

Constitution of Currey Creek Church - 2015

An imperfect system filled with men and women of integrity will function far better than a perfect system filled with men and women who lack integrity. *The people we choose are as important as the system we use.* This document outlines the guidelines Currey Creek Church employs in selecting key leadership and managing ongoing systems and procedures. In addition, this constitution provides accountability for ministry leaders and key information for the church body. While impossible to anticipate all future contingencies, the intent of this document is to provide flexibility to meet long-term changing needs.

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 believe that man was created in the image of God to have fellowship with Him, but became alienated from that relationship through sinful disobedience. As a result, man is totally incapable of coming back into a right relationship with God by his own effort.

We believe that the shed blood of Jesus Christ on the cross provides the sole basis for the forgiveness of sins. Therefore, salvation only occurs when a person places his faith in the death and resurrection of Christ as the sufficient payment for sin.

We believe that every Christian should live for Christ and not for himself. By obedience to the Word and daily yielding to the Spirit, every believer will mature and become conformed to the image of Christ.

We believe that the church is the body of Christ of which Jesus Christ is the Head. The members are those who have trusted by faith the finished work of Christ. The purpose of the church is to glorify God by loving Him and by making Him known to a lost world.

Government: How Currey Creek Church is Governed

The government of Currey Creek is built around two groups: Biblical Offices and Functional Administrative Teams. The Elders and the Deacons are two offices we find in scripture and the Executive, Financial Oversight, and Personnel Teams are the teams put in place that help govern us well as an organization.

1. The Elders
2. The Deacons
3. The Executive Team
4. The Financial Oversight Team
5. The Personnel Team

1. The Elders

The Elders are comprised of no more than twelve men, including the Senior Pastor. The Senior Pastor is a permanent member of the Elders. A staff member, other than the Senior Pastor, may serve as an Elder. However, the number of non-staff Elders must always be greater than the number of staff Elders.

The Purpose of Elders

Elders function primarily as discerners and guardians of the organization's doctrine, mission, and resources as stated below. They are not expected to oversee specific projects or ministry areas in their capacity as Elders. They function as overseers for the entire organization. The Elders evaluate the effectiveness and direction of the organization according to three criteria:

1. The organization's doctrine
2. The organization's mission: Exalt God, Engage the Culture, Enrich the Christ Follower
3. The organization's resources

Elders do not determine programming. This responsibility falls to the staff. However, the Elders are responsible for evaluating programming based on its appropriateness and effectiveness in furthering the overall mission of Currey Creek Church. The Elders will meet on a monthly basis, not less than ten times per year.

The Authority of an Elder

For all practical purposes, the Elders have final say in any and all matters concerning the overall direction of the organization. Elders strive to reach decisions by consensus. If consensus cannot be reached, a three-fourths majority vote will be necessary in making decisions.

There are four decisions that the Elders may not make without the consensus (general agreement) of Currey Creek Church.

1. Elders may not appoint a new Senior Pastor
2. Elders may not approve new debt on behalf of the organization in excess of one-sixth of the previous year's annual operating budget
3. Elders cannot change or establish the denominational affiliation of Currey Creek Church
4. Elders may not change the Articles of Incorporation, or the Constitution

The Dismissal of an Elder

If it becomes apparent that an Elder should not serve in the office of Elder, he may resign, or by three-fourths vote of the Elders, excluding the Elder under consideration, be immediately retired from the office. His position will remain vacant until the next election or until the current Elders choose a suitable replacement.

Elders have the authority to dismiss the Senior Pastor without organizational approval by a unanimous vote of all Elders, excluding the Senior Pastor. In addition, 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.

The Election of Elders

At a time as set by the Elders, but no less frequently than annually, each member of the organization will be given the opportunity to nominate any man from Currey Creek Church, who is actively serving Currey Creek Church, as candidate for Elder. All nominations will be gathered and evaluated by the Elder Selection Team. The evaluation will include an application, interview, and background check. At least annually the Elders will review the application and interview process.

The Elder Selection Team is comprised of four active Elders and four non-staff members of Currey Creek Church who are selected by the Elders.

A majority of three-fourths is required to elect an Elder. Therefore, a candidate needs to receive a minimum of six votes to be approved. If suitable replacements are not found, the position(s) will be left unfilled until such time as the current Elders are able to find and agree on a candidate.

The decision of the Elder Selection Team is final. Current Elders may not overrule the appointments of the Elder Selection Team. Current Elders have the option to elect additional Elders each year independent of the selection process outlined above in the event of an unexpected vacancy. In such a case, the selection process will also include an application, interview, and background check. Elders may select an additional Elder, under this paragraph, by a three-fourths vote.

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 one three-year term, and may be extended to multiple terms, if agreed upon by the Elder and the Elder Board. If non-staff elders rotate off, they are required to rotate off for one year before becoming eligible for another term.

The Qualifications of an Elder

A candidate for Elder must have been actively serving at Currey Creek for at least two years prior to his election to office. Furthermore, 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 imposed upon elders and their families, we feel it is wise to choose elders who have continued in their first marriage. The only exception to this would be in the case of an elder who has remarried after his first spouse has died or an elder candidate who has never been married.

2. The Deacons

According to the New Testament, Deacons are two things: unifiers and servants. Deacons are unifiers: the seven men chosen by the church in Jerusalem to care for widows, who seem to be precursors to Deacons, were chosen to preserve unity at a time when fissures in the church were occurring (see Acts 6:1-7). Deacons are also servants: their very name means servant, and their precursors in Acts 6 were chosen to handle the practical needs of the church.

The Purpose of Deacons: Unifier

Unity building is the primary goal of the Deacon; good administration is the means. The Elders are called to “direct the affairs of the church” (1 Timothy 5:17), and Deacons are called to support that direction. At Currey Creek Church, Elders make directional decisions while Deacons facilitate congregational involvement to make that vision a reality. Currey Creek Church encourages Deacons to be entrepreneurial unity-builders.

The Purpose of Deacons: Servant

At Currey Creek Church we have “task-specific Deacons.” That is, we appoint a Deacon or Deacons for a specific task that helps keep the church in good order. Therefore Deacons do not meet as a board or committee. Deacons will form and lead teams of volunteers who love serving Christ’s church together.

Types of task-specific Deacons may include but are not limited to:

- Deacon of Greeting
- Deacon of Parking
- Deacon of Weddings
- Deacon of Baptism
- Deacon of Communion
- Deacon of Visitation
- Deacon of Special Events
- Deacon of Benevolence

In light of the increased expectations imposed upon Deacons and their families, we feel it is wise to choose Deacons who have continued in their first marriage. The only exception to this would be in the case of a Deacon whom has remarried after his first spouse has died or a Deacon candidate whom has never been married.

Elders oversee ministry, Deacons facilitate ministry, 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 Church.

Selection and dismissal

Currey Creek Church will only select qualified men for the role of Deacon. This selection will be based primarily for their track record of peacemaking and serving, and only secondarily for administrative expertise. The character qualities described in I Timothy 3 will be the criteria for choosing Deacons. Anyone may nominate a man for the Deacon position. The Elders will interview the nominee and will make the final decision on the candidate before the candidate begins serving at Currey Creek Church.

If it becomes apparent that a Deacon should not serve as a Deacon, he may resign, or by three-fourths vote of the Elders, be immediately retired from the office. His position will remain vacant until the current Elders choose a suitable replacement.

3. The Executive Team

The purpose of the Executive Team is to determine programming, give vision to the various ministries of Currey Creek Church, and oversee day-to-day operations. The Senior Pastor selects the Executive Team, who are accountable to the Senior Pastor. 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 having the professional skills necessary to fulfill ministerial duties. Generally, the Executive Team is made up of Elder-level Pastors of Currey Creek Church.

The Executive Team oversees all financial matters related to Currey Creek Church and is in charge of managing the budget. The Senior Pastor is accountable to the Elders in all matters related to finances. A member of the Executive Team will attend Financial Oversight Team meetings. The Executive Team may not exceed the approved salary budget without approval from the Elders.

4. Financial Oversight Team

The Financial Oversight Team's primary function is to evaluate the financial health of the organization on a quarterly basis. The team's focus is on long-term strategic planning, while also providing reviews and recommendations to the Elders on current financial matters.

The Financial Oversight Team is ultimately accountable to the Elders of the organization. The Elders have the authority to override any recommendation made by the Financial Oversight Team. However, if such an occasion should arise, it will be necessary for the Elders to meet with the Financial Oversight Team and discuss the matter fully.

The Financial Oversight Team consists of at least three but not more than five members. The Elders choose the Financial Oversight Team. Financial Oversight Team members are required to be actively serving at Currey Creek Church and have the professional skills necessary to perform their assigned tasks.

5. Personnel Team

The Personnel Team supports the Executive Team and Elders by ensuring that human resource, compensation, and management processes are in place to serve the church, managers and all employees.

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

The Personnel Team consists of at least three but not more than five members and will include a member of the Executive Team. The organizational business administrator will be a member of the Personnel Team. The Elders choose the Personnel Team.

Functionality: How Currey Creek Functions

Organizational Business Meetings

An organizational business meeting will be scheduled at least annually. This will provide a forum for handling the business of Currey Creek Church, not otherwise reserved for the Elders.

Electing A New Senior Pastor

When the position of Senior Pastor is vacated, the Elders will take appropriate action to secure a qualified candidate to serve as Senior Pastor. The Elders will present the recommended candidate to the church.

Denominational Affiliation

Currey Creek Church is part of the Southern Baptist Convention. Since Southern Baptists believe in the autonomy of the local church, we are free to determine how our church functions, what programs are offered, and what doctrine is taught. People from a variety of denominations and backgrounds belong to Currey Creek Church.

Amending the Constitution

Constitutional amendments require three-fourths majority vote by the Elders before they can be presented to the church.

Budget

The Executive Team, with any needed assistance from the Financial Oversight Team, will develop the budget annually. The Executive Team will present the budget to the Elders for approval.

Membership

Just as the Apostle Paul described the Christ-follower as being a part of the body, membership at Currey Creek is defined as being attached *and* functioning. An attached member is one who has made a covenant commitment to Currey Creek that involves being in agreement with Currey Creek's doctrine and mission. To function as a member of Currey Creek is to be involved in becoming like Christ, which is discipleship, as well as giving to and serving Christ's church, which is stewardship.

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.

Dissolution and Liquidation of the Church

The Elders may determine to cease corporate activities of Currey Creek Church and dissolve and liquidate the corporation by a three-fourths vote. Upon dissolution of the corporation, the Elders shall make provision for the payment of all of the liabilities of the corporation. The Elders shall there after dispose of all of the assets of the corporation to an organization or organizations that are organized and operating exclusively for religious purposes as shall at the time qualify as an exempt organization or organizations within the meaning of Section 501(c) (3) of the Internal Revenue Code (or the corresponding provision of any future United States internal revenue law), as the Elders shall determine.

Contingent Provision

If any such assets are not so disposed of, the appropriate court of the county in which the principal office of the corporation is then located shall dispose of such assets to such organization or organizations that are organized and operating exclusively for such purposes and at the time qualify as an exempt organization or organizations within the meaning of Section 501 (c) (3), as said court shall determine.