

GLORY BAPTIST CHURCH CONSTITUTION

Aitkin, Minnesota

March 8, 2024

CHURCH COVENANT

Having been led by the spirit of God to receive Jesus Christ as our Savior and Lord and on the profession of our faith, having been baptized in the name of the Father and the Son and of the Holy Spirit, we do now in the presence of God, angels and this assembly, most joyfully and solemnly enter into covenant with one another, as one body in Christ. We engage, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church in knowledge and holiness; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline and doctrine; to give it a sacred prominence over all institutions of human origin; to contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor and the spread of the gospel through all nations. We also engage to maintain personal devotions; to educate our children according to the teachings of the Bible; to seek the salvation of our family and friends; to be just in our dealings, faithful in our engagements; to avoid all forms of gossip, excessive anger; to abstain from abusive behavior and to be zealous in our efforts to advance the kingdom of our Savior. When we move from this place, we will, as soon as possible, unite with some other church where we can carry out the spirit of this covenant and the principles of God's Word.

DOCTRINAL STATEMENT

1. **The Word of God**

We believe the Bible is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit and has supreme authority in all matters of faith and conduct.

2. **The Trinity**

We believe there is one living and true God, eternally existing in three persons. These persons are equal in every divine perfection and they execute distinct but harmonious offices in the work of creation, providence and redemption.

3. **God the Father**

We believe in God the Father, an infinite personal spirit, perfect in holiness, wisdom, power and love. We believe He concerns Himself mercifully in the affairs of all people. He hears and answers prayer and saves from sin and death all who come to Him through Jesus Christ.

4. **Jesus Christ**

We believe in Jesus Christ, God's only begotten Son. We believe in His virgin birth, sinless life, miracles and teachings, substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people and personal visible return to earth.

5. The Holy Spirit

We believe in the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness and judgment; to regenerate, sanctify, and empower all who believe in Jesus Christ. We believe the Holy Spirit indwells every believer in Jesus Christ and He is an abiding helper, teacher and guide.

6. Mankind

We believe all people are sinners by nature and by choice and are separated from God. We believe those who repent of their sins and trust in Jesus Christ as Savior will rejoice forever in God's presence. Those who refuse to accept Jesus Christ as Savior will be forever separated from God.

7. The Ordinances

We believe Jesus Christ has committed two ordinances to the local church: Baptism and the Lord's Supper. We believe Christian Baptism is the immersion of a believer in water in the name of the triune God. We believe the Lord's Supper was instituted by Jesus Christ for commemoration of His death and resurrection. We believe these two ordinances should be observed and administered until the return of Jesus Christ.

8. The Church

We believe the church is a living spiritual body of which Jesus Christ is the head and all born-again persons are members. We believe the local church consists of believers in Jesus Christ who are baptized on a profession of faith and join together for worship, work and fellowship. We believe God has laid upon the members of the local church the primary task of giving the gospel of Jesus Christ to a lost world.

9. The Return of Jesus Christ

We believe in the personal and visible return of Jesus Christ to earth and the establishment of His kingdom. We believe in the resurrection of the body, the final judgment, the eternal joy of the righteous and the endless suffering of the wicked.

GLORY BAPTIST CHURCH BY-LAWS

Article I NAME

The name of this organization shall be "Glory Baptist Church".

Article II AFFILIATION

This church shall affiliate with Converge North Central and Converge, formerly Baptist General Conference and originally the Swedish Baptist Conference.

Article III MISSION STATEMENT

Glory Baptist Church is committed to help meet the needs of people within our church, our community and around the world through the power and love of Jesus Christ.

Article IV PURPOSE

This church exists as a community of Christians dedicated to the glorification of God through:

- Worship and the administration of Baptism and the Lord's Supper
- Proclamation of the gospel of Jesus Christ in the entire world
- Instruction of believers in matters pertaining to the Christian life
- Ministry to the physical and spiritual needs of all people
- Mutual encouragement of members in accordance with God's Word

Article V MEMBERSHIP REQUIREMENTS

A. Traditional Membership

1. Admission

a.) Admission by Baptism - Any person professing faith in Jesus Christ, giving evidence of a changed life and adopting the views of faith and practice held by this church, may be received into its membership upon baptism by immersion.

b.) Admission by Letter - Members of other evangelical churches may be received by virtue of a letter from their former church, certifying their baptism by immersion.

c.) Admission by Experience - Persons who are not members of other evangelical churches, but who have upon the profession of their faith in Jesus Christ, been baptized by immersion and accept the views of faith and practice of this church, may be received into membership by virtue of their experience.

2. Procedure

All candidates for membership of the church shall appear before the Boards of Deacons and Deaconesses for consultation and examination. The names of all candidates recommended by the Boards of Deacons and Deaconesses shall be presented to the church body and voted upon at any stated meeting. No candidates shall be presented without the recommendation of the Boards of Deacons and Deaconesses.

3. Change of Membership

Membership in this church is severed by death, by member request, or by vote of the church. Regular letters of transfer shall be granted to other evangelical churches for members in good and regular standing.

4. Inactivity

The Board of Deacons will review the membership list on a regular basis and direct the clerk to contact inactive members it has identified. If no response is received after two contacts the member will be subject to removal from membership by a vote of the church.

5. Discipline

The Senior Pastor and Boards of Deacons and Deaconesses shall interview members violating their Christian conduct in such a manner as to bring reproach upon the church and shall endeavor to restore them. Failing to receive satisfactory evidence of repentance and reformation, they shall report these members to the church for discipline. In cases of grievances between members, the procedure shall be according to Matthew 18:15-17 and Galatians 6:1.

B. Associate Membership

1. Admission

a.) Admission by Baptism - Any person professing faith in Jesus Christ, giving evidence of a changed life and adopting the views of faith and practice held by this church, may be received into associate membership upon baptism.

b.) Admission by Letter - Members of other evangelical churches may be received into associate membership by virtue of a letter from their former church, certifying their baptism, if other than immersion.

c.) Admission by Experience - Persons who are not members of other evangelical churches, but who have upon the profession of their faith in Jesus Christ, been baptized and accept the views of faith and practice of this church, may be received into associate membership by virtue of their experience.

2. Procedure

All candidates for associate membership of the church shall appear before the Boards of Deacons and Deaconesses for consultation and examination. The

names of all candidates recommended by the Boards of Deacons and Deaconesses shall be presented to the church body and voted upon at any stated meeting. No candidates shall be presented without the recommendation of the Boards of Deacons and Deaconesses.

3. Change of Membership

Membership in this church is severed by death, by member request, or by vote of the church. Regular letters of transfer shall be granted to other evangelical churches for associate members in good and regular standing.

4. Inactivity

The Board of Deacons will review the associate membership list on a regular basis and direct the clerk to contact inactive associate members it has identified. If no response is received after two contacts, the associate member will be subject to removal from membership by a vote of the church.

5. Discipline

The Senior Pastor and Boards of Deacons and Deaconesses shall interview associate members violating their Christian conduct in such a manner as to bring reproach upon the church and shall endeavor to restore them. Failing to receive satisfactory evidence of repentance and reformation, they shall report these members to the church for discipline. In cases of grievances between members, the procedure shall be according to Matthew 18:15-17 and Galatians 6:1.

6. Distinction

An associate member may vote on all matters that are submitted for a vote to the traditional members of church, except to amend the Articles of Incorporation or the Constitution of Glory Baptist Church or extend a call to a candidate to serve as Senior Pastor.

Article VI OFFICERS OF THE CHURCH

Traditional membership is required for officers of the church. They are elected at the annual meeting, with the exception of the pastors, to serve a one-year term.

Senior Pastor

The Senior Pastor shall have general responsibilities of the entire church and shall be a voting ex-officio member of all Boards, Committees, and the Church Council. The Senior Pastor shall supervise the Youth Pastor with input from the Board of Deacons.

Youth Pastor

The Youth Pastor shall have general responsibilities of the ministries with youth and shall coordinate activities with the Senior Pastor. This person shall be supervised by the Senior Pastor with input from the Board of Deacons.

Clerk

The duties of the clerk shall be as follows:

- keep a record of all regular and special meetings in a file at the church
- sign all letters of transfer voted on by the membership
- provide support to other boards and committees as required
- provide support to the Church Administrator as necessary
- contact inactive members as identified by the Board of Deacons
- maintain a current membership list

Financial Secretary

The duties of the Financial Secretary shall be as follows:

- count offering with assistance of the Treasurer or other traditional church member as determined by the Treasurer
- assist the Treasurer in preparing semi-annual and annual financial reports
- keep record of individual giving and prepare yearly statements
- fill in for the Treasurer when absent
- serve on the Budget Committee
- keep a record of designated gifts in a manner that allows access to chairpersons of boards and committees

Treasurer

The duties of the Treasurer shall be as follows:

- count offering with assistance of the Financial Secretary, a Trustee Board member, or other traditional church member as determined by the Treasurer
- pay all bills
- make deposits
- keep an accurate set of financial records
- be in charge of the safe deposit box
- prepare the financial reports with the assistance of the Financial Secretary
- serve on the Budget Committee
- administer payroll and related tax filings

Article VII CHURCH BOARDS

Board of Deacons – Traditional Membership required

This board shall consist of four men plus one additional board member for each 25 members over 100. They shall be elected at the annual meeting and serve rotating three-year terms. Only men of the highest spiritual qualifications, as stated in 1 Timothy 3:8-13 shall be elected to this office.

The duties of the Board of Deacons shall be:

- elect a chairperson who will assume the spiritual responsibilities in the absence of the Senior Pastor
- assist the Senior Pastor in all spiritual matters

- partner with the Board of Deaconesses to consult with candidates regarding church membership
- partner with the Board of Deaconesses to consult with individuals regarding baptism
- oversee the administering of the ordinances
- be in charge of the benevolent fund
- give spiritual guidance to the church
- evaluate the Senior Pastor on a regular basis - this should be done in written form and be limited to the Board of Deacons and the Senior Pastor
- seek to maintain high Christian principles in all activities of the church and its organizations
- oversee the Prayer Ministry Committee
- appoint a member to the Safety Committee
- work with the Safety Committee to incorporate welcoming attendees and to limit the point of entry to one set of doors during church functions

Board of Trustees

This board shall consist of four traditional or associate members elected at the annual meeting who serve rotating three-year terms.

The duties of the Board of Trustees shall be:

- elect a chairperson who must be a traditional member
- assume full charge of church properties and maintenance thereof
- represent the church in all legal matters
- be responsible for job descriptions of all church positions and committees
- oversee all business and financial matters
- determine amount to be paid to special speakers
- oversee the custodial staff
- the elected chairperson will preside at all business meetings of the church
- assist in counting the offering with either the Treasurer or the Financial Secretary if one of them is absent
- oversee the Cemetery Committee
- appoint a member to the Safety Committee
- work with the Safety Committee to assess and address safety concerns regarding church property

Board of Deaconesses - Traditional Membership Required

This board shall consist of four women elected at the annual meeting who serve rotating three-year terms.

The duties of the Board of Deaconesses shall be:

- elect a chairperson
- partner with Board of Deacons in preparation and serving communion

- seek to maintain high Christian principles in all activities of the church and its organization
- partner with the Board of Deacons to consult with candidates regarding church membership
- partner with the Board of Deacons to consult with individuals regarding baptism
- visit and care for both the temporal and spiritual interests of the church
- oversee the maintenance of the greeters list
- appoint a member to the Safety Committee
- work with the Safety Committee to incorporate welcoming attendees and to limit the point of entry to one set of doors during church functions

Board of Christian Education

This board shall consist of four traditional or associate members elected at the annual meeting. Each year one member will be elected for a three-year term and one member for a one-year term.

The duties of the Board of Christian Education shall be:

- elect a chairperson who must be a traditional member
- establish goals and objectives for Christian Education to be reviewed regularly
- supervise the teaching agencies of the church
- assist in selecting and purchasing teaching materials
- select teachers and substitutes
- supervise the operation of the church library and select a church Librarian
- be responsible for special activities and programs
- oversee the maintenance of the nursery schedules
- appoint one member to the Safety Committee
- work with the Safety Committee to promote a culture of protecting the most vulnerable in the congregation by training and resourcing the whole congregation

Article VIII CHURCH COMMITTEES

Worship and Music Committee

This committee shall consist of three persons elected at the annual meeting who serve rotating three-year terms.

The duties of the Worship and Music Committee shall be:

- elect a chairperson who must be a traditional member
- arrange for special music for worship services as appropriate
- plan special creative services
- evaluate worship service with the Senior Pastor
- work with the Senior Pastor on changes in service format
- oversee audio/visual production for the worship services

Missions Committee

This committee shall consist of four persons elected at the annual meeting. Each year one person will be elected for a three-year term and one person for a one-year term.

The duties of the Missions Committee shall be:

- elect a chairperson who must be a traditional member
- plan the annual missions conference, set missions goal and budget and secure missionary speakers
- promote missions in the church
- be responsible for communication of mission programs
- be in charge of local evangelism and outreach
- promote and implement mission trips
- approve and oversee all fundraising activities for mission trips

Prayer Ministry Committee

“For my house shall be called a house of prayer for all peoples.” Isaiah 56:76

This committee’s purpose is to pray for, train, encourage brothers and sisters in Christ to develop and enrich an effective and more powerful prayer life.

- a person led by God’s Spirit will act as a Director to coordinate and oversee prayer events
- this ministry shall be made up of as many people who desire to participate
- no one participating in this ministry is nominated or elected
- this ministry will tend to the overall prayer life of the church and will plan, direct and facilitate events as led
- prayer stations will be tended to during and after worship services
- this ministry will meet regularly to pray for the strengthening, growth and empowering of the church congregation and the wider church
- there will be a focus of teaching prayer to help implement prayer within each committee, group and ministry of the church
- this is to be an intergenerational ministry
- this ministry shall communicate current initiatives and activities to the Board of Deacons

Ushering Committee

This committee shall consist of six persons elected at the annual meeting for one-year terms. The Ushering Committee will meet as needed with the Senior Pastor and the Worship and Music Committee to review ushering duties.

The duties of the Ushers shall be:

- elect a chairperson who must be a member
- assist in the seating of the congregation
- collect the offering
- count the number in attendance

- pass out bulletins
- be responsible for the general comfort of those in attendance
- assist with valet parking
- assist, as needed, at special events

Nominating Committee

This semi-annual committee shall consist of three members. The Nominating Committee shall be elected at the semi-annual business meeting prior to the annual meeting and shall serve for one year.

The duties of the nominating committee shall be:

- select qualified persons for elected positions
- present job descriptions to selected nominees
- prepare the ballot and endeavor to make it public at least two weeks before its presentation at the annual meeting
- nominate persons to fill vacancies to serve for the balance of the church year

Budget Committee

This committee shall consist of the Financial Secretary, Treasurer and two members from the Board of Trustees or designated by them.

The duties of the Budget Committee shall be:

- prepare a yearly budget based on requests from appropriate boards and committees
- submit copies of the budget to the membership at the annual meeting

Cemetery Committee

This committee shall consist of three persons appointed by the Board of Trustees for a three-year term.

The duties of the Cemetery Committee shall be:

- maintain an accurate record of cemetery plots
- locate grave sites
- monitor cemetery plot sales and distribute cemetery guidelines
- monitor general condition of cemetery property and report issues to the Board of Trustees

Pulpit Committee

This committee shall consist of five traditional members elected by the church.

The duties of the Pulpit Committee shall be:

- act as a search committee in obtaining a new Senior Pastor or Youth Pastor

Women's Ministries Committee

This committee shall consist of the women of the Glory Baptist Church.

The duties of the Women's Ministries Committee shall be:

- elect a chairperson who must be a traditional member
- promote unity and spiritual growth among the women of our church through fellowship, prayer, study, and service
- continue to discover new ways to reach out to our church family, the community, and the world with Christ's love
- annually choose board members who will be presided over by the chairperson
- provide a financial record of activity to the Treasurer on a semi-annual basis

Men's Ministries Committee

This committee shall consist of the men of Glory Baptist Church.

The duties of the Men's Ministries Committee shall be:

- elect a chairperson who must be a traditional member
- promote unity and spiritual growth among the men of the church through fellowship, prayer, study and service
- continue to discover new ways to reach out to our church family, the community, and the world with Christ's love
- annually choose board members who will be presided over by the chairperson
- provide a financial record of activity to the Treasurer on a semi-annual basis

Safety Committee

This committee shall consist of a Deacon, a Deaconess, a Trustee, a person from the Board of Christian Education, and the Youth Pastor or designee. Each member of the Boards mentioned shall be appointed by their respective Board.

The duties of the Safety Committee shall be:

- elect a chairperson who must be a traditional member
- work with the Boards of Deacons and Deaconesses to incorporate welcoming attendees
- work with the Board of Trustees to assess and address safety concerns regarding church property
- work with the Board of Christian Education to promote a culture of protecting the most vulnerable in the congregation by training and resourcing the whole congregation
- conduct screenings and background checks of all individuals working with children, youth, and other vulnerable individuals
- be a point of contact for the congregation for any concerns about safety
- report regularly to the Boards of Deacons, Deaconesses, Trustees, and Christian Education
- meet semi-annually, or more often as needed, to accomplish the above duties

Other Committees

The church may elect any other committee which experience proves needful.

Special Task Force Committees

The church can appoint a task force to work on a specific project until completion and/or follow-up.

Article IX CHURCH COUNCIL

This council shall consist of the chairpersons of the Board of Deacons, Board of Trustees, Board of Deaconesses, Board of Christian Education, Missions Committee, Worship and Music Committee, Women's Ministries; Youth Pastor, Clerk and Treasurer. Each person must be a traditional member of the church. The Church Chair will preside over this council. If the Church Chair chooses not to preside over the Church Council the Church Council will elect one of its members to preside.

The duties of the Church Council shall be:

- enhance communication between boards and committees
- increase the accountability of the various boards and committees to the church
- promote the continuity of church programs
- help define and implement the vision of the church
- help develop an agenda for business meetings
- serve in an advisory capacity to the church body

Article X QUORUM

Twenty percent of the combined traditional and associate membership shall constitute a quorum at any ordinary business meeting of the church.

Article XI MEETINGS OF THE CHURCH

The regular business meetings of the church shall be held semi-annually at a date and time set by the Church Council.

Special meetings may be called at any time by the Senior Pastor, the Boards of Deacons and Deaconesses, the Board of Trustees, or the Church Council.

The annual business meeting shall be held in January. At this meeting, all positions shall be elected by ballot, all reports shall be presented and other business pertaining to the interest and progress of the church may be transacted. The church covenant shall be read at this meeting.

Absentee ballots may be obtained from the church Clerk and must be returned sealed prior to the election.

Article XII PASTORAL RELATIONS

Calling of a Pastor

The calling of a Pastor shall be by written ballot. The vote will take place within fifteen days of the candidating Sunday. A three-fourths majority vote of the ballots cast shall be required to call a pastor.

Termination of a Pastor's Position

A pastoral relationship may be terminated upon thirty days' notice in writing on the part of a Pastor or the church. A Pastor shall first give his resignation to the Board of Deacons before it is presented to the church at a regular or specially called business meeting.

If, in the judgment of the church, the continuance of a Pastor's ministry should be undesirable, the relationship may be discontinued immediately but the salary shall be continued for thirty days. Any proposal to dismiss a Pastor shall be referred to the Boards of Deacons and Deaconesses for their consideration before any action may be taken by the church. The Boards of Deacons and Deaconesses shall be required to present to the church any written request for the dismissal of the Pastor when signed by twenty percent of the traditional membership of the church. Such action shall be taken at a regular or specially called business meeting and shall be by closed ballot, with a two-thirds majority vote of the traditional members present and voting to carry the motion for dismissal.

Article XIII DISPOSITION OF CHURCH PROPERTY

Division

In case of organic division of the church membership, the church property shall belong to those members who abide by this constitution.

Dissolution

Should a condition arise at any time in the future when, for any reason, the church work cannot continue, the church property shall be transferred to Converge North Central.

Article XIV AMENDMENTS

Any of these articles, except Article XIII, may be amended by a two-thirds vote of the traditional members present at any business meeting of the church. A notice of the proposed amendment shall be given at two regular services within four weeks preceding the meeting.