

Calvary Baptist Church – Senior Pastor Description

Calvary Baptist Church is an independent, evangelical Baptist church located in Byesville, Ohio. We believe in the supremacy of Christ and in the sufficiency of His Word. We are seeking a qualified man to serve in the role of Senior Pastor.

1. This man should have a credible testimony of God's drawing him to respond in faith to the Gospel and being aligned to the requirements for elder listed in Titus 1:6-9 & 1Tim 3:1-7. He must be above reproach in regard to his home, self control, personal integrity, and handling biblical truth.
2. This man should be able to give hearty agreement to:
 - CBC's doctrinal statement & constitution (see **Attachment 1**)
 - CBC's core principles (see **Attachment 2**)
 - CBC's distinctives defined (see **Attachment 3**)
3. This man should understand that a Pastor/Elder/Overseer's gifting, personality, and experience can work its way out in a variety of different ministries and emphasis, however:
 - The primary way a Pastor ministers to the flock is in the expositional preaching of God's Word
 - As a "pastor", he is expected to shepherd, care for, nurture, and protect God's flock.
 - As an "elder", he is expected to demonstrate maturity and provide wisdom.
 - As an "overseer", he is expected to provide leadership and guidance.
 - At CBC we believe every member is a minister and that part of following Jesus is helping others follow Jesus. To this end, the Pastor serves as something of a "player-coach". Yes, he himself does ministry, but not all of it. He coaches and guides the flock in regards to (a) knowing Christ, (b) knowing Christ's people, (c) growing in Christlikeness, and (d) going for Christ (fulfilling the great commission).

Given these foundational requirements, the position of senior pastor at Calvary Baptist Church includes...

- A. Spending significant time in prayer and bible study.
- B. Serve as the spiritual leader, advisor, and overseer of the congregation.
- C. Work with the worship leader in planning and conducting all worship services.
- D. Prepare for and preach the Word of God in various church services and lead in observing the ordinances.
- E. Arrange for pulpit supply in case of absence.
- F. Lead the church in evangelism and outreach.
- G. Lead the church in compassion ministry for persons in the church and the community.
- H. Conduct biblical counseling, perform weddings, and conduct funerals.
- I. Serve as the moderator of church business meetings and as a member ex-officio of the deacon board and the trustee board.
- J. Interview potential new church members and lead the new members class.

- K. Work with the deacon board and ministry leaders in planning, evaluating, and equipping for various church ministries. Identify potential ministry needs, and help the church identify and use each member's gifts.
- L. Help the church live out its membership covenant.
- M. Seek to be a Christlike example.
- N. Other duties as needed.

Please submit to the church the following:

- Your resume
- List of references (3) and their contact information
- Any letters of recommendation
- Completed questionnaire (see **Attachment 4**)
- Email these to: ericdfehrman@gmail.com
- Call Eric Fehrman (deacon chairman) with any questions: 740-584-3339 (it helps to text first so I know who is calling)

Please notice **Attachment 5** which gives an approximate salary package and **Attachment 6** which gives something of a profile of our church and the surrounding area.

ATTACHMENT 1

THE CONSTITUTION OF
CALVARY BAPTIST CHURCH
OF BYESVILLE, OHIO

The following document outlines the beliefs and practices of Calvary Baptist Church. It is our desire that God’s Word be uncompromisingly adhered to in our statement of faith and doctrine, and that the principles of God’s Word be applied to areas where the Scriptures do not directly speak. Therefore, we shall not consider any changes to our doctrine or statement of faith except to further clarify the meaning or ramifications thereof. As to our bylaws, they shall be reviewed to keep current with the needs of the ministry of Calvary Baptist Church. This document was approved by a majority vote on the 12th day of August, in the year 2012, and is held to supersede and nullify any previous set of rules, bylaws, and amendments. **[Revision 08-12-2012]**

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1 NAME

The name of this local church shall be Calvary Baptist Church of Byesville, Ohio.

2 PURPOSE

Calvary Baptist Church exists to bring glory to God through lives changed by the Gospel of Jesus Christ. (Mt 28:19-20, Col 1:28).

3 PILLARS

We believe these 5 pillars to be the foundational essentials, the non-negotiables, of the kind of church that God will bless.

- **Proclaiming** God's Word Faithfully (2 Tim 4:2)
- **Worshipping** Jesus Passionately (Jn 4:24)
- **Praying** Persistently (Eph 6:18)
- **Loving** One Another Sacrificially (Jn 13:35)
- **Sharing** the Gospel Boldly (Eph 6:19-20)

4 PROCESS

Calvary Baptist Church is committed to worshipping God by intentionally producing maturing disciples of Jesus Christ. Disciples are ones who continually progress through the 3 steps of "knowing, growing, & going". (Mk 1:17, Act 2:40-47)

- **Know Christ & His People** (relationship)
- **Grow in Christ** (character)
- **Go for Christ** (mission)

5 PROCLAMATION

The proclamation of the Gospel is central to every activity of Calvary Baptist Church. "Gospel" means "good news", and it is the message of how the man Jesus Christ is also God, how He died on a cross in our place to pay the penalty for our sins, how He three days later rose to conquer sin and death, and how He gives the gift of salvation to all who turn from sin and self and trust in Him alone for eternal life (1 Corinthians 15:1-4). We often share the gospel with the following 5 points...

- **God** is the just and gracious Creator of all things (Rev 4:11; Eph 2:4).
- **Humanity** is created by God, but corrupted by sin (Rom 3:10-12, 23; Eph 2:5).

- **Jesus** alone is able to pay the penalty for sin & reconcile us to God (1 Pet 3:18; Eph 2:5-6).
- **Faith** in Jesus and repentance from sin is the only way people are reconciled to God (Jn 3:36; Eph 2:7-9).
- **Eternity** depends on the response of every person to Jesus (Heb 9:27-28; Eph 2:7).

6 MEMBERSHIP COVENANT

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

We purpose to walk together in Christian love, and to strive for the **advancement of this church** in knowledge, holiness, and comfort. We commit ourselves to promote its prosperity and spirituality, and to sustain its worship, ordinances, discipline and doctrines. We will also contribute cheerfully and regularly to the support of the ministry, the relief of the poor, and the spread of the gospel to all nations.

We also purpose to maintain **family and private devotions**, to biblically educate our children, and to seek the salvation of our kindred and acquaintances.

We further purpose to **walk uprightly in the world** to be just in our dealings, faithful in our engagements, and exemplary in our conduct, to avoid all tattling, backbiting and excessive anger, to abstain from any practice which would bring unwarranted harm to our body, mind, or testimony, and to be zealous in our efforts to advance the kingdom of our Savior.

We purpose to **watch over one another** in brotherly love, to remember each other in prayer, to aid each other in sickness and distress, to cultivate Christian sympathy in feeling and courtesy in speech, to be slow to take offense, to be ready for reconciliation and to secure it without delay.

We moreover purpose that when we remove from this place, we will as soon as possible unite with another church where we can resume the spirit of this covenant and the principles of God's Word.

7 DOCTRINAL STATEMENT

1. **SCRIPTURES:** We believe that the Holy Bible, as originally written, was verbally inspired by God and the product of Spirit controlled men. As such, it is free from all error and completely reliable. We believe the Scriptures are the foundation for true Christian fellowship and the only infallible rule for all human conduct, creeds or opinions (II Timothy 3:16,17; II Peter 1:19-21).
2. **GOD:** We believe that there is only one living and true God, infinite in every excellence. We believe that in the unity of the Godhead there are three distinct persons: the Father, the Son and

the Holy Spirit, who are one in substance and equal in every divine perfection (Exodus 20:2,3; I Cor. 8:6; I John 5:7).

3. JESUS: We believe in the absolute deity of the Son, the Lord Jesus Christ; that He was divine as no other man can be, being fully God in every way. We believe He existed from all eternity co-equal with the Father and the Spirit; that He never ceased to be God at any time and that His humiliation did not consist in laying aside His deity. We believe that becoming man, He was miraculously begotten of the Holy Spirit and born of the virgin Mary (John 1:1,2; I John 5:20; Matt 1:20; Luke 1:26-38).
4. HOLY SPIRIT: We believe that the Holy Spirit is a divine person, equal with the Father and the Son, and of the same substance and nature. He convicts of sin, righteousness and judgment; bears witness to the truth and is the agent of the new birth. He seals, endows, guides, teaches, witnesses to, sanctifies and helps the believer, indwelling every true child of God (II Cor. 13:14; John 14:16,17; Rom 8:14-27).
5. CREATION: We believe that God created the heavens and the earth and all life, "each after it's own kind," by direct act and not by the process of evolution (Gen.. 1:2; Col 1:16,17; John 1:3). We believe that man, in the person of the first Adam, was created in innocence, but by voluntary transgression fell into sin and plunged all mankind into condemnation and death. Accordingly, all mankind is born in sin and continue to sin. They are without excuse and guilty before God (Gen. 3; Rom 5:10-19).

We believe in the distinct personality of Satan. Created by God as an angel, he rebelled against God. He is the god of this age and director of all the powers of darkness and sin and ultimately is destined to the judgment of eternal justice in the lake of fire (Matt 4:1-3; II Cor. 4:4; Rev 20:10).

6. SALVATION: We believe that the only escape from the condemnation of sin is through the atonement wrought by Jesus Christ. He voluntarily took upon Himself a human body and nature, apart from sin, and by His suffering, death and resurrection, made full satisfaction to the justice of God for the sin of man. The blessings of this salvation are given on the grounds of grace to all who believe and confess Him as Savior (John 3:1-7; Acts 16:30-33; Rom 10:9-13).

We believe that faith in the Lord Jesus Christ is the only condition of salvation, and that works cannot make that salvation more secure (Acts 16:31; Titus 3:5-7). Nevertheless, saving faith does of necessity result in good works (James 2:17-18, Eph. 2:10).

We believe that all who receive Christ as Savior are born from above and are eternally secure (John 10:28,29; Rom 8:35-39; Phil 1:6).

7. CHURCH: We believe that a local church is a congregation of immersed believers, associated by covenant of faith and fellowship of the gospel. These same believers observe the ordinance of Christ, are governed by His laws, and exercise the gifts, rights and privileges as stated in His Word. The church has the absolute right of self-government directed by the Holy Spirit, and is answerable only to Christ. Its officers are pastors and deacons. (Acts 2:41,42; I Cor. 1:2; Eph 1:22,23; 4:11; 5:23,24; I Tim 3:17; Col. 1:18).

8. **ORDINANCES:** We believe that there are two church ordinances: baptism and the Lord's Supper. Baptism is the immersion of a believer in water and is properly called "believer's baptism". It sets forth in a beautiful and solemn way our faith in a crucified, buried and risen Savior, with its effect in our lives of death to sin and resurrection to a new life. Baptism is a pre-requisite to the privileges of church membership. The Lord's Supper is the commemoration of our Lord's death until He comes and pictures our continual fellowship with Him. It should always be preceded by careful self-examination (Acts 8:36-39; Rom 6:3-5; I Cor. 11:23-32).
9. **HEAVEN & HELL:** We believe that there is a radical and essential difference between the righteous and the wicked and only those who, through faith, are justified in the name of the Lord Jesus Christ and sanctified by the Spirit of God are truly righteous in His sight. All who continue in impenitence and unbelief are in His sight wicked and under the curse, and this distinction is manifested after death in the everlasting joy of the saved and the everlasting conscious suffering of the lost (Mal 3:18; Rom 6:17-23; Matt 25:34-41; Luke 6:25; John 8:21).
10. **END TIMES:** We believe in the bodily, personal, premillennial return of Jesus Christ in the air to receive His church unto Himself before the seven-year tribulation period. We believe He will come to the earth with His church at the close of the tribulation to judge the living nations and to set up His kingdom (I Thes. 4:13-18; Matt 25:31-46, Rev 19:11-21).

We believe in the resurrection of the bodies of all the dead. The believers who sleep in Jesus will be raised when Christ comes for His church. The Old Testament and tribulation saints will be raised at His coming in glory, and the wicked dead shall be raised for the Great White Throne of Judgment at the end of Christ's millennial reign (John 5:21-30; 1 Thes. 4:16; Rev 7:9-17; 20:11-15).

8 ASSOCIATIONS

As a New Testament Church cannot "join" anything outside itself, but only affiliates on grounds of fellowship, this church declares itself to be in fellowship with the Ohio Association of Regular Baptist Churches and the General Association of Regular Baptist Churches (a nationwide organization).

9 MEMBERSHIP

To qualify for membership in this church, a person must be a believer in Jesus Christ, who gives evidence of regeneration, who has been baptized in obedience to Christ (biblically immersed, following his or her regeneration), and who wholeheartedly believes in the Christian faith as revealed in the Bible.

Anyone desiring to unite with this church must:

- Give hearty agreement to the church's philosophy of ministry, membership covenant, & doctrinal statement (sections 2-7).

- Meet with the pastor to review church distinctives and to share his/her testimony of salvation in Christ.
- Meet with the deacons to review membership distinctives and to share his/her testimony of salvation in Christ.
- Upon the recommendations of the pastor and deacons, a potential member is then presented to the church for a vote of confirmation by the church body.

Potential candidates will be announced one Sunday prior to presentation for confirmation vote.

It shall be the duty of every member to live consistent Christian lives and to support their church with their presence, prayers, giving, and service. Members are to serve one another in Christian fellowship and love, and commit to honor, esteem, and pray for their pastor and one another.

All members are strongly encouraged to serve in ministry in the local church. Those serving must be members who demonstrate hearty affirmation of our church's doctrinal position, membership covenant, and philosophy of ministry (sections 2-7). They should show a steady commitment to attend the weekly large group gathering and a weekly smaller group gathering.

10

TRANSFER OR DISCIPLINE OF MEMBERS

TRANSFER: Letters of transfer may be granted any member in good and regular standing. Such letters must be addressed to some particular church of the same faith and order as this and sent by the pastor to the church to which the member is uniting. No letter shall be granted except to a designated church of like faith and order.

DISCIPLINE: Any member consistently neglectful of his or her duties or guilty of conduct by which the name of our Lord Jesus Christ may be dishonored and so opposing the welfare of the church, shall be subject to the admonition of the pastor & deacons and the discipline of the church according to the instructions of our Lord in Matthew 18:15–17 and the example of scripture. Church discipline, then, should ordinarily be contemplated after individual private admonition has failed. Church discipline can include admonition by the pastors, deacons, or congregation, removal from office or from a church ministry, and termination of membership (see Matthew 18: 15–17; 2 Thessalonians 3: 14–15; 1 Timothy 5: 19–20; 1 Corinthians 5: 4–5).

The **purpose** of such discipline should be for:

- the repentance, reconciliation, and spiritual growth of the individual disciplined (see Proverbs 15: 5; 29: 15; I Corinthians 4: 14; Ephesians 6: 4; I Timothy 3: 4–5; Hebrews 12: 1–11; Psalm 119: 115; 141: 5; Proverbs 17: 10; 25: 12; 27: 5; Ecclesiastes 7: 5; Matthew 7: 26–27; 18: 15–17; Luke 17: 3; Acts 2: 40; I Corinthians 5: 5; Galatians 6: 1–5; II Thessalonians 3: 6, 14–15; I Timothy 1: 20; Titus 1:13–14; James 1: 22);
- the good of our corporate witness to non-Christians (see Proverbs 28: 7; Matthew 5:13–16; John 13: 35; Acts 5: 1–14; Ephesians 5:11; I Timothy 3:7; II Peter 2:2; I John 3:10); and
- ultimately for the glory of God by reflecting His holy character (see Deuteronomy 5: 11; I Kings 11: 2; II Chronicles 19: 2; Ezra 6: 21; Nehemiah 9:2; Isaiah 52: 11; Ezekiel 36: 20; Matthew

5: 16; John 15: 8; 18: 17, 25; Romans 2:24; 15: 5–6; II Corinthians 6: 14–7: 1; Ephesians 1: 4; 5: 27; I Peter 2: 12)

The **process** of church discipline that we are committed to follow is laid out in Matthew 18:15–17.

- When a brother or sister is known to be walking in sin, the initial confrontation should be private, between the offender and the concerned brother. (vs. 15)
- If the offender is unresponsive to the initial confrontation, pastors and/or other church leaders should go with the concerned brother to urge the offender to repent. (vs. 16)
- If the offender remains unwilling, then the matter will be brought before the church family. (vs.17)
- Continued refusal to repent would then lead to excommunication. (vs. 17)

TERMINATION: The church shall recognize the termination of a person's membership following his or her voluntary resignation, joining with another church, or following their death. Membership may also be terminated as an act of church discipline (at the recommendation of the pastor and deacons) upon the vote of at least two-thirds of the members present at any regular or special meeting of the members.

11

BAPTISM & THE LORDS SUPPER

BAPTISM: Biblical baptism by immersion in water is a public identification with Jesus Christ in His death, burial and resurrection. Although baptism is not required for salvation, it is commanded of all believers and is for believers only (Matthew 28:19-20; Acts 2:38, 41; Acts 18:8). Scripture shows that individuals were baptized after personally receiving forgiveness of sin by accepting Jesus Christ. The waters of baptism are a symbol of death, burial, and resurrection to newness of life that happens when a person becomes a new creation in Christ (Colossians 2:12; 2 Corinthians 5:17; Romans 6:1-4). Baptism by immersion by your local church is a pre-requisite to church membership.

THE LORD'S SUPPER (communion): The biblical practice of the Lord's Supper is the commemoration by believers of Christ's death and serves as a reminder (through the bread and the juice) of Jesus' life, death, & resurrection and of the fellowship believers have with Him and with one another in Him. Communion should be preceded by careful self-examination and a time of confession of sin (Acts 4:13; Romans 6:3-6; 1 Corinthians 11:20-29). The Lord's Supper shall normally be served to the congregation by the pastor and deacons, or someone designated by the deacons, on the first Sunday of the month.

The pastor shall frequently state the scriptural order and shall explain the meaning of these ordinances.

At Calvary, our aim in our worship gatherings is to be...

1. Worshipping the Lord in spirit and in truth. We worship from the heart with the Bible as our guide. Worship is about God, not us. He is the audience. (Exodus 15:1-21; 20:3-5; 2 Samuel 6:14-16; Psalm 5:7; John 4:23-24; Revelation 4:11; 5:12)
2. Lifting high the name of Jesus Christ. Jesus Christ is the focus of our worship because He is the focus of the Father's work. (Colossians 1:15-20; John 4:22-26; John 12:32; John 14:6)
3. Leading God's people to lift their hearts and voices to Him and giving Him praise and thanks in music and lyric. (Nehemiah 12:45-46; Psalm 66:1-4; Psalm 95:1-2)
4. Preparing hearts to hear the Lord speak through the proclamation of Scripture. God's Word (the Bible) is the basis of everything we do in worship (singing, praying, giving, preaching, etc.) because God works by His Word. Preaching is the primary form of the Word in our worship because this is the model Jesus and His disciples left us and because we are commanded to preach the Word until Christ returns. (Psalm 95:6-9; Matthew 28:19-20; Luke 4:43; Romans 10:14-15; Acts 2:41-42; 2 Timothy 4:1-2)
5. Emphasizing fresh and contemporary expressions while retaining traditional elements that recognize the richness of our heritage in the faith. (Deuteronomy 32:7; Psalm 33:3; Isaiah 46:8-9; Matthew 13:32, Ephesians 5:19; Revelation 5:9)
6. Pursuing excellence in worship, knowing that God is worthy of our best. (Exodus 12; Deuteronomy 17:1; Psalm 33:3, 1 Timothy 4:14-15; Hebrews 11:4)
7. True worship is more than what we do on Sunday. As followers of Christ, we should never neglect gathering together. However, genuine worship is an everyday matter. We are to give our entire lives over to God as living and holy sacrifices. That means we worship God in how we live, work and play every single day of our lives. (Hebrews 10:24-25; Romans 12:1-2; 1 Corinthians 10:31)
8. Some of the Biblical Elements of New Testament Worship are:
 - Preaching (2 Timothy 4:2)
 - Prayer (1 Timothy 2:1)
 - Reading Scripture (1 Timothy 4:13)
 - Singing and music (Colossians 3:16)
 - Financial giving (2 Corinthians 8-9)
 - Ordinances of Baptism and the Lord's Table (Mat 28:19; 1Cor 11:17-34)

The officers of the church shall be the elders (also known as pastor, or bishop), board of deacons, board of trustees, church clerk, church treasurer, assistant treasurer, and any other officer or ministry leader as deemed necessary by the deacon board and pastor.

PASTOR (or ELDER or BISHOP)

1. **The Pastors' Qualifications** (Titus 1:6-9): The Scriptures show that the pastors "serve by leading" and that their responsibility involves the spiritual oversight of the congregation.
 - a. Above reproach (vs 6, 7; 1 Tim 3:2)
 - b. Faithful husband (vs 6; 1 Tim 3:2).
 - c. Faithful father (vs 6; 1 Tim 3:4-5).
 - d. Faithful steward (vs 7)
 - e. Humble - not arrogant (vs 7)
 - f. Patient - not quick-tempered (vs 7; 1 Tim 3:3)
 - g. Sober - not a drunkard (vs 7; 1 Tim 3:3)
 - h. Gentle / Kind - not violent (vs 7; 1 Tim 3:3)
 - i. Trustworthy - not greedy (vs 7; 1 Tim 3:3)
 - j. Hospitable (vs 8; 1 Tim 3:2)
 - k. Loves what is good (vs 8,; Phil 4:8)
 - l. Self-controlled & disciplined (vs 8; 1 Tim 3:2)
 - m. Upright / Just (vs 8)
 - n. Holy / Devout (vs 8)
 - o. Able to teach (vs 9; 1 Tim 3:2)
 - hold fast... love the Word, respect it, study it, believe it, obey it
 - encourage others with sound doctrine
 - refute those who contradict
2. **Senior Pastor Duties:**
 - a. He shall be recognized as the spiritual leader and advisor of the church and, as such, he shall be given the Christian love, prayers, and hearty cooperation of all members.
 - b. He shall lead primarily in the areas of doctrine (ensuring that the **teaching** of the church is biblical), and direction (ensuring that the **focus** of the church is biblical and consistent with the church's philosophy of ministry, membership covenant, & doctrinal statement (sections 2-7).
 - c. He shall be the moderator of the church and a member ex-officio of the board of deacons and board of trustees. The pastor shall be responsible for the selection and supervision (and termination) of the church secretary.
3. **Calling or Dismissing Pastors:**
 - a. Meeting for the purpose of calling a pastor must be announced at the services on two (2) preceding Sundays. An affirmative vote of 2/3 of all members present shall be required to effect a call.
 - b. Pastors shall be called for an indefinite period of time. The pastor shall continue in office until:
 - The pastor resigns. Upon resigning in good standing the senior pastor shall give the church sixty (60) days notice; any associate pastor shall give thirty (30) days notice.

- The board of deacons may request the pastor's dismissal or severance by a majority vote. The pulpit will be declared temporarily vacant at that time. The congregation at a special meeting would then consider pastoral dismissal or severance. Public notice of such meeting must be given from the pulpit two (2) successive Sundays prior to the meeting. The church may by a 2/3 majority vote declare the pulpit vacant. A maximum of thirty (30) days severance pay and or benefits may be paid, at the discretion of the boards.

DEACONS

1. **The Deacons' Qualifications** (1 Timothy 3:8-12): The Bible teaches that deacons "lead by serving" (Acts 6) and assist the pastors in oversight of the church's membership & ministry.

- a. Dignified (vs 8)
- b. Consistently honest - not double-tongued (vs 8)
- c. Sober - not given to much wine
- d. Trustworthy - not greedy
- e. Holds to the faith & applies the truth to life (vs 9)
- f. Proven servants (vs 10)
- g. Blameless / Above reproach (vs 10)
- h. Having a godly wife (vs 11)
 - dignified
 - not a gossip
 - sober-minded
 - faithful in all things
- i. Faithful husband (vs 12)
- j. Faithful father (vs 12)

2. **The Deacons' Duties:**

- a. Assist the pastors in the scriptural supervision of the church;
- b. Assist the pastors in careful examination of all candidates for church membership, recommending such as they consider eligible to the church for membership;
- c. Assist the pastors in seeking biblical restoration of wayward members; (see Section 10)
- d. Prepare the elements and table for the Lord's Supper and assist in serving the same;
- e. Maintain a register of all members of the church;
- f. Announce the offices to be filled at the annual meeting;
- g. Manage & distribute the "deacon fund";
- h. Supply men to preach on Sunday services and to select and recommend pastoral candidates when the pulpit becomes vacant;
- i. Use discretion concerning making public any information, discussions or decisions;

3. **Calling or Dismissing Deacons:**

- a. The pastors and deacons shall select and recommend deacon candidates to the church, to then be confirmed by majority vote. The names of deacon candidates will be publicized 2 weeks before the congregational meeting. The deacon upon his election will serve a term of three (3) years. The number of deacons will depend on church growth and the availability of qualified men.
- b. The deacons shall annually select from their own number a chairman and secretary who shall perform the usual duties of such officers. Three (3) deacons present at any called meeting shall constitute a quorum. Meetings shall be held at such time and place as is deemed

advisable for the best interest of the church. They shall make a report of their activities at each annual meeting of the church or when requested by the body.

TRUSTEES

1. The trustees serve to manage and provide oversight in the areas of the churches finances and property.
2. The pastors and trustees shall select and recommend trustee candidates to the church, to then be confirmed by majority vote. The names of trustee candidates will be publicized 2 weeks before the congregational meeting. The trustee upon his election will serve a term of three (3) years. The number of trustees will depend on church growth and the availability of qualified men.
3. The trustees shall elect from their number a chairman and secretary who shall perform the usual duties of such officers. Meetings shall be held at such time and place as is deemed advisable for the best interest of the church. They shall make a report of their activities at each annual meeting of the church or when requested by the body.
4. The trustees shall appoint a budget committee made up of the following: church treasurer, assistant treasurer, senior pastor, one trustee, one deacon, and one member from the congregation. Upon approval by the board of trustees, the budget will be presented at the annual congregational business meeting for the church's approval.
5. It shall be the duty of the trustees to care for the property of the church. They shall oversee improvements and the business concerns of the church and will have the authority to spend up to an amount equal to 5% of the annual budget on any single transaction. Any transaction over this amount requires approval of the membership at a specially called meeting. They shall hire and supervise the janitor. The trustees are at all times servants of the church and subject to its corporate action.
6. The trustees shall have authority to sell, lease, give away, or dispose of church property up to an amount equal too 5% of the annual budget. Any transaction over this amount requires approval of the membership at a specially called meeting
7. The trustees and deacons shall determine for what purposes other than the religious services the church property shall be used.

TREASURER

At each annual meeting the church shall elect from its membership a treasurer and asst. treasurer. He or she shall receive all monies of the church and apply the same as directed by the church budget. The treasurer shall keep a true and fair record of accounts and make a full report to the church each month, or as otherwise directed by the church. The treasurer shall be recognized as a member of the trustee board.

CLERK

The church shall elect from its membership at each annual meeting a clerk for the ensuing year. The official duty of the clerk will be to maintain a complete record of the proceedings of the church, as is determined in the various church business meetings.

14

FINANCES

The annual year shall begin on January 1 and end on the following December 31.

No monies shall be raised by the church or an auxiliary organization except by free-will giving and collection. At least ten (10) percent of all church offerings are to go to missions, except funds used to defray debts on church property. The church shall take an offering at every communion service for people who have special needs (referred to as the "deacon fund") and will be distributed at the discretion of the deacon board.

15

MISSIONS

It shall be the policy of this church to support primarily those missionaries whose principal emphasis is evangelism. They shall be known to be in agreement with our confession of faith, both in their doctrine and practice.

All missionaries and mission works to be considered for support shall be reviewed by the board of deacons. Those who are recommended shall be presented to the church, and a 2/3 vote is required. All missionaries and mission works shall be reviewed annually by the deacons. It is not necessarily the policy of this church to support all its members who may engage in missionary work.

16

AUXILIARY COMITTEES

Church Sunday School: this organization shall be considered as the church studying the Bible. It shall be under the general supervision and control of the church. The Sunday School superintendent shall be elected by the church at the annual meeting of the church. The superintendent shall select teachers on approval by the deacon board.

Other Ministries: There shall be a youth ministry together with other ministries as considered beneficial. These organizations shall be self-governing but always accountable to the church.

17

MEETINGS

LORD'S DAY: The church shall regularly meet every Lord's Day for the worship of Almighty God.

PRAYER: Once in each week it shall be the duty of members of the church to meet for prayer.

LORD'S SUPPER: The ordinance of the Lord's Supper shall be observed by the church once each month as set by the deacons of the church.

ANNUAL MEETING: The annual meeting shall be held on a Sunday night in December, at which time the reports for the year shall be made and the annual budget shall be approved for the following year. Officers for the following year shall be approved and installed.

BUSINESS MEETINGS: Congregational business meetings other than the annual meeting shall be held when necessary. Meetings may be called by the pastor, deacon board chairman or the trustee chairman. These meetings are to be announced the Sunday prior to the meeting from the pulpit or in the church bulletin.

QUORUM: Fifteen (15) members shall constitute a quorum for called business meetings.

ORDER OF MEETINGS: In the conduct of business the parliamentary rules contained in Robert's Rules of Order shall govern all cases to which they apply. In exceptions, a majority vote shall establish the rule.

VOTING: All members have the right to vote after their 14th birthday.

CHURCH: The church membership has final authority in all business matters. This includes, but is not limited to: purchasing and selling of buildings or property and major maintenance or repairs (see exception, section 13 - Trustees). The church may assign one or more members to perform specific business matters on its behalf, as it deems appropriate.

18

AMENDMENTS

This constitution may be amended by a 2/3 vote of the membership present at any annual business meeting or at a called business meeting, provided that notice of proposed amendment shall have been printed in the church bulletin and notice have been given from the pulpit for two (2) Sundays prior to the meeting. The constitution shall be reviewed every four (4) years by the deacons, assisted by the pastor(s).

8/2013 AFFIRMATION OF BIBLICAL MARRIAGE

We believe and teach that marriage has only one meaning: the uniting of one man and one woman in mutual and exclusive covenant commitment for a lifetime. Scripture teaches that God Himself ordained the institution of marriage and designed it to be a unique gift that: (1) reveals a picture of the union between Christ and His church, (2) provides a framework for intimate companionship, (3) the means for procreation for the human race, and (4) the enjoyment of sexual intimacy. Marriage is the only context for sexual desire and expression. (Genesis 1:27; 2:24; Matthew 19:5)

12/2018 SEXUAL IMMORALITY

In affirming the Biblical teaching concerning marriage, we stand opposed to any form of sexual immorality – including pre-marital & extra marital sex, cohabitation, polygamy, homosexual & bisexual behavior, incest, bestiality, rape, or the use of pornography. We believe these are sinful, offensive to God and destructive for people. (Romans 1:26-27; 1 Corinthians 6:9-11)

12/2018 GENDER

We believe and teach that God wonderfully and immutably creates each person in His image as either male or female, and that this creation is a fixed matter of human biology, not individual choice. These two distinct, complimentary sexes together reflect the image of God. (Genesis 1:26-27)

12/2018 HARASSMENT

We believe and teach that every person is to be afforded compassion, love, kindness, respect and dignity. Hateful, harassing and abusive behavior directed toward another person is to be repudiated and is not in accord with Scripture or the values of Calvary Baptist Church. (Matthew 12:28-31; Luke 6:31)

12/2018 LIFE

We believe and teach that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, those affected by all forms of disability and every other stage of life or condition from conception through natural death. We are therefore called to defend and protect and value all human life. (Psalm 139)

12/2024 VARIOUS STATEMENTS

We affirm the following clarifying statements

- The Chicago Statement regarding Biblical Inerrancy
- The Danvers Statement regarding a complementarian Christian view of gender roles
- The Dallas Statement regarding Social Justice and the Gospel

12/2018 AUTHORITY

This statement of faith does not exhaust the extent of our beliefs. We believe and teach that the Bible is the inspired, inerrant Word of God that speaks with authority concerning truth, morality and the conduct of mankind, and is the sole and final source of all that we believe. The Elder and deacons, using the literal, grammatical, historical, method of interpretation, are the final interpretive authority on the Bible's application for Calvary's faith, doctrine, practice, policy and discipline.

ATTACHMENT 2

Calvary Baptist Church is, at its core, a church about Jesus Christ and His Word (1Cor 3:11). You can learn a lot about our values and philosophy of ministry by knowing our “Four P’s”

PURPOSE

Calvary Baptist Church exists to bring glory to God through lives changed by the Gospel of Jesus Christ. (Mt 28:19-20, Col 1:28)

PILLARS (what we value)

We believe these 5 pillars to be the foundational essentials, the non-negotiables, of the kind of church that God will bless. (Act 2:40-47)

- **Proclaiming** God’s Word Faithfully (2 Tim 4:2, Acts 2:42)
- **Worshipping** Jesus Passionately (Jn 4:24, Acts 2:42)
- **Praying** Persistently (Eph 6:18, Acts 2:42)
- **Loving** One Another Sacrificially (Jn 13:35, Acts 2:42)
- **Sharing the Gospel Boldly** (Eph 6:19-20, Acts 2:47)

PROCESS (what we encourage)

CBC is committed to worshipping God by intentionally producing maturing disciples of Jesus Christ. A disciple is one who continually progresses through the steps of “knowing, growing, & going”. (Mk 1:17)

- **Know** Christ & His People (relationship)
- **Grow** in Christ (character)
- **Go** for Christ (mission)

PROCLAMATION (what we preach as first importance)

The proclamation of the Gospel is central to every activity of CBC. “Gospel” means “good news” and it is the message of how the just and gracious Creator of the universe, looked upon hopelessly sinful people in their rebellion and sent His Son, Jesus Christ, God in the flesh, to bear His wrath against sin on the cross and to show His power over sin in the resurrection so that all who repent and believe in Him will be reconciled to God forever. (1 Corinthians 15:1-4). We often share the gospel with the following 5 points...

- **GOD** is the just and gracious Creator of all things. (Rev 4:11)
- **MANKIND** is created by God, but corrupted by sin. (Rom 3:10-12, 23)
- **JESUS** Christ is God in the flesh. He died on the cross and rose from the dead to pay the penalty for our sins and reconcile us to God. (1Pet 3:18)
- **FAITH** in Jesus and repentance from sin is the required response (Jn 3:36). Salvation is by grace alone, through faith alone, in Christ alone, apart from works.
- **ETERNITY** depends on the response of each person to Jesus. (Heb 9:27-28)

ATTACHMENT 3

Calvary Baptist Church is Baptist, Calvinistic, Dispensational, Premillennial, Congregational, Complementarian, and Cessationist.

Baptistic

Understanding that NT baptism is “believers’ baptism” (credobaptism), by immersion and identifying with the Baptist distinctives of:

- Biblical Authority (specifically, the NT, in all matters of church faith and order)
- Autonomy of the Local Church & Congregational Polity
- Priesthood of the Believer
- Two Ordinances (Believers Baptism & The Lords Supper)
- Individual Soul Liberty & Responsibility
- Saved, Baptized Church Membership
- Two Offices (Elder & Deacon)
- Separation of Church/State/Apostasy & Security of the Believer

Calvinistic

Understanding that conversion is the supernatural and sovereign work of God, in which, through the message of the gospel and by the power of the Holy Spirit, he brings about conviction of sin, lasting repentance, and faith in the substitutionary death and resurrection of Jesus Christ. Our response of repentance and faith is the unfailing result of God’s necessarily prior work of regeneration. Unless he makes us alive and gives us the gift of repentance and faith, we will remain dead in our sins. And there’s no human technique that can either force his hand or accomplish his work. (Eph. 2:1-10; John 6:44-45; 10:27-30)

Dispensational

Understanding that we interpret the bible via the literal-grammatical-historical hermeneutic. The meaning of every passage is the same as was intended to the original audience. We try to understand the Scriptures in the most plain-normal way possible. We understand that the chief end of the decree of God is His glory in all of history, that God has a purpose for nations, and that history heads toward a point - the Kingdom. The Bible is a historical narrative, not an allegory. We understand that Israel and the Church are distinct from one another. We notice in the Scriptures that there are distinguishable economies in the outworking of Gods purposes. We recognize dispensations such the Patriarchal (Rom 5:12-14), the Mosaic (Gal 3:19-29), the Church (Eph 3:2-3), and the Kingdom (Eph 1:9-10).

Premillennial

Understanding that, after a 7 year tribulation period, Christ will come to earth to occupy the throne of David (Matthew 25:31; Luke 1:31–33; Acts 1:10–11; 2:29–30; Revelation 3:21) and establish His messianic kingdom for a thousand years on the earth (Revelation 20:1–7). During this time the resurrected saints will reign with Him over Israel and all the nations of the earth (Ezekiel 37:21–28; Daniel 7:17–22; Revelation 19:11–16). This reign will be preceded by the overthrow of the Antichrist and the False Prophet, and by the removal of Satan from the world (Daniel 7:17–27; Revelation 20:1–7). The Lords reign will be characterized by harmony, justice, peace, righteousness, and long life (Isaiah 11; 65:17–25; Ezekiel 36:33–38; Zechariah 8:4), and that it will be brought to an end

with the release of Satan (Revelation 20:7). Followed by the Great White Throne judgment and the eternal state.

Congregational

Understanding that there is no earthy governing body or leader above the local church. The local church has the absolute right of self-government directed by the Holy Spirit, and is answerable only to Christ. The local church body has the final authority, under God's Word, to decide their church's form of worship, doctrinal commitments, choose their own leaders, conduct church discipline, and administer their own affairs without any outside interference.

Complementarian

Understanding that masculinity and femininity are ordained by God and that men and women are created to complement, or complete, each other. Complementarians believe that the gender roles found in the Bible are purposeful and meaningful distinctions that, when applied in the home and church, promote the spiritual health of both men and women. Embracing the divinely ordained roles of men and women furthers the ministry of God's people and allows men and women to reach their God-given potential.

Cessationist

Understanding that there are 3 kinds of gifts given to the early church: Speaking gifts, Serving gifts, and Sign gifts. "Sign gifts" are those miraculous gifts of divine revelation and healing, given temporarily in the apostolic era for the purpose of confirming the authenticity of the apostles' message (Hebrews 2:3-4; 2 Corinthians 12:12). Speaking and serving gifts are given to equip believers for edifying one another. With the New Testament revelation now complete, Scripture becomes the sole test of the authenticity of a man's message. Thus, confirming gifts of a miraculous nature are no longer necessary to validate a man or his message (1 Corinthians 13:8-12). The gifts in operation today are those non-revelatory equipping gifts given for edification (Romans 12:6-8). No one today possesses the gift of healing today but that God does hear and answer the prayer of faith and will answer in accordance with His own perfect will for the sick, suffering, and afflicted (Luke 18:1-6; John 5:7-9; 2 Corinthians 12:6-10; James 5:13-16; 1 John 5:14-15).

ATTACHMENT 4

Pastoral Candidate _____ Date _____

Questionnaire

1. What would your dream pastorate / ministry look like?

2. What kind of opportunities excite / motivate you?

3. What authors, pastors, ministry leaders do you find especially encouraging or helpful?

4. How do you imagine budgeting your time each week?

5. Describe your leadership style.

6. What role does your family play in your ministry and in the church in general?

7. Assuming the Lord tarries His return, where do you see yourself in 10 years?

8. How do you feel about small town living? What particular advantages / disadvantages does a small town church have?

9. What do you consider are your strengths? Weaknesses?

10. What other interests and hobbies do you enjoy?

11. Have you ever been charged with or convicted of a felony? If so, please explain.
12. Have you filed for bankruptcy? If so, please explain.
13. Have you ever been dismissed by vote of the congregation from ministry of any church? If so, please explain.
14. Have you ever resigned from any church position or employment in the face of charges of misconduct? If so, please explain.
15. Have you ever been treated for drug or alcohol abuse? If so, please explain.
16. Have you ever been committed, voluntarily or otherwise, to a hospital for psychiatric care?
17. Have you ever been charged or convicted of child abuse?
18. Have employees, staff, church members or others with whom you worked ever brought charges of sexual harassment or misconduct against you before either a church body, Elder/Deacon board, or any civil government agency or court?
19. Are you a lawful resident or citizen?
20. Are you currently under continuing medical care for any condition which would impact your ability to carry out the responsibilities of a minister? If so, please explain.
21. How many times have you been married? How many times has your spouse been married?
22. What church are you presently a member?

Signed _____

ATTACHMENT 5

Senior Pastor financial compensation package, brief summary (Negotiable)

SALARY

Annual Salary \$57,000 (bi weekly pay schedule)

BENEFITS

Annual Health / Life Insurance \$8,000 (Medi-Share or the plan of Pastors choice)

Annual Retirement \$2,400 (\$200 / mo, plan of Pastors choice)

Annual Mileage Reimbursement \$1,800 (paid monthly)

Annual Conference Reimbursement \$2,000 (conference of Pastors choice)

Annual Books / Library / Materials \$ 500

Annual SS/Medicare Reimbursement \$3,800 (approximate, 50% of SS tax burden)

* One time gift to help with a Home Loan downpayment. (To be repaid If the Pastor leaves before 5 years) \$5,000

ATTACHMENT 6 – CHURCH PROFILE

Calvary Baptist Church is a GARBC church located in Southeastern Ohio. Started in 1947 with a commitment to the supremacy of Christ and the sufficiency of His Word, we are a warm fellowship with firm doctrinal commitments and a strong desire to serve and proclaim Jesus in the place He has planted us.



Preaching style: Expository, verse by verse, typically through whole books of the Bible. We prefer to follow a printed sermon outline. Messages are 40 minutes long on average.

Worship/Music style: In addition to offering worship by giving attention to Gods Word, reading scripture, the ordinances, and giving; Calvary also has a robust music ministry. Sunday worship music is typically contemporary with some hymns. Worship is led by Steve Box (retired music & marching band teacher) and is usually accompanied by acoustic guitar, piano, keyboard, electric bass, djembe drum and 2 additional singers. Steves wife, Diane (also a music teacher), leads our Choir which performs an Easter & Christmas Cantata every year. The average dress is probably "business casual".

Attendance is approximately 80-90 people in the Sunday AM service (as of August, 2024). Based on a recent survey...

- 80% of regular attenders are members, 20% are non-members
- 14% of the congregation us under 18 years old; 21% is 26-35; 13% is 36-50; 20% is 51-65; and 32% are over 65
- 68% of the congregation has attended Calvary for over 10 years. 9% have attended for 6-10 years. 23% have attended for less than 5 years.
- Our congregation sees their greatest **spiritual needs** as: 1 Bible Knowledge, 2 Christian Fundamentals, 3 More consistent daily quiet times, 4 Sharing my faith, 5 Fellowship with other Christians.
- Our congregation sees **Pastoral priorities** as: 1 Preaching/Teaching, 2 Prayer, 3 Discipling/Mentoring, 4 Outreach, 5 Counseling.

Location: Byesville, Ohio, population 2,400. Located near the intersection of I-77 and I-70. Approximately 120 miles south of Cleveland. 80 miles east of Columbus. 50 miles west of Wheeling, WVa. 100 miles southwest of Pittsburgh, PA. 60 miles north of Parkersburg, WVa.

- **Rolling Hills Local School District**(<https://rollinghills.k12.oh.us/>). Approximately 1,500 students in grades K-12.
- **Guernsey County** (https://en.wikipedia.org/wiki/Guernsey_County,_Ohio). Population 39,000. Located in the Appalachian foothills of southeastern Ohio. Home to Ohio's largest state park - Salt Fork State Park (17,000 acres) as well as Seneca Lake Park and Piedmont Lake. Guernsey county is within 45 minutes of 100,000 of public land and is ranked in the top 5 counties for deer and turkey hunting.
- **Local Economy** is decidedly blue collar, comprised of industrial businesses like Detroit Diesel, Colgate-Palmolive, and Ridge Tool. The areas historical roots were in coal mining and the oil & gas industry are still very present in the area.
 - **Average household income** is \$54,000 (https://data.census.gov/profile/Guernsey_County,_Ohio?g=050XX00US39059)
 - **Average home cost** of a 3 bedroom home in Guernsey Co. is approximately \$170,000 (<https://www.rockethomes.com/real-estate-trends/oh/guernsey-county>). Approximate payment \$1,325 (with taxes, fees, insurance, 7% interest, & 30-yr fixed)
 - <https://cgccic.org/wp-content/uploads/2023/06/County-profile-2021.pdf>
- **Interestingly, within a 15 mile radius of the church building are...**
 - 4 area High Schools (Meadowbrook, Shenandoah, Cambridge & John Glenn)
 - A private university (Muskingum), a technical school extension (Zane State) and a vocational school (Mid-East)
 - A hospital (Southeastern Med)
 - The largest wildlife conservation park in North America (The Wilds, 10,000 acres), 2 state park lakes (Salt Fork & Seneca), and Deerassic Park education center
 - The Living Word Outdoor Drama (Ohio's only passion play)

Strengths

- A well taught congregation, with solid doctrinal foundations & a willingness to serve
- Several spiritually mature young families, along with lots of babies
- Solid music ministry
- Financial stability
- Healthy small groups
- Healthy Deacon & Trustee boards

Challenges

- Very few teenagers
- Our building is not on a main road
- Outreach & personal evangelism
- Many counseling needs in the county (Addiction, Divorce, Grief, Financial, etc.)
- Doctrinal confusion. Influential churches in the area promote baptismal regeneration, KJV-onlyism, and a poor understanding of church membership.
- 16% of households in the county fall below the federal poverty line

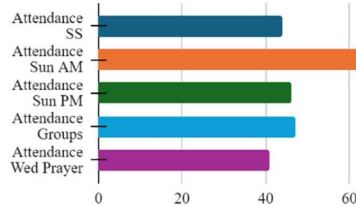
Social Media

- <https://www.youtube.com/cbcbyesville> <-- Please watch a typical Sunday AM service
- <https://www.instagram.com/cbcbyesville>
- <https://www.facebook.com/cbcbyesville>
- <https://x.com/cbcbyesville>

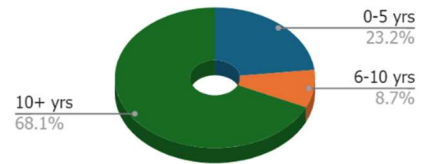
Congregation Age



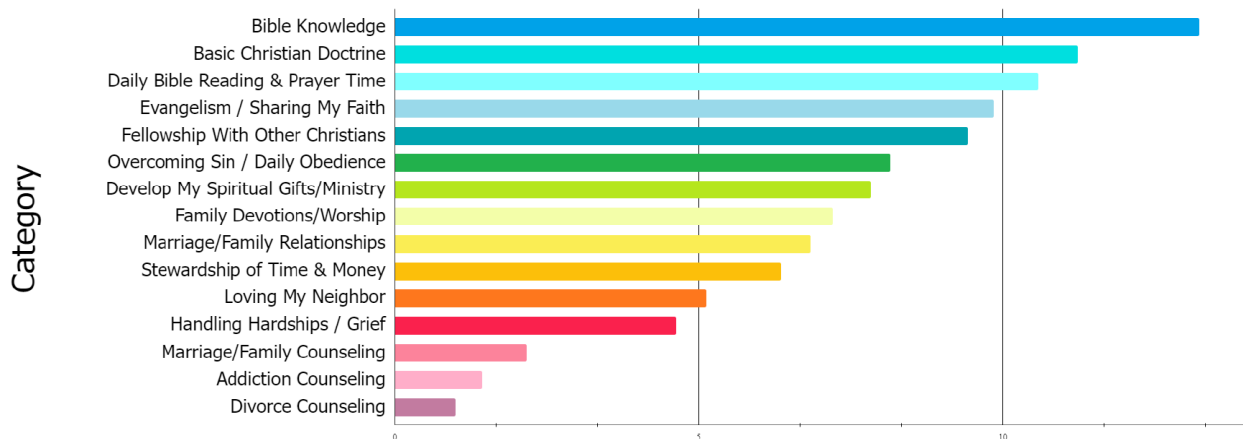
Services Attended



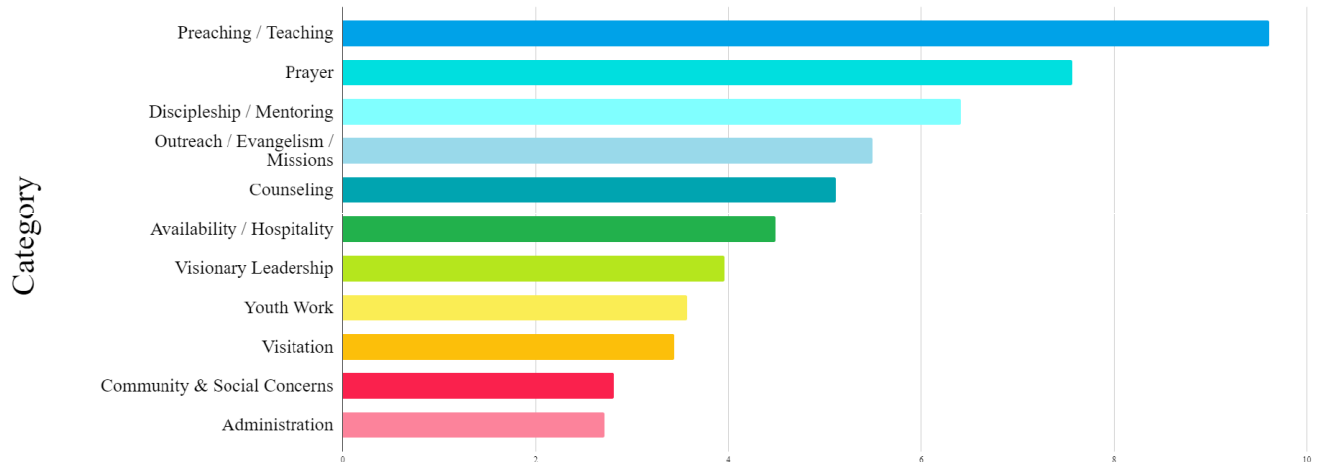
Years Attended



CBC Byesville Survey Results - Spiritual Needs



CBC Byesville Survey Results - Pastoral Priorities



Calvary Baptist Church, 245 South 6th Street, Byesville Ohio, 43723 – 15 MILE RADIUS

