

CONSTITUTION

of the First Baptist Church
Steamboat Springs, CO

Adopted by the membership on September 20, 1961

Revised by the membership on March 11, 2012

Preamble

Reposing our faith in the Lord Jesus Christ for salvation, and holding the historical Baptist belief that a scriptural church is a democracy of believers meeting in some local place, sovereign and autonomous in deciding matters of church policy and affiliation, and composed only of persons who profess to have been born again, and have been immersed in water upon their confession of faith in our Lord Jesus Christ as their personal savior and believing in those great distinctive principles for which Baptist have ever stood, namely;

1. The Lordship of Jesus Christ
2. The Bible, the only standard of faith and practice
3. Regenerated church membership
4. Believer's baptism by immersion
5. Progressive sanctification of the believer
6. Individual soul liberty
7. Autonomy of the local church (congregational government)
8. Separation of Church and State

We therefore band ourselves together as a body of immersed believers in Jesus Christ, and adopt, ordain and establish for our government and plan of worship and by-laws. (We hereby revoke all previous constitution and by-laws and action contrary to this constitution and by-laws).

Article 1 – Name

The name of this church is First Baptist Church of Steamboat Springs, located at 3200 Divine Way, Steamboat Springs, Colorado and we are incorporated under the laws of the State of Colorado.

Article 2 – Purpose

This church exists by the grace of God, for the glory of God, which

shall be the ultimate purpose in all its activities including:
Corporate Worship of God;
Equipping the saints through Bible instruction and study;
Proclaiming the gospel of Jesus Christ through preaching and personal evangelism, and any other means consistent with the teachings of Holy Scripture;
Encouraging, supporting, and participating in missions work, local, domestic, and international;
Administering the ordinances of baptism and communion;
Encouraging Biblical fellowship among believers;
Serving other individuals, families, and churches by providing for physical, emotional, and spiritual needs, in the name of Jesus Christ;

Article 3 – Membership

Section 1 – Qualifications

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 by immersion, in obedience to Christ, following his or her regeneration, and who wholeheartedly believes in the Christian faith as revealed in the Bible. Each member must agree to submit to the teaching of scripture as expressed in the Condensed Statement of Faith. The elder(s) shall be responsible for determining each person's qualification for membership. In making this determination, they may rely on a person's profession of faith, or such other evidence, as the elder(s) deem appropriate.

Section 2 – Admission of Members

To be admitted into church membership, applicants shall be recommended by the elder(s) for admission and accepted by vote of the members at any regular or special meeting of the members, and shall at that point relinquish their membership in other churches.

Section 3 – Duties and Privileges of Membership

Each member shall be privileged and expected to participate in and contribute to the ministry and life of the church, consistent with

God's leading and with the gifts, time, and material resources each has received from God. Only those shall be entitled to serve in the ministries of the church who are members of this congregation; non-members may serve on an ad-hoc basis with the approval of the elder(s). Notwithstanding, non-members may serve the church for purposes of administration and professional consultation.

Under Christ this congregation is governed by its members. Therefore, it is the privilege and responsibility of members to attend all members' meetings and vote on the election of officers, on decisions regarding membership status, and on such other matters as may be submitted to a vote.

Section 4 – Associate Membership

Students and others temporarily residing in the local area who are members of an evangelical church may apply for associate membership. Qualifications are identical to those for full membership as set out above, except that home church membership must be retained. A letter of commendation will be sought from the applicant's home church.

Duties and privileges of associate members are the same as for other members except that:

- (a) when absent from the local area for extended periods of time they are released from the responsibility to attend our church services;
- (b) while they will be encouraged to participate in members' meetings they will not be eligible to stand for any office or to vote.

Termination of associate membership as a disciplinary measure will be as it is for other members, except that the elder(s) shall notify the pastor or elders of the home church of that termination. Associate membership will normally terminate immediately upon the ending of the period of temporary residence in the local area.

Section 5 – On Church 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 elder(s) 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 elder(s) or congregation, suspension from communion for a definite period, deposition from office, and excommunication (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*; *1 Corinthians 4: 14*; *Ephesians 6: 4*; *1 Timothy 3: 4–5*; *Hebrews 12: 1–11*; *Psalms 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*; *1 Corinthians 5: 5*; *Galatians 6: 1–5*; *II Thessalonians 3: 6, 14–15*; *1 Timothy 1: 20*; *Titus 1: 13–14*; *James 1: 22*);

For the instruction in righteousness and good of other Christians, as an example to them (see *Proverbs 13: 20*; *Romans 15: 14*; *1 Corinthians 5: 11*; *15: 33*; *Colossians 3: 16*; *1 Thessalonians 5: 14* [note this is written to the whole church, not just to leaders]; *1 Timothy 5: 20*; *Titus 1: 11*; *Hebrews 10: 24–25*);

For the purity of the church as a whole (see *1 Corinthians 5: 6–7*; *II Corinthians 13: 10*; *Ephesians 5: 27*; *II John 10*; *Jude 24*; *Revelation 21: 2*);

For 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*; *1 Timothy 3: 7*; *II Peter 2: 2*; *1 John 3: 10*); and

Supremely for the glory of God by reflecting His holy character (see *Deuteronomy 5: 11*; *1 Kings 11: 2*; *II Chronicles 19: 2*; *Exra 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*; *1 Peter 2: 12*).

Section 6 – Termination of Membership

The church shall recognize the termination of a person's membership following his or her death, and may do so after he or she has voluntarily resigned or joined with another church. Membership may also be terminated as an act of church discipline (ordinarily, but not necessarily, at the recommendation of the elders) upon the vote of at least two-thirds of the members present at any regular or special meeting of the members.

The church shall have authority to refuse a member's voluntary resignation or transfer of membership to another church, either for the purpose of proceeding with a process of church discipline, or for any other biblical reason.

Article 4 - Meetings

Section 1 – Worship Meetings

Worship services shall be held each Lord's Day, and may be held throughout the week as the church determines.

Section 2 – Members' Meetings

In every meeting together, members shall act in that spirit of mutual trust, openness, and loving consideration which is appropriate within the body of our Lord Jesus Christ.

There shall be a regular members' meeting at least once a quarter, at some time apart from a public worship service agreed upon by the membership.

An elder designated by the elders shall preside as moderator at all members' meetings of the church. The elder(s) shall see that the stated meetings of the church are regularly held and that required reports are submitted to the church by the responsible members. If the church is without an elder a deacon may moderate the meeting.

Provided all constitutional provisions for notification have been met, a quorum shall be understood to be met by those members present. All votes shall be tallied based on the number of votes cast by members present.

A budget shall be approved by the membership at a members' meeting not more than three months after the start of the fiscal year. Prior to this approval and subject to the elders' discretion, expenditures may continue at the prior year's level.

At any regular or special members' meeting, officers may be elected and positions filled as needed, so long as all relevant constitutional requirements have been met.

Special members' meetings may be called as required by the elder(s), or at the written request, submitted to the elders, of five percent of the voting membership. The date, time, and purpose of any special meeting shall be announced at all public services of the church within two weeks preceding the meeting. In the event of a written request from the members, the elders shall call a special meeting to be held within one month of their receipt of the request.

Article 5 – Officers

Section 1 – Summary

The Biblical offices in the church are elders/pastors and deacons. In addition, our church recognizes the administrative positions under this constitution of clerk and treasurer. All officers must be members of this church prior to assuming their responsibilities.

Section 2 – Elders (Pastors)

The elders shall be comprised of men who satisfy the qualifications for the office of elder set forth in I Timothy 3: 1–7 and Titus 1: 6–9. The eldership may be composed of both church members not in the regular pay of the church as well as those who do receive regular pay by the church. No elder shall hold the office of deacon

during his tenure.

Subject to the will of the congregation, the elders shall oversee the ministry and resources of the church. In keeping with the principles set forth in Acts 6:1–6 and I Peter 5:1–4 the elders shall devote their time to prayer, the ministry of the Word (by teaching and encouraging sound doctrine), and shepherding God's flock.

The church shall recognize men gifted and willing to serve in this calling, in accordance with the constitutional provisions on elections. These men shall be received as gifts of Christ to His church and set apart as elders.

The elders shall take particular responsibility to examine and instruct prospective members, examine and recommend all prospective candidates for offices and positions, oversee the work of the deacons and appointed church agents and committees, conduct worship services, administer the ordinances of baptism and communion, equip the membership for the work of the ministry, encourage sound doctrine and practice, admonish and correct error, oversee the process of church discipline, coordinate and promote the ministries of the church, and mobilize the church for world missions. The elders are further to ensure that all who minister the Word to the congregation, including outside speakers, share our fundamental convictions.

The elders may establish ministry positions or committees to assist them in fulfilling their responsibilities. The elders may also propose funding for new paid staff positions. The membership shall approve all candidates to fill the positions of senior and associate pastor. The scope and approval of job descriptions for any staff position shall reside in the hands of those with hiring authority for that position.

The elders shall have primary responsibility for the employment, supervision, and evaluation of staff members. This responsibility may, on a case-by-case basis, be delegated to another staff member.

Each year the elder(s), after consultation with the deacons and the membership, shall present to the church an itemized budget. This budget shall be presented for discussion at a specially-called budget meeting. No money shall be solicited by or on behalf of the church or any of its ministries without the approval of the elder(s).

The elders shall elect a chairman of elders' meetings and shall also elect one of their number to serve as moderator of members' meetings. For purposes of compliance with the nonprofit corporation laws of the state of Colorado, the elders shall elect one of their number to serve as the president of the corporation.

Section 3 – The Senior Pastor

The senior pastor shall be an elder. He shall perform the duties of an elder described in Section 2, above, and shall be recognized by the church as particularly gifted and called to the ministry of preaching and teaching. The church shall provide for his material needs in a generous manner as they are able.

His call to office shall be defined as per Article 6, Section 3.

He shall preach on the Lord's Day, administer the ordinances of baptism and communion, and perform such other duties as usually pertain to that office, or as set forth in the constitution.

In the absence or incapacity of the senior pastor the elder(s) shall assume responsibility for his duties, any of which can be delegated. If no other elders exist than these responsibilities shall fall to the deacons, any of which can be delegated.

Section 4 – Associate Pastors

The church may call additional pastors whose relationship to the senior pastor is that of associate.

An associate pastor shall be an elder. He shall perform the duties of an elder described in Section 2, above, and shall be recognized

by the church as particularly gifted and called to the ministry of preaching and teaching. The church shall provide for his material needs in a generous manner as they are able.

His call to office shall be defined as per Article 6, Section 4.

He shall assist the senior pastor in the performance of his regular duties and shall perform any other duties as usually pertain to the office of pastor, or as set forth in the constitution, or which may be specifically assigned to him by the congregation.

In the absence or incapacity of the senior pastor for defined periods of time (such as sabbatical or illness), the associate pastor(s) shall assume the responsibility for his duties under the oversight of the elders.

Section 5 – Assistant Pastors

The church may call additional pastors, from within the congregation only, whose relationship to the senior pastor is that of assistant.

An assistant pastor shall be an elder. He shall perform the duties of an elder described in Section 2, above, and shall be recognized by the church as particularly gifted and called to the ministry of pastor though would not be materially compensated by the church in a significant way.

He shall assist the senior pastor and if present, any associate pastor(s) in the performance of their regular duties, and shall perform any other duties as usually pertain to the office of pastor.

Any assistant pastors along with the deacons shall recommend to the church the salaries of the Senior Pastor and any Associate Pastor(s) serving the church.

Section 6 – Deacons

The office of deacon is described in I Timothy 3:8–13 and Acts

6:1–7. The church shall attempt to recognize, in accordance with the constitutional provisions on elections, two (2) or more men (the maximum number determined by the pastor(s) and deacon(s) who are giving of themselves in service to the church, and who possess particular gifts of service. These members shall be received as gifts of Christ to His church and set apart as deacons. They shall be elected to one term lasting for a maximum of three years and may only be elected to another term after one year, unless there are no qualified men to serve, of which the present deacons will serve as long as necessary upon the vote of the church.

Deacons shall primarily care for the temporal needs of members and attend to the care of the church property to make sure it is kept in good repair.

The deacons shall receive, hold, and disburse a fund for benevolence, reporting on its use to the elder(s) at their request, and reporting to the church its total receipts and total disbursements only.

The deacons, with the agreement of the elder(s), may establish unpaid administrative positions or committees of members to assist them in fulfilling their responsibilities in the church.

In the absence of any elders in the church the deacons are to provide leadership and help the church find a suitable pastor.

For purposes of compliance with the nonprofit corporation laws of the State of Colorado, the deacons and elders shall serve as the trustees of the corporation.

Section 7 – Clerk

It shall be the duty of the clerk to record the minutes of all regular and special members' meetings of the church, to preserve an accurate roll of the membership, and to render reports as requested by the pastor, the elders, the deacons, or the church.

The clerk shall be nominated and elected by the congregation to serve a term of one year.

In the absence or incapacity of the clerk the elders shall appoint a member to perform the duties of the church clerk.

For purposes of compliance with the nonprofit corporation laws of the State of Colorado, the clerk shall serve as the secretary of the corporation.

The church clerk shall ensure that dated copies of the most recent revision of this constitution shall be available for all church members.

Section 8 – Treasurer

The treasurer, who shall not be an active elder or paid church staff member, shall ensure that all funds and securities of the church are properly secured in such banks, financial institutions, or depositories as appropriate. The treasurer shall also be responsible for presenting regular reports of the account balances, revenues and expenses of the church at each members' meeting. Specific responsibilities may be delegated with the approval of the elders. The treasurer shall also ensure that full and accurate accounts of receipts and disbursements are kept in books belonging to the church, and that adequate controls are implemented to guarantee that all funds belonging to the church are appropriately handled by any officer, employee, or agent of the church. The treasurer shall render to the elders annually, or whenever they may require it, an account of all transactions as treasurer and of the financial condition of the church.

The treasurer shall be nominated by the elders and deacons and elected by the congregation to serve a term of one year.

Article 6 – Elections

Section 1 – Principles

The process for church elections shall be interpreted and carried

out to fulfill the following principles:

Substantial prayer, both individually and corporately, should be an integral part of the election process;

Nominations should proceed with the support of the elders;

All candidates for church office should be treated with the grace, kindness, and honesty appropriate in evaluating fellow members;

The election process shall express that spirit of mutual trust, openness, and loving consideration that is appropriate within the body of our Lord Jesus Christ.

Section 2 – Selection of Officers

The election of officers shall be held at a members' meeting of the church. Names of nominees to serve as elders, deacons, clerk, or treasurer shall be presented by the elder(s) at the previous members' meeting (providing that previous meeting occurred at least two weeks prior), and the election shall proceed as directed by the moderator.

The elders should seek recommendations and involvement from the general membership in the nomination process. Any member with reason to believe that a nominated candidate is unqualified for an office should express such concern to the elders in private. Members intending to speak in opposition to a candidate should express their objection to the elders as far in advance as possible before the relevant church members' meeting.

The moderator shall declare elected all men receiving a 75% majority of all votes cast for the office of elder. For all other offices, the moderator shall declare elected all persons receiving a simple majority of all votes cast; abstentions will not be considered as votes cast.

The persons elected shall assume their respective offices upon elec-

tion, unless another date has been specifically designated.

Section 3 – Calling of the Senior Pastor

In the calling of any man to this position, the same basic process of calling an elder must be followed. In addition, however, the church must be given adequate opportunity to assess the preaching gifts of any potential senior pastor and, before being asked to express its judgment, must receive assurance from the elders that, having interviewed the man concerned, they are in no doubt as to his wholehearted assent to the Statement of Faith and Church Covenant. Notice of the nomination of a man to be elected to membership and called as senior pastor (which shall include, if necessary, election to membership of his wife if he is married) must be given at two Sunday morning services following the nomination, prior to the vote at a members' meeting.

Section 4 – Calling of Associate Pastor

In the calling of any man to the position of associate pastor, the same basic process of calling an elder must be followed. In addition, however, the church must be given adequate opportunity to assess the preaching gifts of any potential associate pastor and, before being asked to express its judgment, must receive assurance from the elders that, having interviewed the man concerned, they are in no doubt as to his wholehearted assent to the Statement of Faith and Church Covenant. Notice of the nomination of a man to be called as associate pastor (which shall include, if necessary, election to membership of him and his wife if he is married) must be given at two Sunday morning services following the nomination, prior to the vote at a members' meeting.

Section 5 – Calling of Assistant Pastor

The calling of any man to the position of assistant pastor requires that that man have been recognized and called by the congregation to the office of elder, according to the process described in Article 6, Section 2. Such a man may then be called by the elders to serve as assistant pastor with defined duties for a fixed period of time specified by the elders in the terms of his call.

Section 6 – Termination of a Pastor

The pastoral relationship may be terminated by the Pastor who should if possible give the church 30 days written notice of his desire to close his pastorate. Any two members with reason to believe that an elder should be dismissed should express such concern to the elder(s) and, if need be, to the deacons and/or congregation. The pastoral relationship may be terminated by the church by using the following steps: 1) Leaders within the church have sought to communicate with the Pastor and resolve any issues privately. 2) The matter(s) over which the Pastor's ministry termination is being considered must be brought before the church following the guidelines of 1 Timothy 5:19-21 and Matthew 18:15-17. 3) Upon hearing the matter(s) the church may terminate the Pastor's ministry by a two thirds vote of the members at a church business meeting. 4) If the Pastor receives compensation from the church, he shall receive his salary and benefits for another 30 days or longer as determined by current state and federal laws after his termination.

Article 7 – Indemnification

Section 1 – Mandatory Indemnification

If a legal claim or criminal allegation is made against a person because he or she is or was an officer, employee, or agent of the church, the church shall provide indemnification against liability and costs incurred in defending against the claim if the elder(s) determine that the person acted (a) in good faith, (b) with the care an ordinarily prudent person in a similar position would exercise under similar circumstances, and (c) in a manner the person reasonably believed to be in the best interest of the church, and the person had no reasonable cause to believe his or her conduct was unlawful.

Section 2 – Permissive Indemnification

At the discretion of the elder(s), the church also may indemnify any person who acted in good faith and reasonably believed that his or her conduct was in the church's best interest and not unlawful.

Section 3 – Procedure

If a quorum of the elders is not available for an indemnification determination because of the number of elders seeking indemnification, the requisite determination may be made by the deacons. If they are not available then the requisite determination may be made by the membership or by special legal counsel appointed by the membership.

Article 8 – Dispute Resolution

Believing that the Bible commands Christians to make every effort to live at peace and to resolve disputes with each other in private or within the Christian Church (see, e.g., Matthew 18: 15–20, I Corinthians 6: 1–8), the church shall require its members to resolve conflict among themselves according to biblically based principles, without reliance on the secular courts. Consistent with its call to peacemaking, the church shall encourage the use of biblically based principles to resolve disputes between itself and those outside the church, whether Christian or pagan and whether individuals or corporate entities.

Article 9 – Amendments

The Statement of Faith and Church Covenant may be amended by a three-quarters vote of the members present and voting at a members' meeting, provided the amendment shall have been offered in writing at the previous members' meeting, and shall have been announced from the pulpit at church services two successive Sundays prior to such vote.

This constitution may be amended by a two-thirds vote of the members present and voting at a members' meeting, provided the amendment shall have been offered in writing at the previous members' meeting, and shall have been announced from the pulpit at church services two successive Sundays prior to such vote.

The revised version of this constitution shall be made available to all church members by the church clerk.