1:6-9, may be ordained as a minister of the Gospel. A candidate for ordination shall be carefully examined by the Board of Elders of Covenant Community Church to determine both their biblical qualifications for ministry and that they possess the general fitness and maturity needed for ministry. Successful candidates must be approved by a majority of the elders, ratified by a majority vote of the congregation, and commissioned publicly in a formal ordination service. The ordination service shall include a formal charge of ministry, the laying on of hands, and public prayer by the congregation for the ordination candidate. All ministers ordained by Covenant shall be reviewed for renewal of their credentials at least annually, and those approved for renewal must be ratified by a majority of the congregation at the annual business meeting.

Section 2. Elections

A. Pastor

1. The pastor shall be nominated by a pastoral search committee. The Board of Elders shall select 50% of the committee. The other 50%

will be elected by the active voting members of Covenant Community Church.

2. The pastor shall be elected to serve for one or more years or for an indefinite period of time determined by the Board of Elders and announced at the time of election.
3. Election shall be by the secret ballot of voting members present at the annual business meeting or at a special business meeting called for that purpose. Only one candidate shall be considered at a time.
4. Eighty percent (80%) of all votes cast shall be required to constitute an election. The Board of Elders is responsible for determining the mechanics of the election process, i.e. ballot design, teller appointment, etc.
5. In the event either the pastor or any other member(s) shall challenge the validity of an election, the validity of the election shall be arbitrated by the Board of Elders.

B. Secretary

The secretary shall be elected by the Board of Elders from among its members. The term of office shall be one year, and the secretary may serve consecutive terms.

C. Treasurer

The treasurer shall be elected by the Board of Elders from among those who have been active voting members of this fellowship for at least three years immediately preceding election. The term of office shall be one year, and the treasurer may serve consecutive terms without limitations.

D. Elders

The elders shall compile a list of candidates from among those men of Covenant Community Church who are active voting members and who meet the elder qualifications (Article VII, Section 1, b). The names are then sequentially, anonymously, and randomly drawn. Two designated elders then contact the candidates in the order drawn until the vacancies are filled. This process will be repeated each time vacancies occur. Elders shall be chosen for a three-year term, and are then ineligible for one year. If not ordained already, those selected shall be ordained as elders by the laying on of hands by the other church elders. All new elders shall be publicly installed.

E. Deacons

Should the Board of Elders determine that a board of deacons is also needed for more effective ministry to the body of Covenant, they shall be

empowered to define and describe the selection process, the role, and function of the office of deacon.

Section 3. Vacancies and Removals

A. Pastor

When a vacancy in the office of the pastor shall occur, a temporary replacement shall be arranged for by the Board of Elders. The new pastor shall be chosen as prescribed in Article VIII, Section 2, a. The discipline of the pastor is under both the authority of Covenant's own Board of Elders as well as the pastor's credentialing authority.

1. Should a pastor lose his credentials, his continued service will be subject to review by the Board of Elders and action shall be taken as deemed appropriate.
2. Should the Board of Elders conclude that the pastor has become ineffective or has demonstrated character unbecoming his office, the Board of Elders may ask the pastor for his resignation after following the discipline procedure prescribed in Article VI, Section 6. If the pastor submits his resignation, the Board of Elders shall determine appropriate severance pay and shall then follow Article VIII, Section 1, A in selecting a new pastor. If the pastor refuses to resign, the Board of Elders may call the congregation to a special business meeting to consider formal removal of the pastor. A majority vote of all voting members present and voting shall be required to remove a pastor from office before his term expires. Severance pay shall be determined by the Board of Elders.
3. A special business meeting may be called by petition as provided in Article IX, Section 3, for the purpose of considering the status of the pastor. A majority vote of all voting members present and voting shall be required to remove a pastor from office before his term expires. Severance pay shall be determined by the Board of Elders.

B. Secretary and Treasurer

The offices of secretary and treasurer shall be vacant upon the expiration of the term of office, or upon the termination of the officer's active membership, whichever shall occur first.

C. Elders

The office of elder shall be vacant upon the expiration of the term of office, or upon the termination of the elder's active membership, whichever shall occur first.

D. In General

Any office or position of leadership in the church (other than that of the pastor) may be terminated by a majority vote of the Board of Elders. This does not apply to the Board of Elders except for procedures under Article VI, Section 6 (Discipline).

E. Filling Vacancies

Any office or position of leadership in the church (other than that of pastor) may be filled by appointment of the Board of Elders for the unexpired term.

## ARTICLE IX. MEETINGS

Section 1. Meetings for Worship

Meetings for corporate worship shall be held on each Sunday and during the week as may be provided for under direction of the pastor or the Board of Elders if there is no pastor.

Section 2. Annual Business Meeting

The annual business meeting shall be held during January each year. The purposes of the meeting are to review Covenant's significant events and ministries from the past year, to present a financial statement for the past year and a budget projection for the next year, and to provide church leadership the opportunity to express goals and objectives for ministry envisioned for the upcoming year. Notice of the date, time, and place of each annual business meeting shall be announced from the pulpit during morning worship services on each of the two Sundays immediately preceding the date of the meeting. An opportunity will be provided for any voting member to make inquiry about any matters concerning the ministries and finances of Covenant Community Church.

### Section 3. Special Business Meetings

Special business meetings of this assembly may be called by a majority of the Board of Elders or by a petition signed by not less than twenty-five percent (25%) of the active voting members of this assembly. Only petitioners who have regularly attended services and financially supported Covenant for at least one month prior to signing the petition shall be recognized.

Petitions pertaining to the business affairs of the church shall be submitted to the pastor or the secretary of the Board of Elders.

A petition pertaining to the status of the pastor shall be directed to the Board of Elders and they shall arrange for a special business meeting.

No more than one petition on a given subject shall be recognized in any 12-month period, except by approval of the Board of Elders. Notice of the date, time, place, and purpose of each special business meeting shall be announced from the pulpit during morning worship services on each of the two Sundays immediately preceding the date of the meeting.

No business other than that specified in the notice of meeting shall be transacted at any special meeting of this fellowship.

### Section 4. Parliamentary Order

All business meetings shall be moderated by the pastor (or an elder if the office of pastor is vacant or the pastor is the subject of possible disciplinary action). The moderator shall conduct the business meeting in keeping with the spirit of Christian love and fellowship. Wherein it is practical, the current edition of Robert's Rules of Order (Revised) will be used as a guide.

### Section 5. Voting Constituency

#### A. Qualifying of Voters

The voting constituency at all business meetings shall consist of all active voting members who are present.

#### B. Membership Roll

The Board of Elders shall review the list of active voting members at least annually and compile a current list.

C. Members Under Process of Discipline

No member under the process of discipline shall be entitled to vote until the discipline process is completed.

Section 6. Quorum

A quorum shall consist of all voting members present at any duly called business meeting.

Section 7. The Board of Elders

The Board of Elders shall meet monthly or at the call of the pastor for the oversight of Covenant's ministry and business. Time and place will be communicated by the pastor. A majority of the Board of Elders must be present to constitute a quorum.

## **ARTICLE X. DEPARTMENTS**

Covenant shall create and maintain such departments and suborganizations as may be necessary and advisable for the extension of her work. All such departments and organizations shall be subordinate to the fellowship and shall contribute to the harmony and development of the whole. They shall be under the general supervision of the pastor and Board of Elders. The pastor shall be an ex-officio member of all committees or departments.

## **ARTICLE XI. FINANCE**

Section 1. In General

All funds shall be provided by voluntary contributions, tithes, and offerings of the members and friends of Covenant Community Church. Offerings shall be accepted at such times and in such ways as agreed upon by the Board of Elders and shall be administered by the treasurer under their direction. Members and donors relinquish all rights to direct the use of the tithe or offering once the gift has been made. (Mal 3:10; Acts 4:34-37, I Cor 16:1,2; II Cor 9:6-8).

Section 2. Handling of Offerings

All offerings shall be counted by at least two authorized persons before the funds are removed from the church building. An offering receipts form shall be signed in duplicate by those counting the offering, with one copy going to the treasurer and the other to the pastor. A record shall be kept of all receipts and disbursements of the church and of all individual giving. All funds shall be deposited in federally insured accounts.

Section 3. Pastoral Remuneration

A. Regular Remuneration

The pastor shall be remunerated by a salary or by other means agreed upon by the Board of Elders and himself. The Board of Elders shall review the pastor's remuneration at least annually.

B. Reimbursement for Expenses

Any conference and/or training expenses shall be reimbursed, with advance approval by the Board of Elders. Other ongoing ministry expenses incurred as a result of representing Covenant (i.e. mileage, meals, etc.) shall be reimbursed according to guidelines determined by the Board of Elders.

## **ARTICLE XII. PROPERTY**

Section 1. Title

All property of Covenant Community Church shall be deeded to the congregation and held in its name or, if required by law, to trustees acting on behalf of the congregation and their successors in office.

Section 2. Purchases and Sales of Property

All purchases and sales of real property shall be authorized by a vote of at least two-thirds of the voting membership who are in attendance at a scheduled business meeting.

Section 3. Dissolution

Should this church cease to maintain a weekly worship service for a period of three months or a majority of the voting membership votes for dissolution, this fellowship shall be considered officially dissolved. At such time, trustees shall, after paying or making provision for payment of all the liabilities of the church, dispose of all of the assets of the church to such organization or organizations formed and operated exclusively for religious purposes as shall at the time qualify as an exempt organization or organizations under Section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law), as trustees shall determine. Assets may be distributed only to organizations which agree with the church's tenets of faith, and none of the funds or assets shall be distributed to any officer, deacon, trustee, or any other individual.

## **ARTICLE XIII. AMENDMENTS**

The Covenant Principles may be amended at any regular or special business meeting by a majority vote of the membership present, except Article IV and Article XIII. Article IV and Article XIII may

only be amended by the affirmative vote of eighty percent (80%) of the active voting members present at any regular or special business meeting called for the exclusive purpose of amending these Covenant Principles.

#### **ARTICLE XIV. THE COVENANT**

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ our Savior, and on profession of our faith, having been baptized in the name of our Father, and of the Son, and of the Holy Spirit, we do now, in the presence of God, most solemnly and joyfully enter into covenant with one another.

We covenant to exercise Christian care and watchfulness over one another in brotherly love, and faithfully warn, rebuke and admonish one another, as the case shall require; and in all things be slow to take offense, being always ready for reconciliation, and mindful of the admonition of our Savior, to secure reconciliation without delay;

We shall not forsake the assembling of ourselves together for worship, nor omit the responsibility of prayer, both for ourselves and for others; and for the ministries of the Church;

We shall share in each other's joys, and endeavor with tenderness and sympathy, to bear each other's burdens and sorrows;

We shall maintain family and private devotions; educate our children in the precepts of scripture; seek the salvation of our kindred, acquaintances, and all others; walk circumspectly in the world; be just in our dealings, faithful to our commitments, and exemplary in our conduct;

We shall, in every circumstance, seek to live to the glory of Him who has called us out of darkness and into His marvelous light.

We moreover engage that, when we cease to be members of this fellowship, we will as soon as possible, be united with some other church where we can carry out the spirit of this covenant and the principles of God's Word.

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