

CONSTITUTION OF CURREY CREEK CHURCH

August 2021

DOCTRINE

What Currey Creek Church Believes

We believe the entire Bible is the inspired Word of God and that men were moved by the Spirit to write the words of Scripture. Therefore, the Bible is without error. We believe in one God who exists in three distinct persons (Father, Son, and Holy Spirit). We believe that Jesus Christ is the second member of the Trinity (the Son of God) who became flesh to reveal God to man and to become the Savior of the lost world. We affirm the Nicene Creed and generally agree with “The Baptist Faith and Message 2000” and “The Nashville Statement” regarding application of spiritual doctrine. Please refer to the Church website for additional information.

GOVERNMENT

How Currey Creek Church Operates

The government of Currey Creek Church is built around the Biblical office of “Elders” as described in the New Testament. Broadly speaking, Elders are charged with the responsibility to serve the local church and its members as “overseers.” At Currey Creek, the Elders believe these biblical mandates are best carried out through allocation of responsibilities between Elders (staff elders and non-staff elders), Pastors, Deacons, and administrative teams. Accordingly, with this Constitution (the “document”), the roles of Elders, Pastors, Deacons, administrative teams, and members are defined, with the goal of establishing clear rules and guidelines to help govern and manage the church well as an organization.

THE ELDERS

Purpose

According to biblical mandate, Elders are to function primarily as: (1) discerners and guardians of Currey Creek's doctrine and mission; and (2) pastoral overseers of church members. While Elders are to oversee the entire organization, Currey Creek Elders do not believe this requires Elders to make every decision about all issues. Biblical teaching makes it clear that Elders – as a group -- should not spend their time acting as CEO, CFO or President of the Board. Accordingly, Currey Creek Elders fulfill their role as overseers in a variety of ways, including delegation of responsibility and decision-making authority at times. In order to best govern and manage the church as an organization, Currey Creek Elders have "Primary" and "Secondary" responsibilities as defined herein.

Qualifications

Currey Creek Church Elders are comprised of: (1) men qualified and elected pursuant to this document; and (2) the Senior Pastor, who is a permanent member of the Elders. Staff members of Currey Creek and Associate Pastors may serve as Elders, if qualified and elected pursuant to this document. However, the number of non-staff Elders must always be greater than the number of staff Elders.

A candidate for Elder must be a current member who has served at Currey Creek for at least two years prior to his election to office, and he must be nominated by at least one other current member. All Elders are required to meet the qualifications for Elder/Overseer as outlined in 1 Timothy 3:1-7, Titus 1:5-9.

"The saying is trustworthy: If anyone aspires to the office of overseer, he desires a noble task. 2 Therefore an overseer must be above reproach, the husband of one wife, sober-minded, self-controlled, respectable, hospitable, able to teach, 3 not a drunkard, not violent but gentle, not quarrelsome, not a lover of money. 4 He must manage his own household well, with all dignity keeping his children submissive, 5 for if someone does not know how to manage his own household, how will he care for God's church? 6 He must not be a recent convert, or he may become puffed up with conceit and fall into the condemnation of the devil. 7 Moreover, he must be well thought of by outsiders, so that he may not fall into disgrace, into a snare of the devil."

1 Timothy 3:1-7 ESV

"This is why I left you in Crete, so that you might put what remained into order, and appoint elders in every town as I directed you— 6 if anyone is above reproach, the husband of one wife, and his children are believers and not open to the charge of debauchery or insubordination. 7 For an overseer, as God's steward, must be above reproach. He must not be arrogant or quick-tempered or a drunkard or violent or greedy for gain, 8 but hospitable, a lover of good, self-controlled, upright, holy, and disciplined. 9 He must hold firm to the trustworthy word as taught, so that he may be able to give instruction in sound doctrine and also to rebuke those who contradict it."

Titus 1:5-9 ESV

In light of the increased expectations and responsibilities imposed upon Elders and their families, we believe that "husband of one wife" refers to married men who have continued in their first marriage. Exception is made for an Elder who: (1) has remarried after his first spouse died; (2) has not remarried after his spouse died; or (3) has never been married.

Authority

Except as specifically limited in this document, the Elders have final say in all matters concerning the overall direction of the organization. Elders strive to reach decisions by consensus. In this document, "consensus" means that all Elders agree to move forward, having resolved any points of discussion or disagreement in the best interests of Currey Creek. Elders may not agree on all points, but if all agree to move forward in the best interests of Currey Creek, despite personal reservations, then consensus is reached. If consensus cannot be reached, decisions will be made by majority vote of the Elders present and voting (including any proxy votes) at a scheduled meeting of the Elders, unless otherwise noted in this document.

The Elders may not take any of the following actions without the general agreement of Currey Creek Church members (“general agreement” is ascertained pursuant to the “Membership” section in this document):

- Appoint or hire a new Senior Pastor;
- Approve debt on behalf of the organization in excess of \$500,000; and
- Change or modify the denominational affiliation of Currey Creek Church.

Roles

1. Primary Roles

(a) The Elders evaluate the effectiveness and direction of Currey Creek’s doctrine by:

- Ensuring it is consistent with the mission to Exalt God, Engage the Culture, and Enrich the Christ Follower;
- Ensuring that Currey Creek’s application of doctrine remains consistent with scripture and is clearly understood by our members;
- Maintaining dialogue with the Senior Pastor and Associate Pastors regarding planned sermon series and additional offerings sponsored by Currey Creek, and ensuring the Elders are aware of what is being taught and who is teaching;
- Studying challenging issues and questions with the Senior Pastor and Executive Team, as appropriate;
- Maintaining relationships with church members in order to understand the “pulse” of the membership and the general response to Currey Creek teaching; and
- Consistently engaging in personal study and prayer in pursuit of clarity, discernment and wisdom.

(b) The Elders fulfill their pastoral roles by:

- Cultivating deep and authentic relationships with church members;
- Teaching, leading and/or participating in: (1) Bible classes; (2) small groups; and (3) other offerings sponsored by Currey Creek;
- Praying with (and for) church members corporately and privately, as appropriate;
- Maintaining communication with the Executive Team about issues affecting individual members and the organization;
- Maintaining communication with the Executive team about administrative details (e.g., attendance, financial resources, etc.) that may provide insight into the health of the church body; and
- Being consistently present at church services and church-related events.

2. Secondary Roles

(a) Personnel Matters. The non-staff Elders and their designees serve as the personnel team for Currey Creek Church, ensuring that human resource, compensation, and management processes are in place to serve the church, managers and all employees. The Executive Team has been delegated primary responsibility for ensuring that appropriate employment policies are in place, applicable laws followed, and day-to-day management decisions are consistent with Currey Creek Church policies. The Executive Team should regularly communicate with the Elders in this regard.

The Executive Team makes compensation recommendations to the non-staff Elders for all staff members, excluding themselves. The Senior Pastor makes compensation recommendations for the Executive Team, excluding himself. The non-staff Elders make decisions regarding all employees, including the Senior Pastor. Salaries are not published or publicly discussed.

(b) Programming Matters: The term “programming” is intended to cover a wide range of operational responsibilities managed by the Executive Team. Examples include: curriculum used in various ministries; times, places, and modes of discipleship meetings, including Sunday morning worship services; style and content of worship songs; special services planned and executed throughout the year, such as Easter, Advent, prayer services; and community outreach events. (This is not an exclusive list. By way of example only, decisions surrounding how/when church services are/were offered during the COVID-19 pandemic are considered “programmatically”). The Elders delegate primary responsibility for programming to the Executive Team, whose sole professions are dedicated to pastoral church ministry and administration, although Elders have freedom (and responsibility) to speak into programming and even voice objections at times. The Executive Team should strive to reach consensus on all issues. In this context, “consensus” does not mean “unanimous” or “majority vote”.

Rather, consensus means that all members of the Executive Team agree to move forward, having resolved any points of discussion or disagreement in the best interests of Currey Creek Church. Executive Team members may not agree on all points, but when all agree to move forward in the best interests of Currey Creek, despite personal reservations, “consensus” is reached. If any member of the Executive Team does not believe that consensus has been achieved, the Elders will be notified.

In the event the Executive Team cannot reach consensus, or in the event one of the Elders voices an objection regarding a Programming Matter, the Elders will become directly involved in reaching an acceptable resolution. At that point, the Elders will establish a process to become fully apprised of the issue, then meet with the Executive Team to discuss pros/cons of various resolution options. If the Executive Team and the Elders are still unable to reach consensus, the Elders will resolve the issue by majority vote of the Elders present and voting (including any proxy votes) at a scheduled meeting of the Elders. In the event of a tie vote, the Senior Pastor will make the final call on the matter, and his decision will constitute the Elders’ vote. The Executive Team will abide by the Elders’ vote and will implement all necessary actions to carry out the decision of the Elders.

(c) Budget. The Executive Team, with any needed assistance from the Financial Oversight Team, will develop the annual budget. The Executive Team will present the budget to the Elders for approval.

(d) Missions. Missions are essential to Currey Creek as we endeavor to reach our community and the world for Christ’s kingdom. The term “missions” is intended to include a broad array of activities and funding for organizations that Engage the Culture for the cause of Christ. Broadly speaking, these activities are categorized under: Go Local, Go Plant, and Go Global. Of highest priority for Currey Creek are partnerships with people or organizations who engage in raising up pastors and planting churches all over the world and, where possible, in unreached or underreached areas.

The daily administration of missions at Currey Creek falls under the responsibility of one of the pastors. An annual budget for missions is presented to the Elders as part of the annual church budget process. Elders are to be kept apprised of existing missions partnerships at least quarterly, and Elders have ultimate authority over the approval of the missions budget and any extra-budget funding as requested by the missions pastor. The missions pastor may request a subset of Elders and/or other church members to aid in the vetting of addition partnerships, or discontinuation of a partnership. The decision to add or discontinue partnerships is made by the Elders at the recommendation of the missions pastor.

Nomination and Election

At a time as set by the Elders, but at least every 12-18 months, each current member of the church will be given an opportunity to nominate any man qualified pursuant to this document as candidate for Elder. Current Elders may nominate candidates at any time in the event of an unexpected vacancy.

All nominations will be gathered and evaluated by a Selection Team, which is comprised of four Elders and up to four current church members (non-staff) selected by the Elders. The Selection Team will evaluate the nominations and determine candidates for further evaluation. The Selection Team will discuss with the Elders each candidate who agrees to complete the evaluation process.

The evaluation will include an application, interview, background check, and may also include a study with the candidate. This process is intended to facilitate communication, prayer, and study – so the candidate and the Selection Team have ample opportunity to make a thorough evaluation. After the evaluation process is complete, the Elders will vote on each candidate. A candidate is elected to be an Elder at Currey Creek Church upon the vote of 75% of the Elders present and voting (including any proxy votes) at a scheduled meeting of the Elders.

Newly appointed Elders will be presented and confirmed to the church by the laying on of hands by current Elders and Pastors. Non-staff Elders serve a three-year term, and may be extended to multiple terms, if agreed by the Elders (majority vote). When a non-staff elder rotates off, he must wait at least 12 months before becoming eligible for another term. The Elders will periodically review the application and interview process to ensure it is up to date and effective.

Dismissal

If, in the opinion of 75% of the Elders (excluding the Elder under consideration) an Elder becomes unqualified (see “Qualifications” above) to serve as a Currey Creek Elder during his term of service, he will be notified of the Elders’ concerns regarding his qualifications. Any complaints or concerns regarding the Elder under consideration should be directed to and handled by the Elders, according to the biblical procedure found in Matthew 18:15-17. The Elder under consideration may resign, or upon vote of 75% of the Elders (excluding the Elder under consideration), be immediately dismissed from the office. His position will remain vacant until a qualified candidate is elected pursuant to this document.

THE SENIOR PASTOR

1. To be considered for the role of Senior Pastor, a prospective candidate must meet the character qualifications as outlined in I Timothy 3:1-7 and Titus 1:5-9, as well as possess professional skills necessary to fulfill ministerial duties of the Senior Pastor at Currey Creek Church.
2. To be considered for the role of Senior Pastor, a prospective candidate must express full agreement with Currey Creek’s Doctrine: What Currey Creek Church Believes, as stated in this document, and must be familiar with and agree to abide by Currey Creek’s governing documents.
3. When it becomes necessary for Currey Creek Church to fill the position of Senior Pastor, the Elders will take appropriate action to identify a qualified candidate. Once a qualified candidate has been identified and approved by a vote of 75% of the Elders present and voting (including any proxy votes) at a scheduled meeting, the recommended candidate will be presented to the members for their general agreement. The “general agreement” of Currey Creek Church members is ascertained pursuant to the “Membership” section in this document. Once general agreement of the members has been obtained, the Elders will take necessary steps to hire the Senior Pastor.
4. The Senior Pastor shall serve as an Elder (a “staff elder”) and as leader of The Executive Team.
5. If, in the opinion of 75% of the Elders (excluding the Senior Pastor), the Senior Pastor becomes unqualified to serve as Currey Creek Senior Pastor per subparagraph (a), above, he will be notified of the Elders’ concerns. Any complaints or concerns regarding the Senior Pastor should be directed to and handled by the Elders, according to the biblical procedure found in Matthew 18:15-17. If no acceptable resolution is reached in the opinion of 75% of the Elders, the Senior Pastor may resign, or upon vote of 75% of the Elders (excluding the Senior Pastor), be immediately dismissed from the office. His position will remain vacant until a qualified candidate is identified and hired.

THE EXECUTIVE TEAM

The purpose of the Executive Team is to take primary responsibility for resource management and programming, give vision to the ministries of Currey Creek, and oversee day-to-day operations. The Senior Pastor selects the Executive Team with the approval of the Elders (majority vote), and Executive Team members are accountable to the Senior Pastor. The Executive Team shall be comprised of at least three members. In the event the Executive Team becomes comprised of less than three members and the Senior Pastor is unable to select a new team member approved by the Elders, the Elders shall appoint one of the existing Elders (by majority vote) to fill the role until such time as a suitable replacement is selected and approved.

All Executive Team members are required to meet the character qualifications as outlined in I Timothy 3:1-7 and Titus 1:5-9, as well as possess professional skills necessary to fulfill ministerial duties. Generally, the Executive Team is made up of Elder-level Pastors of Currey Creek Church. This section is not intended to prevent the selection of a female to the Executive Team (non-Elder). In the event the Senior Pastor desires to appoint a female to the Executive Team, that woman should possess the professional skills necessary to fulfill ministerial duties and should evidence the following characteristics:

She must be above reproach, upright, holy, sober-minded, a lover of good, self-controlled, respectable, hospitable, and not arrogant or quick-tempered. She must not be a drunkard, not violent but gentle, not quarrelsome, not a lover of money, and well thought of by outsiders. She must be the wife of one husband and manage her own household well, with all dignity keeping her children submissive. Her children should be believers and not open to the charge of debauchery or insubordination. She must not be a recent convert but should be able to teach and hold firm to the trustworthy word as taught, so that she may be able to give instruction in sound doctrine and also to rebuke those who contradict it.

THE DEACONS

According to the New Testament, Deacons are appointed by the Elders to do two primary things: unify the members and serve the members. Elders oversee ministry, Deacons facilitate ministry, and the congregation does ministry. That is the New Testament model and having Biblical clarity in the role and function of the Deacon is invaluable for promoting peace and unity. At Currey Creek, Deacons serve at the direction of the Elders and answer to the Elders, and Deacons will be selected (by majority vote of the Elders) as necessary to fulfill specific needs of the church.

FINANCIAL OVERSIGHT TEAM

The Financial Oversight Team's primary function is to evaluate the financial health of the organization and to provide assistance, as requested by the Executive Team, on resource management issues. The team's focus is on long-term strategic planning and resource management, while also providing reviews and recommendations to the Executive Team and/or the Elders on current financial matters.

Candidates for the Financial Oversight Team are required to be members of Currey Creek Church for at least one year and have the professional skills necessary to perform their assigned tasks. The Elders select the Financial Oversight Team upon recommendation of the Executive Team. The Financial Oversight Team will primarily receive direction and instruction from the Executive Team, but is ultimately accountable to the Elders, who retain the authority to override any recommendation made by the Financial Oversight Team.

ORGANIZATIONAL BUSINESS MEETINGS

The Executive Team shall plan and schedule an annual organizational business meeting, and members of Currey Creek Church will be given advance notice of the meeting and invited to attend. Notice shall be given at regular worship services and posted to the Currey Creek website. This meeting will provide a forum for obtaining "general agreement" of the membership on designated matters (as necessary) and for communicating an overview of significant business developments and other organizational issues important to Currey Creek's mission. The agenda for the meeting shall be prepared by the Executive Team and approved by the Elders.

DENOMINATIONAL AFFILIATION

Currey Creek Church is part of the Southern Baptist Convention (SBC), which is comprised of thousands of member churches who share certain core beliefs but who disagree from time to time on matters pertaining to how a church should function. The SBC believes in the autonomy of the local church, and therefore, the Elders of Currey Creek Church are free to determine how our church functions, what programs are offered, and what doctrine is taught. The Elders will make determinations about how Currey Creek Church functions consistent with this document. However, the affiliation with the Southern Baptist Convention cannot be modified or changed without general agreement of church members, as set forth in the "Membership" section in this document.

MEMBERSHIP

Membership at Currey Creek Church begins with becoming a follower of Jesus Christ, then an agreement upon the church's core beliefs. Just as the Apostle Paul described the Christ-follower as being a part of the body, membership at Currey Creek Church is defined as being "attached" and "functioning". An attached member is one who has made a covenant commitment expressing agreement with Currey Creek's doctrine and mission. A functioning member is involved in becoming like Christ (discipleship), as well as giving to and serving Christ's church (stewardship).

Becoming a Member of Currey Creek Church

1. Signed Commitment.

As the primary means of ensuring the church has an accurate list of members, a signed commitment is required for each family or individual. Anyone new to the church desiring to become a member may do so at any of the new member classes held throughout the year, or by requesting a meeting with a pastor to review the membership commitment form.

2. Annual Renewal.

This process allows current members the opportunity to re-commit to the mission and vision of the church, acknowledging that they continue to be attached and functioning in any of the church ministries and in prayer for church leadership. A current member may choose not to renew membership in which case they will be marked as a “prior member” in the church records. For instances of non-renewal, church staff and/or Elders will reach out to the prior members and ensure that there is not discord or need for reconciliation.

Member’s role in church decisions.

Consistent with this document, Currey Creek Church is led by its Elders and Executive Team, but members have input and influence on who is selected to serve in leadership positions. So, it is important that Currey Creek Church members are “attached and functioning”, and not merely names on a roll. For example, Elders must be nominated by other current members. And, as stated above, the Elders may not take certain actions without the “general agreement” of Currey Creek Church members:

- Appoint or hire a new Senior Pastor;
- Approve debt on behalf of the organization in excess of \$500,000; and
- Change or modify the denominational affiliation of Currey Creek Church.

Reaching General Agreement.

Whenever the “general agreement” of members is required to take an action consistent with this document, the following procedure shall be employed:

The Executive Team, with approval of the Elders, shall give notice to members requesting their general agreement for an action proposed by the Executive Team/Elders. In this regard “notice” shall:

- include a description of the action requiring general agreement;
- provide the date and time of the meeting at which the issue will be discussed;
- be given to members at regularly scheduled church service(s) at least 14 days in advance of the meeting (announced from stage and/or printed in handout); and
- be given to members via the church website and/or posted on signage located on church premises.

“General agreement” is obtained when, at a properly noticed meeting, a majority of members present indicate approval of the proposed action presented by the Executive Team/Elders. This approval may be obtained by voice vote or written ballot (or other means), at the sole discretion of the Executive Team/Elders. Only members present at the meeting may vote, and no proxy votes will be allowed or considered.

AMENDING THE CONSTITUTION

Constitutional amendments require a vote of 75% of the Elders present and voting (including any proxy votes) at a scheduled meeting of the Elders. The church members should be generally apprised of all substantive amendments, but the “general agreement” of members is not required to effectuate amendments. This authority rests solely with the Elders consistent with this document.

ORDINATION, LICENSING AND COMMISSIONING

Currey Creek Church reserves the right to ordain, license, or commission individuals as ministers of the gospel to perform the ordinances and ceremonies of the church including, but not limited to, marriage, baptism, communion, and funerals.

INDEMNITY AND INSURANCE

Indemnity. If liability or legal responsibility is asserted against a Pastor, Elder, officer, employee, or any other person serving at the request of Currey Creek Church leadership (hereinafter “the Person”), the Elders may (but are not required to) adopt a resolution causing the Church to indemnify and advance or reimburse expenses incurred by the Person in connection with any proceeding associated with the assertions of liability or legal responsibility.

Insurance. Currey Creek Church may purchase and maintain insurance, at its expense, to protect itself (and any person who is a Member or was serving as a Pastor, Elder, officer, employee or agent of the Church) against any expense, liability or loss, whether or not the Church would have the duty or power to indemnify such person against such expense, liability or loss.

DISSOLUTION AND LIQUIDATION OF THE CHURCH

The Elders may determine – in their sole discretion – to cease corporate activities of Currey Creek Church, as evidenced by vote of 75% of the Elders present and voting (including any proxy votes) at a scheduled meeting of the Elders. In the event such decision is made, the Elders shall take all necessary steps to dissolve and liquidate the corporation. Upon dissolution of the corporation, the Elders shall make provision for the payment of all of the liabilities of the corporation.

The Elders shall thereafter dispose of all remaining assets to an organization(s) operating primarily for religious purposes, so long as such organization(s) shall qualify as exempt within the meaning of Section 501(c) (3) of the Internal Revenue Code (or the corresponding provision of any future United States statute or code), as the Elders shall determine in their sole discretion.

If any such assets are not so disposed of, the appropriate court of Kendall County shall dispose of such assets to such organization(s) operating primarily for such purposes, so long as such organization(s) shall qualify as exempt within the meaning of Section 501(c) (3) of the Internal Revenue Code (or the corresponding provision of any future United States statute or code), as said court shall determine.