

# CORE CLASSES PARTICIPANT GUIDE



**CALVARY CHURCH**  
welcome home

[www.calvary.church](http://www.calvary.church)



God saw all that  
He had made, and it was  
very good... **Genesis 1:31**

**GOD**



**GOD**

*for all have sinned and fall  
short of the glory of God*  
**Romans 3:23**

*For the wages of sin is death...*

**SIN**

*...but the gift of God is  
eternal life in Christ Jesus  
our Lord.*  
**Romans 6:23**



**GOD**

**JESUS**

*For by grace you have  
been saved through faith;  
and that not of yourselves,  
it is the gift of God; not as  
a result of works, so that  
no one may boast.*  
**Ephesians 2:8-9**

**SIN**

# CORE CLASSES PARTICIPANT GUIDE

# DISCOVER

## OVERVIEW

Our hope is that you will leave this class with a clear sense of who Calvary is and where Calvary is headed.

## GROUP INTRODUCTION

What's your name? What brought you to Calvary? What high school did you go to?

## CALVARY'S VISION

We're a group of imperfect people, loved by a perfect God and called to something greater than we can even imagine.

*We seek to be a community of Christ followers, loving Jesus and others. And as an outpouring of God's overwhelming love and work in our own lives, we want to be a group of people who are making a difference in the lives of others in our homes, city, and world.*

## GOSPEL (see diagram on previous page)

Jesus' sacrifice for us is so important, we created a one-page image to help us communicate it simply and clearly.

1. In the beginning, God created us in perfect relationship with Him as His image-bearers and commissioned us to rule over the world in His likeness.
2. We rebelled, saying "no" to living under God's leadership and care, choosing our own path of rebellion.
3. The consequences of our rebellion was death in every sense, separation, and brokenness.
4. God could have left us in that completely helpless and hopeless state, but in His great mercy and because of His love, the Father sent the Son to rescue us.
5. Jesus makes this rescue possible by identifying with us in our flesh, living in our place, dying our death, paying the penalty for our sin, and rising again, defeating the kingdom of darkness' reign over us.
6. Jesus calls us to respond by placing our faith in Him as our Savior and following Him as the King (Leader) of each aspect of our life. This

involves both a turning away from the old ways of living and a turning to Jesus, learning to live in the new ways.

### **WHAT DO WE DESIRE FOR PEOPLE AT CALVARY?**

- We desire that each person will worship God daily as an individual and also weekly with the church as a whole.
- We desire that each person will be part of a life-giving small group, encouraging people to grow in Christ-likeness.
- We are intentionally living on mission serving Christ in our homes, our city, and our world, encouraging more people to become worshipers.

What are you looking for in a church home? What's important?

### **CALVARY'S DNA ACROSS THE CAMPUSES**

***Grace-oriented preaching*** -- We are committed to biblical, grace-oriented preaching that invites people to be fully committed followers of Christ.

***Priesthood of the believer*** -- We are committed to unleashing the gifts and passions of the people of the church to serve Christ vs. the pastors doing the ministry.

***Leadership development*** -- We are committed to equipping our staff and volunteer leaders as well as creating a culture of ongoing learning and development.

***Teamwork*** -- We are committed to developing unified, well-functioning staff and volunteer teams to effectively fulfill the vision of the church.

***Hospitality*** -- We are committed to creating an atmosphere of safety and warmth on the campus so people from every walk of life can experience the love of Christ.

***Small Groups*** -- We are committed to connecting people into the church through small groups so they grow in their relationship with the Lord and others.

***Irreplaceable Impact*** -- We are committed to transforming our community and the world through strategic partnerships, proclaiming the gospel, and meeting the needs of people.

## OVERVIEW ASSIMILATION PROCESS & NEXT STEPS

We love what God is doing, and if He is calling you to Calvary, we want to help you keep taking your next steps so that Calvary can become your spiritual home.

Please fill out the Discover Class Response Card at [calvary.church/next](http://calvary.church/next), and join us for GROW, our class where we explore what it looks like to grow spiritually.

Stay up-to-date with what's happening at Calvary by visiting our website!  
[www.calvary.church](http://www.calvary.church)

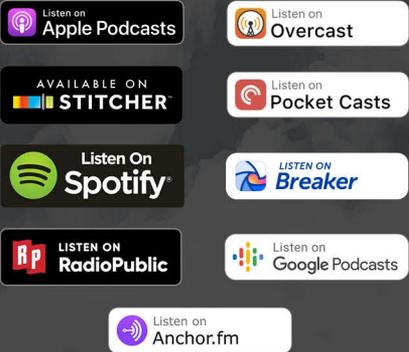


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**LISTEN NOW!**



**NEW EPISODE EVERY WEEK**

# CORE CLASSES PARTICIPANT GUIDE GROW

## OVERVIEW

Our hope is that you will leave this class with a clear sense of where you are on your spiritual journey and what some great next steps might be.

## SPIRITUAL GROWTH

The starting line of Christianity is when a person places their faith in Jesus. Then we begin growing into a new life where the Holy Spirit begins the process of making us more like Him. We call this process sanctification--the work of God enabling the Believer to die to sin and live out the righteousness of Christ.

For us at Calvary, we see spiritual growth as the life-long process of taking off our old self and putting on the new life in Jesus. We will continue this process until we are finally with God in heaven.

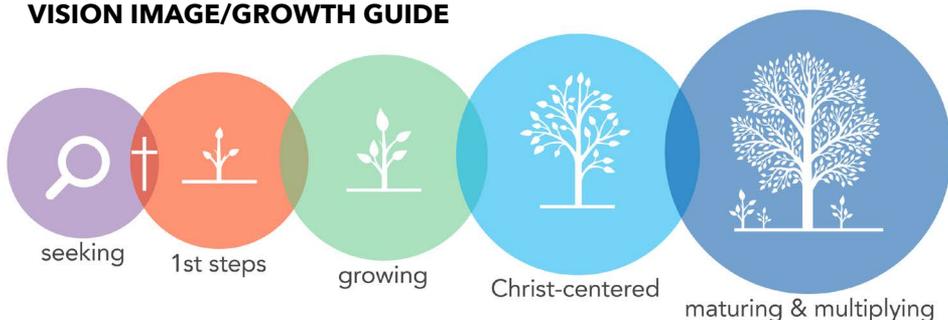
*Ephesians 4:22-24*

*to put off your old self, which belongs to your former manner of life and is corrupt through deceitful desires, and to be renewed in the spirit of your minds, and to put on the new self, created after the likeness of God in true righteousness and holiness.*

## DISCUSS

How have you seen God change your life? What excites you about what's to come for your growth in the next five years?

## INTRODUCTION TO CALVARY'S SPIRITUAL GROWTH PATHWAY VISION IMAGE/GROWTH GUIDE



These circles try to capture the journey that Jesus invites us into.

### SEEKING

The purple circle titled “seeking” means we have not yet placed our faith in Jesus as our Savior. We may attend church, but we have not personally responded to Jesus and placed our faith and trust in Him as the rescuer and King of our lives.

### CROSS

In-between the purple and orange circles, you will notice a cross. That captures the moment that we say to Jesus, “I am no longer trusting in myself or in anything else for my salvation and future, but I am recognizing that I need a Savior and am putting my faith in You.” This means I am no longer the leader of my own life, but now Jesus is the leader or king of my life.

### 1ST STEPS

The orange circle called “1st steps” is the point where we have put our faith in Jesus as our savior and are beginning a whole new journey. It is brand new to us, so we are learning the basics of what it means to follow Jesus and how a disciple of Jesus lives each day.

### GROWING

In the “growing” phase, we are no longer a beginning follower of Jesus. We are becoming more comfortable with spiritual practices like prayer and reading scripture. We are growing in our understanding of the core beliefs of a Jesus follower and what it means to let God have ownership of every aspect of our lives. We could be serving regularly, worshiping regularly and possibly be involved in some form of Christian community like a small group.

### CHRIST-CENTERED

Though we surrender our lives when we put our faith in Jesus initially, there comes a moment after we’ve walked with Jesus for a while when

we are invited to surrender every aspect of our lives, and we “get it” in a deeper sense. This is the “Christ-centered” place in the light blue circle. At this point, we no longer see our lives as ours; but we understand we are stewards and God is the “owner” of everything. Money, time, gifts, family, resources...the Christ-centered person recognizes that all of it is His, and we are stewards. Every breath we breathe is a gift. It doesn’t mean the Christ-centered person doesn’t struggle every day; it does mean a fundamental shift has taken inside of them that changed their future in a new way, with Jesus on the throne.

### **MATURING AND MULTIPLYING**

Notice two things that are special about the last phase on the spiritual growth journey. Until Jesus calls us home or comes back, we are never finished growing and living on mission. That’s why those two descriptions end in “ing.” It is ongoing. We never arrive this side of heaven. The second thing to notice is that it isn’t just about growing to be more like Jesus in our character. The maturing and multiplying phase is about living on mission and helping others know Jesus. All along the growth journey we may be serving and telling others the good news, but the difference here is that we are dialed in to who God has made us to be and how we can serve to maximize our role in His mission. This includes being willing to not only grow personally but reaching out to those who don’t know Jesus and being willing to walk beside them as they grow as disciples.

### **REFLECTION/NEXT STEPS**

- Where would you place yourself on the spiritual continuum and why (Seeking, 1st Steps, Growing, Christ-centered, Mature and Multiplying)?

- What is a barrier to growth in your life that you need to address?

- What are 2-3 next steps that would help you continue to grow spiritually?

## **5 KEY INGREDIENTS FOR GROWING SPIRITUALLY<sup>1</sup>**

- 1. Corporate Worship**
- 2. Personal Disciplines**
- 3. Ministry to Others**
- 4. Key Relationships**
- 5. Pivotal Circumstances**

- 1. Corporate Worship:** Corporate worship grows us as we hear the word of God taught, respond in honor and praise with God's people, pray together and care for one another. God moves in unique ways as His people gather in worship. One of the shifts that helps us is to come not as a consumer, but seeing ourselves as a contributor. When we make that shift and come to honor God, to grow and care for others, corporate worship is life-giving to us.

*Hebrews 10:25*

*And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another--and all the more as you see the Day approaching.*

<sup>1</sup> Adapted slightly from Andy Stanley's 5 things God Uses

**2. Personal Disciplines:** Personal disciplines include reading our Bibles, praying, memorizing scripture, prayer walks, spiritual friendships and solitude with the Lord. These are times we intentionally set aside to connect, receive and respond to him. We see Jesus model this in Mark 1:35

*Luke 5:16*

*But Jesus often withdrew to lonely places and prayed.*

Tell 1-2 of your personal disciplines.

**3. Ministry to Others:** Ministry to others means we are not seeking to be served, but to serve others. The more we understand God's love for us, the more we are compelled by His love to love others. The more we understand God's forgiveness, the more we desire to help others experience His grace.

**4. Key Relationships:** Key relationships can be spiritual mentors, friends or relationships with others in a small group environment who walk beside us in a manner that God uses to help us grow.

*Small Groups:* One of the key environments we've seen God use at Calvary to help people grow is small groups. In the early church we saw large groups of Believers gathering in the temple courts and then meeting in houses in smaller groups as they were learning to follow Jesus.

*They devoted themselves to the apostles' teaching and to fellowship, to the breaking of bread and to prayer. Everyone was filled with awe at the many wonders and signs performed by the apostles. All the believers were together and had everything in common. They sold property and possessions to give to anyone who had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved. - Acts 2:42-47*

Small groups are a powerful transformation environment where we:

- Read the Bible and apply God's word to our daily lives
- Pray together
- Support one another through the different seasons of life
- Serve together and build up each other
- Welcome those who are new to find a place of community

**5. Pivotal Circumstances:** God uses challenging circumstances in our lives to transform us to be more like Jesus as we learn to trust Him and face our difficulties, depending on Him.

**DISCUSS**

As you reflect on these five key ingredients, is there one that God has used in your life or that he may be using in this season of your life?

**OVERVIEW ASSIMILATION PROCESS & NEXT STEPS**

Thank you for joining the GROW class today. We love what God is doing, and if He is calling you to Calvary, we want to help you keep taking your next steps so that Calvary can become your spiritual home.

Please fill out the Grow Class Response Card at [calvary.church/next](http://calvary.church/next)

We hope you'll join us for the next class when we focus on serving. In the SERVE class, we will explore what it looks like to discover our unique talents and gifts which God has given us to serve in His mission.

# CORE CLASSES PARTICIPANT GUIDE SERVE

## OVERVIEW

Our hope is that you will leave this class with a clear sense of what God's mission is all about and how God has called and designed you to participate in that mission to make an eternal difference.

## GOD'S MISSION | FINDING OUR PLACE

When we put our faith in Christ, we become new creations, we are filled and sealed by the Holy Spirit, not only to grow into the fullness of the new creations that we are, but also to help others experience a restored relationship with Jesus.

*2 Corinthians 5:17-21*

*Therefore, if anyone is in Christ, the new creation has come: The old has gone, the new is here! All this is from God, who reconciled us to himself through Christ and gave us the ministry of reconciliation: that God was reconciling the world to himself in Christ, not counting people's sins against them. And he has committed to us the message of reconciliation. We are therefore Christ's ambassadors, as though God were making his appeal through us. We implore you on Christ's behalf: Be reconciled to God. God made him who had no sin to be sin[b] for us, so that in him we might become the righteousness of God.*

Notice what we are called in verse 20. We are Christ's ambassadors.

We are representing and pointing others to Jesus through our words and actions. The resurrected King is making himself and the blessing he has brought to the nations known through us.

## DISCUSS

Who has been an ambassador of Christ to you?

## **DISCOVERING YOUR UNIQUE SHAPE TO SERVE**

In Ephesians 4, we get God's blueprint for how His church is going to grow together.

*Ephesians 4:11-13*

*So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.*

### **Notice a few things in this passage:**

- 1.** God gave leaders to the church (apostles, prophets, evangelists pastors/teachers)
- 2.** Their responsibility is to equip God's people for what in verse 12?
- 3.** The end result of us serving in the way God has designed is the body or the church of Jesus being built up into the fullness of who we are in Jesus.
- 4.** The more we are built up in Jesus, the greater the picture we paint to the world with our words and deeds about who Jesus is and what HE is doing. The building up is for our growth, but it is also connected to our mission.

Let's look at one more passage before we think about what this means for us individually. Romans 12 is one of the passages in the Bible that speaks to how God has gifted us by his Spirit to further His mission.

*Romans 12:4-8*

*For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others. We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.*

### **This passage tells us a few things very clearly:**

- We have different functions in the body.
- We belong to each other and need each other: we are one body.
- We've been given different gifts given to us by the Spirit.

There are actually three biblical lists of the "gifts of the Spirit," also known as spiritual gifts. The three main passages describing the spiritual gifts are *Romans 12:6-8*; *1 Corinthians 12:4-11*; and *1 Corinthians 12:28*. We could also include *Ephesians 4:11*.

**Administration** -- The gift of administration is the divine strength or ability to organize multiple tasks and groups of people to accomplish these tasks. *Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28*

**Apostleship** -- The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing, and training. *Acts 15:22-35; 1 Corinthians 12:28; 2 Corinthians 12:12; Galatians 2:7-10; Ephesians 4:11-14*

**Craftsmanship** -- The gift of craftsmanship is the divine strength or ability to plan, build, and work with your hands in construction environments to accomplish multiple ministry applications. *Exodus 30:22, 31:3-11; 2 Chronicles 34:9-13; Acts 18:2-3*

**Discernment** -- The gift of discernment is the divine strength or ability to spiritually identify falsehood, to distinguish between right and wrong motives, and the spiritual forces at work in situations. *Matthew 16:21-23; Acts 5:1-11, 16:16-18; 1 Corinthians 12:10; 1 John 4:1-6*

**Evangelism** -- The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to becoming born-again Christians. *Acts 8:5-6, 8:26-40, 14:21, 21:8; Ephesians 4:11-14*

**Exhortation** -- The gift of exhortation is the divine strength or ability to strengthen, comfort or urge others to action through the written or spoken word and Biblical truth. *Acts 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24-25*

**Faith** -- The gift of faith is the divine strength or ability to believe in God for unseen supernatural results in every area of life. *Acts 11:22-24; Romans 4:18-21; 1 Corinthians 12:9; Hebrews 11*

**Giving** -- The gift of giving is the divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth. *Mark 12:41-44; Romans 12:8; 2 Corinthians 8:1-7, 9:2-7 65*

**Healing** -- The gift of healing is the divine strength or ability to act as an intermediary in faith, prayer, and by the laying-on of hands for the healing of physical, mental and spiritual sickness. *Acts 3:1-10, 9:32-35, 28:7-10; 1 Corinthians 12:9, 28*

**Hospitality** -- The gift of hospitality is the divine strength or ability to create warm, welcoming environments for others in places such as your home, office, or church. *Acts 16:14-15; Romans 12:13, 16:23; Hebrews 13:1-2; 1 Peter 4:9*

**Intercession** -- The gift of intercession is the divine strength or ability to stand in the gap in prayer for someone, something, or someplace, believing for profound results. *Hebrews 7:25; Colossians 1:9-12, 4:12-13; James 5:14-16*

**Word of Knowledge** -- The gift of knowledge is the divine strength or ability to bring truth to a situation by supernatural revelation. This is often accompanied by a word from God. *Acts 5:1-11; 1 Corinthians 12:8; Colossians 2:2-3*

**Leadership** -- The gift of leadership is the divine strength or ability to influence people at their level while directing and focusing them on the big picture, vision, or idea. *Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:17*

**Mercy** -- The gift of mercy is the divine strength or ability to feel empathy and to care for those who are hurting in any way. *Matthew 9:35-36; Mark 9:41; Romans 12:8; 1 Thessalonians 5:14*

**Miracles** -- The gift of miracles is the divine strength or ability to alter the natural outcomes of life in a supernatural way through prayer, faith, and divine direction. *Acts 9:36-42, 19:11-12, 20:7-12; Romans 15:18-19; 1 Corinthians 12:10, 28*

**Pastor/Shepherd** -- The gift of pastor/shepherd is the divine strength or ability to care for the personal needs of others by nurturing and mending life issues. *John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3*

**Prophecy** -- The gift of prophecy is the divine strength or ability to communicate God's truth and heart in a way that calls people to a right relationship with God. *Acts 2:37-40, 7:51-53, 26:24-29; 1 Corinthians 14:1-4; 1 Thessalonians 1:5*

**Service** -- The gift of serving is the divine strength or ability to do small or great tasks in working for the overall good of the body of Christ. *Acts 6:1-7; Romans 12:7; Galatians 6:10; 1 Timothy 1:16-18; Titus 3:14*

**Teaching** -- The gift of teaching is the divine strength or ability to study and learn from the Scriptures primarily to bring understanding and depth to other Christians. *Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14*

**Tongues (and Interpretation)** -- The gift of tongues is the divine strength or ability to pray in a heavenly language to encourage your spirit and to commune with God. The gift of tongues is often accompanied by inter-

pretation and should be used appropriately. Acts 2:1-13; 1 Corinthians 12:10, 14:1-14

**Word of Wisdom** -- The gift of wisdom is the divine strength or ability to understand and to bring clarity to situations and circumstances often through applying the truths of Scripture in a practical way. Acts 6:3, 10; 1 Corinthians 2:6-13, 12:8

*We believe the miraculous gifts are more helpful for people in their relationship with God.*

## **DISCUSS**

As you think about these gifts, which gifts do you identify with most?

## **MATCHING OPPORTUNITIES TO SERVE WITH SPIRITUAL GIFTS, STRENGTHS, PASSIONS, EXPERIENCES & TEMPERAMENT**

- We want to identify opportunities that match who God has made us to be.
- Finding the right opportunity might require us shadowing/exploring a few different opportunities to find a right fit.
- The more we serve, the clearer it will become where our best fit is. We encourage you to find a place to serve and see how God uses you.

## **OVERVIEW ASSIMILATION PROCESS & NEXT STEPS**

We love what God is doing in and through His people here at Calvary and would love to help you plug in to a place of serving.

Please fill out the Serve Class Response Card at [calvary.church/next](http://calvary.church/next)

We hope you will join us for the next class: COMMIT, where we will explore what membership looks like.

**CORE CLASSES  
PARTICIPANT GUIDE**

# COMMIT

**OVERVIEW**

During this class, we'll discuss Calvary's core beliefs and the commitment of membership, what distinguishes the Evangelical Free Church of America from other denominations, and how Calvary's governance works, and much more to help you take one step closer to membership.

## ***CHURCH BY-LAWS***

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## **ARTICLE I: MISSION**

The mission of Calvary Church is to be a Community of Christ followers who are Loving God, Changing Lives and Transforming Communities in our Homes, City and World.

## **ARTICLE II: VALUES**

As we pursue this vision together, we will seek to uphold and embody these values:

**Biblical** -- *Reading from Well-Worn Bibles*, we'll connect God's Word to all we do.

**Prayerful** -- *Praying Bold Prayers*, we'll trust God to do more than we could imagine.

**Relational** -- *Always Walking Together*, we'll engage deeply in community.

**Missional** -- *Living God's Mission*, we'll live out God's love beyond our walls.

**Skillful** -- *Maximizing His Gifts*, we'll commit to wise living and constant improvement.

**Intentional** -- *Staying on Course*, we'll be disciplined in our strategy.

## **ARTICLE III: MEMBERSHIP**

### **Eligibility**

*Qualifications for church membership:*

- a) At least fifteen (15) years of age.
- b) A written personal statement of a commitment to a genuine faith in Jesus Christ for salvation.
- c) A commitment to the membership responsibilities listed below.

### **Membership Responsibilities**

*Each member is responsible to:*

- a) Protect the Unity of Calvary Church
  - a. By acting in love toward other members and attenders of Calvary
  - b. By refusing to gossip
  - c. By following the leadership of Calvary Church
- b) Share the Responsibility of Calvary Church
  - a. By praying for Calvary's health, impact and penetration into the community

- b. By inviting the unchurched to attend
- c. By warmly welcoming those who visit
- c) Serve the Ministry of Calvary Church
  - a. By discovering my Spiritual gifts and God-given talents
  - b. By being equipped to serve by the pastors and leaders of Calvary Church
  - c. By developing a servant's heart
- d) Support the Testimony of Calvary Church
  - a. By attending faithfully
  - b. By living a godly life
  - c. By giving regularly

### **Admission to Membership**

*Prospective members will become members in the following manner:*

- a) Completion of current membership class or reviewing membership materials
- b) Submitting a written statement of faith commitment
- c) Submitting a signed copy of -
  - a. A commitment to the membership responsibilities and agreement to follow the discipline and restoration policies
  - b. A commitment to the statement of faith
- d) Elder interview and recommendation. At least one Elder, or other member as appointed by the Elder Board, will meet with each applicant to answer questions, hear their spiritual testimony of salvation and verify their agreement with all the membership requirements
- e) Applicants will then be notified of the membership decision by the Elders

### **Withdrawal and Reinstatement of Membership**

*Members shall be removed from the church membership list for the following reasons:*

- a) Written withdrawal requested by a member to the Board of Elders or ministry staff.
- b) Written notice of transfer of membership to another church.
- c) Termination of membership can occur for any member who has neither registered their attendance at any worship service nor made any financial contributions to the ministries of the church during the previous twelve (12) months. Calvary will attempt to contact these members to confirm their desire to no longer be a member of Calvary Church.
- d) Termination of membership can occur when a member is living in a way that is contrary to the Word of God as understood by the Elders and after contact and effort by the Elders, refuses to repent. The Elders shall follow the church discipline process outlined below before membership is terminated.
- e) Death

Former members may have their membership reinstated upon request to and approval by the Board of Elders. These former members will be expected to meet the eligibility requirements listed above.

### ***Member Voting***

All members who are 18 years of age or older will have the right to vote at all Congregational Meetings.

## **ARTICLE IV: CHURCH DISCIPLINE AND RESTORATION**

### ***Scope of Church Discipline***

Any church member or professing Christian in regular fellowship with the church, who engages in conduct that in the opinion of the Board of Elders is not in harmony with what the Bible teaches, shall be encouraged to repent and forsake such conduct.

Conduct Necessitating Church Discipline shall include, but not be limited to...

- a) Divisiveness, which is detrimental to the spiritual welfare of the church (*Titus 3:10*)
- b) Immoral behavior (including adultery, fornication, homosexuality, etc. (*1 Corinthians 5-6*))
- c) Questionable financial conduct (stealing, tax fraud, misuse of funds, properties or assets (*1 Corinthians 5:11, 6:10*))
- d) Theological views that are heretical or that stand in direct opposition to the teachings of the church and its Statement of Faith (*2 John 7-11*)

### ***Purpose and Manner of Church Discipline***

The spiritual restoration of the individual and the protection of the spiritual health of the church shall be the purpose of all church discipline. In all cases, corrective action shall be administered in love and tenderness as directed in Scripture (*Matthew 18:15-18; 1 Corinthians 5; 2 Corinthians 2:5-11; Galatians 6:1-2*).

### ***Church Discipline Process***

Every member of the church, who has knowledge of a Christian brother or sister's conduct necessitating church discipline, should consider it his or her personal duty to warn and correct that individual.

- a) This warning and corrective action is to be done in private, just between the two of them (*Matthew 18:15*).
- b) However, if the individual does not heed this warning, then the warning member shall again go to him/her accompanied by one or two other believers, to further warn the sinning individual to repent and forsake their wrongful behavior (*Matthew 18:16*).

- c) If that individual still refuses to heed the warning, it shall be brought to the attention of the Elders in a private and confidential manner (*Matthew 18:17; 1 Timothy 5:19*).
- d) Two of the Elders, accompanied by the accusing member shall then attempt to meet with the person accused of sinful behavior to substantiate the concern, and if substantiated, to warn of his/her need to immediately forsake the wrong behavior.
- e) If further action is necessary, that person shall be asked to meet with the Board of Elders for a fair and impartial hearing of all the facts ascertainable. If the sinning individual refuses to forsake their sinful behavior, or refuses to meet with the Elders, church discipline shall result. This shall be done only after prayerful consideration and upon a two-thirds majority vote of the board of Elders. No Elder, however, is entitled to vote regarding his own discipline.

### ***Nature of the Church's Discipline***

- a) For non-members, this shall include their exclusion from serving in any church ministry.
- b) For church members, this shall include their exclusion from serving in any church ministry, termination of their membership and all its rights.
- c) For pastors or other paid members of the church's staff, their employment by the church shall also be terminated.
- d) The decision of the Board of Elders shall be final, and there shall be no appeal to any court from that decision.
- e) A letter shall be sent from the Board of Elders to the individual confirming the termination of their membership, serving, and/or employment, and shall include added encouragement to repent and an invitation to restored fellowship when they do (*2 Thessalonians 3:14-15*).

### ***Restoration Process***

The ultimate purpose of all church discipline is to seek the spiritual restoration to fellowship for any individual who has been disciplined by the church (*2 Corinthians 2:5-11*). When repentance has occurred, they are invited to seek re-admittance.

- a. Submit a written request for re-admittance to the Board of Elders or ministry staff member which will be reviewed by the Board of Elders.
- b. Provide satisfactory evidence to the Elders of genuine repentance in the area of wrongdoing, and a willingness to forsake such wrongdoing in the future.
- c. Upon recommendation of the Board of Elders, the individual shall be restored to fellowship in the church. This restoration may be full and unreserved, or may be restricted in some way if the Elders deem it beneficial to that individual or to the church.

## **ARTICLE V: CONGREGATIONAL MEETINGS**

### ***Annual Church Meeting***

An Annual Church Congregational Meeting shall be scheduled prior to the start of the church's ministry year to vote on members of the Board of Elders as needed, vote on the budget, and transact any church business as approved by the Board of Elders.

### ***Special Church Votes or Meetings***

Special Church Votes or additional Church Congregational Meetings may be scheduled at any time by the Board of Elders to conduct church business as necessary.

All Congregational Meetings will be conducted by an Elder or by a ministry staff member designated by the Board of Elders.

A member vote at a duly called Congregational Meeting is required to approve the church budget, elect members of the Board of Elders, call a Lead Pastor, or to approve any action that would bring the indebtedness of Calvary Church to a level above 125% of the current year's budget.

### ***Public Notice***

Notice of all Congregational Meetings, including the purpose of the meeting, shall be communicated at least two weeks in advance by inclusion in the weekend communications and/or by letter to the full mailing list of Calvary Church.

### ***Quorum***

Those members eligible to vote who attend a duly called Congregational Meeting, with the proper public notice, will constitute the quorum required for any vote.

### ***Voting***

Voting may be conducted in a manner agreed upon by the Elders. The preference will be for a written ballot when that is a practical option. A simple majority will determine any votes for which a larger majority requirement is not specified below.

Absentee voting shall be permissible on ballots provided and supervised by the Elder Board or their designate. Ballots must be turned in by the time of the vote, and shall be done in a manner established by the Elders.

## **ARTICLE VI: BOARD OF ELDERS**

### ***Composition***

The Board of Elders shall be composed of at least six and no more than eight Elders from the non-staff church membership plus the Lead Pastor, creating a Board of Elders with seven to nine members.

### ***Board Organization***

The Board of Elders shall organize itself at the first meeting following their election in the following manner:

- a) Elect from among its members an Elder Chairman.
- b) Elect a Vice Chairman.
- c) Appoint an Elder Secretary to record and keep minutes of all Elder meetings.

*Minutes:* The Elder Secretary on a timely basis shall record minutes of all Elder meetings. Minutes need not include discussions of personal or sensitive matters.

*Quorum:* Four Elders must be present for the Elders to transact business at any Board Meeting.

### ***Board Selection***

- a) The congregation shall affirm a Board of Elders by written ballot.
- b) A three-fourths (3/4) majority is necessary to elect a prospective Elder.
- c) Each Elder shall serve one term of two (2) years. Upon re-approval by the other current Elders, each may be eligible for re-election for up to two (2) more years, following which he shall then be ineligible for re-election to the Board of Elders for a period of one (1) year.

### ***Elder Qualifications***

- a) Character and Qualifications

All Officers shall be men of unrepachable Christian Character, whose moral and spiritual standards are well recognized as fitting the qualifications listed in 1 Timothy 3:1-7 and Titus 1:6-9. Men must be at least 25 years of age and have been members for at least one year prior to their election.

- b) Christian Lifestyle

- Active and growing devotional life.
- Regular participant in public worship and service with Calvary Church.
- Consistent and proportionate giver with tithing as a norm.

- c) Leadership Ability

- Proven history of leadership, teaching, and serving in ministry at Calvary Church.

- Demonstrated understanding of confidentiality with sensitive information.
- Enthusiastically embraces the vision and values of Calvary Church.

### ***Role of Elder Board***

The ministry of Calvary Church shall be conducted by the Lead Pastor, ministry staff and other leaders under the authority of the Board of Elders.

The Board of Elders will approve each year's budget before submission to the vote of the congregation.

The Board of Elders will approve candidates for the Elder Board before submission to the vote of the congregation.

The Board of Elders will approve a Lead Pastor candidate before submission to the vote of the congregation.

The Elders are uniquely positioned to lead in the following areas:

- *Vision*
  - o Champion the vision at every opportunity - telling stories, redirecting individual agendas and encouraging staff and ministry leaders.
  - o Support the staff as they lead ministries that carry the vision forward.
  - o Monitoring the effective stewardship of resources necessary to the vision.
  - o Monitoring ministry outcomes and financial conditions.
  - o Multiply and develop leadership to prepare for fulfilling the vision in the future.
- *Doctrine*
  - o Ensure that the ministries of Calvary are representing the doctrinal position of Calvary in all cases.
- *Unity*
  - o Preserve the unity of the church by addressing potential sources of disunity in a biblical and gracious manner.
  - o Where needed, fulfill their biblical role to shepherd the church discipline process.

## **ARTICLE VII: MINISTRY STAFF**

### ***Qualifications***

Each individual called or chosen to become part of the Pastoral Staff must be...

- a) known to be of exemplary spiritual character (*1 Timothy 3:1-7; Titus 1:6-9*).
- b) full of wisdom, full of the Holy Spirit and full of faith, with great vision

for what God can and will do (Acts 6:3-5).

- c) gifted by God with the ministry skills, knowledge and experience needed to provide and develop leadership, and produce spiritual growth through their assigned area of ministry.
- d) have a passion for ministry.
- e) embrace equipping others to do the work of ministry.

### **Selection**

#### *Lead Pastor:*

- a) The Board of Elders shall appoint a Pastoral Search Team to solicit male candidates and investigate each regarding their personal beliefs, education, pastoral record, giftedness, and qualifications for the position.
- b) The Pastoral Search Team shall then make their recommendations to the Board of Elders.
- c) The Board of Elders and the Pastoral Search Team shall both interview the candidate and establish informal church get-acquainted sessions.
- d) A special Church Meeting will be called shortly after the visit of the candidate to consider the recommendation of the Board of Elders.
- e) An eighty percent (80%) affirmative vote, of cast votes, shall be necessary for the extension of a call to a Lead Pastor. The vote shall be by secret ballot of all members.

#### *Pastoral Staff:*

- a) The addition of any new Pastoral Staff position shall be at the discretion of the Lead Pastor, with support of the Elders.
- b) The Lead Pastor or a special Pastoral Search Team shall solicit candidates for the position, and investigate each regarding their personal beliefs, education, ministry record, giftedness, and qualifications for the position.

Unless otherwise arranged, the calling or choosing of the Lead Pastor and all Pastoral Staff members shall be for an indefinite period of time.

### **Pastoral Staff Responsibilities and Accountability**

#### *Lead Pastor:*

- a) *Spiritual Leadership:* Work with the Elders to model servant leadership and provide overall spiritual guidance to the church and its ministries.
- b) *Preaching:* make the study, teaching, and preaching of God's Word a primary duty.
- c) *Strategic Planning:* Provide biblical vision and direction for the church that will best achieve the church's purposes and mission.
- d) *Leadership Development:* Give overall direction and ongoing spiritual and ministry training to the staff and Elders, and insure development of leadership training throughout the church.
- e) *Worship Service Oversight:* Oversee arrangements, conduct, and

speakers of all the church's public and regular services.

- f) *Administration*: Oversee the effective administration of the church office staff.
- g) *Accountability*: There shall be mutual accountability between the Elders and the Lead Pastor.

*Ministry Staff:*

- a) *Administrative Leadership*: Serve as the primary administrative leaders of the church.
- b) *Accountability*: Be accountable to and serving under the direction of the Lead Pastor.
- c) *Duties and services* of the staff shall be determined by the Lead Pastor with support of the Board of Elders.
- d) *Salaries* shall be approved by the Board of Elders.
- e) *Employment and Termination* of staff shall be done by the Lead Pastor with support of the Board of Elders.

**ARTICLE VIII: REVISIONS**

The Calvary Church By-Laws, with the exception of Article VI which describes the composition and organization of the Elder Board, can be revised by a three-fourths (3/4) majority vote of the Elder Board. Article VI of the By-Laws can be revised by a congregational vote at a duly called Congregational Meeting.

**ARTICLE IX: LEADERSHIP STRUCTURE**

The Lead Pastor is responsible to the Elder Board as he leads the Executive Team, who in turn oversee the Campus Team, Ministry Team and Operations Team. These teams seek to accomplish the mission of Calvary by equipping our members and attenders.

Calvary is one church comprised of multiple campuses. Each campus is governed by the single Elder Board and is under the authority of the Lead Pastor. Each campus is led by a Campus Pastor. Each Campus shares the same vision, mission and values, working together to be used by God to accomplish the vision of Calvary Church.

# **CHURCH CONSTITUTION**

## **OVERVIEW**

This Constitution sets forth the name, central purpose, membership, corporate leadership, association and basic governance meeting structure for Calvary Church. This document is paired with Calvary's By-Laws, which provide a more detailed look at many of these items.

For a deeper understanding of the purpose, vision, strategy and values of Calvary, please refer to the By-Laws or other documents detailing these important elements of Calvary Church.

## **ARTICLE I: NAME**

The name of this church shall be Calvary Church.

## **ARTICLE II: STATEMENT OF FAITH**

We join with the Evangelical Free Church of America (EFCA) as an association of autonomous churches united by these theological convictions:

### ***God***

1. We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

### ***The Bible***

2. We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

### ***The Human Condition***

3. We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

### ***Jesus Christ***

4. We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus—Israel’s promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

### ***The Work of Christ***

5. We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

### ***The Holy Spirit***

6. We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

### ***The Church***

7. We believe that the true church comprises all who have been justified by God’s grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord’s Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

### ***Christian Living***

8. We believe that God’s justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God’s Word, the Spirit’s power, and fervent prayer in Christ’s name, we are to combat the spiritual forces of evil. In obedience to Christ’s commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

### ***Christ’s Return***

9. We believe in the personal, bodily and glorious return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

### ***Response and Eternal Destiny***

10. We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.

### **ARTICLE III: PURPOSE**

The purpose of Calvary Church is focused upon the person and work of Jesus Christ, and the church is committed to fulfilling the Great Commission (*Matthew 28:18-20*) and the Great Commandment (*Matthew 22:34-40*). The Great Commission compels us to create followers of Christ and to strengthen followers in their faith by equipping and leading them to live out God's mission in the world. The Great Commandment compels us to love God, one another, the community and the world with all that we are.

### **ARTICLE IV: INCORPORATION AND OFFICERS**

Calvary Church is incorporated within the State of Missouri as a non-profit corporation. The Board of Directors of Calvary Church shall be the Calvary Elder Board. The Elder Board shall include the Chairman, Vice-Chairman, Secretary, Senior Staff Member and other Elders to comprise the full board. Corporate officers shall be the Chairman of the Board as President, the Vice-Chairman and the Secretary.

### **ARTICLE V: MEMBERSHIP**

Members of Calvary Church must be persons who have received Jesus Christ as their Savior and whose lives are manifesting the fruits of a true faith in God.

### **ARTICLE VI: BUSINESS MEETINGS**

There will be an annual Congregational Business Meeting for the purpose of electing members of the Board of Elders and for approval of the annual budget. Other business may also be conducted as approved by the Board of Elders.

Additional Congregational Business Meetings may be scheduled by the Board of Elders as needed. Notice of all Congregational Business Meetings, including the purpose of the meeting, shall be communicated at least two weeks in advance by inclusion in the weekend communications

and/or by letter to the full mailing list of Calvary Church. Business will be conducted by a vote of adults admitted to membership.

### **ARTICLE VII: ASSOCIATION**

Calvary Church shall be self-governing and shall operate under a congregational form of church government where the membership votes to approve the leadership and budget of the church at the appropriate Congregational Business Meetings. Calvary Church shall cooperate with the Evangelical Free Church of America (EFCA) by uniting in mutual efforts for the furthering of the purposes of Calvary and of the EFCA.

### **ARTICLE VIII: AMENDMENTS/REVISIONS**

Amendments or revisions to this constitution may be made at any Congregational Business Meeting by a 2/3 majority of votes cast by closed ballot. Proposed amendments or revisions shall be approved by the Board of Elders and submitted to the congregation for review at least two weeks prior to a vote. While Calvary Church remains associated with the EFCA, the statement of faith (Article II) shall not be repealed or revised, except to bring it into conformity with the Statement of Faith of the Evangelical Free Church of America.

### **ARTICLE IX: PROPERTY**

The church shall have the authority to buy, own, lease and sell real and personal property in its own name. If the church ceases to function and is dissolved, the property owned by the church shall be transferred to the Evangelical Free Church of America.

### **ARTICLE X: PROVISION FOR BY-LAWS**

A supplement to this constitution known as the By-Laws shall describe the vision, strategy and values of Calvary Church, the staff leadership structure, the process for and requirements of membership, the process for membership discipline, the requirements for the Board of Elders, and the requirements for the selection of ministry staff. Other operational and strategic elements may also be included in the By-Laws.

Please fill out the Commit Class Response Card at [calvary.church/next](http://calvary.church/next)