



# EMPLOYMENT PACKET LEAD PASTOR - 2023

## CENTRAL VALLEY COMMUNITY CHURCH

**Email:** [cvcsearchcommittee@gmail.com](mailto:cvcsearchcommittee@gmail.com)

**Address:** 800 Cressman Trail, Hartford, SD 57033

**Phone:** 605.528.6444

**Website:** [www.cvccsd.org](http://www.cvccsd.org)

# TABLE OF CONTENTS

- Church Overview**.....3-4
  - Church History
  - Currently
- Pastoral Profile**.....5-6
  - Personal Priorities
  - Important Attributes
- Job Description**.....7-9
  - Qualifications
  - Pastoral Priorities
  - Reporting
  - Ministry Activities
- Statement of Faith**.....10-13
- Core Values**.....14
- Mission & Vision**.....15
- Membership Covenant**.....Appendix A
- Church Constitution**.....Appendix B

## CHURCH OVERVIEW

Central Valley Community Church (CVCC) was established in Hartford, SD in 2000 by a group of church planters pastored by Chris Gorman. CVCC is part of the North American Baptist Conference with a commitment and passion to joyfully spread the word of Jesus Christ to the surrounding communities. CVCC was founded on a strong desire for Godly teaching, preaching and a passion for reaching the lost and unchurched.

## CHURCH HISTORY

CVCC met in the local high school gym for eight years. In 2008, we built our current church building. Chris Gorman served as lead pastor for 16 years until he took a different position in Washington. CVCC believed in developing young pastors (seven to date) and encouraged church planting. A part of Chris's legacy at CVCC was the development of the Timothy Pastoral Apprenticeship (TPA), a program that our church facilitated. Our church along with other churches partner in this program to provide an education for individuals looking to become a pastor.

The church had been actively involved in Hartford and the surrounding communities ministering in many ways such as the local food pantry, senior citizen outreach, nursing home Bible studies, vacation Bible school, youth groups, Sunday school, Bible study groups, retreats and sharing our facility for community programs and organizations. The church also supported missionaries in Japan, Austria and training of a Bible translator.

Since 2016, CVCC has experienced periods of growth as well as periods of recession in both attendance and membership. Over the past six years, CVCC has had two full time pastors, an interim pastor and currently has a preacher providing long term pulpit support.

## CURRENTLY

Through our ebb and flow of securing a permanent pastor, the heart of the church has held strong. Although it has turned inward, ministering to each other in compassion and love, there is a strong desire to return to the church it once was: joyfully spreading the Gospel to the community, training up young pastors and reaching the unchurched.

Our strengths at the current moment are our elders who have been a solid link holding us together through the rough patches, our women who lead by example in humility and grace and our food pantry provides a way to care for the people in the surrounding communities. Much positive strength has been in the works during the past couple of years with structure and volunteerism in place. This has led to a connected, close, and loving church family working together and a body of believers committed to CVCC as their church home and family.

Current ministries include the local food pantry, senior citizen outreach, vacation Bible school, youth groups, Sunday school, Bible study groups, sharing our facility for community programs and organizations, missionaries in Japan, monthly Women's Night, Mondays with Mom's and Men's Breakfast.

Patience and healing have led to a time of love, support and fellowship. The body has used this time to reflect on the values and beliefs the church body holds highly as they patiently pray and wait for a new permanent pastor.

## PASTORAL PROFILE

Any potential candidate for our lead pastor position must agree to and affirm our Statement of Faith, Core Values, Mission and Vision and Membership Covenant. You can read all four of these documents in detail in the last four sections of this employment packet starting at page 10. A copy of the church constitution is also available in the last section.

## PERSONAL PRIORITIES

We believe our lead pastor's priorities and commitments should be as follows, in order of importance:

1. Personal walk with the Lord
2. Loving and ministering to his wife as applicable
3. Leading and caring for his family as applicable
4. Vocational ministry

These priorities are taken seriously by the leadership of CVCC. The elder team regularly discusses these priorities and the members hold each other accountable to them. This same level of accountability will be expected of the lead pastor with the elder team. If the elder team notices or is made aware of the lead pastor's personal priorities becoming misaligned, they will not hesitate to ask him to take some time to realign his priorities. We consider nothing more important for our lead pastor to be an effective leader than for him to properly maintain his personal relationship with the Lord and his home life.

## IMPORTANT ATTRIBUTES

We consider the following attributes vitally important for any potential candidate:

1. Effective Communication (Luke 24:27; 2 Tim 2:14-15)
  - Communicates God's Word and reveals the person of Jesus Christ with clear, relevant preaching and teaching
2. Shepherding and Pastoral Care (Phil 2:1-11; Matt 20:26; 1 Peter 5:2)
  - Attentively provides pastoral care to and counsels congregation
3. Training and Development of Leaders (John 15:8-9; 2 Tim 2:2)
  - Equips others for service
  - Effectively disciples followers of Christ in one-on-one settings
4. Spiritual Oversight (Acts 20:17,28; Eph 4:11-16; Titus 1:9)
  - Maturely models and teaches Godliness and Christian commitment
  - Protects the church from error and wrong

# JOB DESCRIPTION

## QUALIFICATIONS

- The pastor is an elder who is ordained in the Baptist church or one who is eligible for ordination in the Baptist denomination (1 Timothy 5:17-18). The pastor must meet and maintain the character and gifting qualifications as defined by 1 Timothy 3:1-7; Titus 1:5-9; and 1 Peter 5:1-4.
- Formal Biblical and Theological study beyond bachelor degree (seminary or similar ministry training program) or pastoral experience preferred.

## PASTORAL PRIORITIES

Scripture paints the picture of a pastoral ministry as a tenacious, undistracted focus on prayer and the Word (Acts 6:4). Out of this focus flow seven key priorities:

1. Preaching the Word (2 Timothy 4:2)
2. Equipping the congregation for ministry (Ephesians 4:11-16)
3. Shepherding and pastoral care (Phil 2:1-11; Matt 20:26; 1 Peter 5:2)
4. Training up spiritual leaders (Col 1:28-29)
5. Protecting the church from heresy (Acts 20:28)
6. Participating in leadership (1 Timothy 5:17)
7. Personal and professional development (1 Timothy 4:6-11)

In addition to these pastoral priorities, we expect all ministry activities to be carried out with a strong focus on relational harmony, loving each other well, pursuing unity, viewing each other as family, seeing everyone as gifted and called by God to be a part of our ministry activity at CVCC.

## REPORTING

The lead pastor will work with and report to the elder team.

## MINISTRY ACTIVITIES

We envision the lead pastor living out the six biblical priorities through the following ministry activities.

1. Preaching the Word
  - Devote adequate time to study and sermon preparation
  - Serve as the primary teacher
  - Train student pastor(s)
  - Engage in ongoing learning and development as a pastor
2. Equipping the congregation for ministry
  - Promote prayer as a primary priority
  - Encourage gathering for worship, small groups, and community outreach
  - Be involved in the planning of the order of worship on Sunday
  - Be zealous for God's Word, as a curator of knowledge and information, be able to recommend resources on the wide variety of ministry, theological, apologetical and Christian life issues faced by the congregation
3. Shepherding and pastoral care
  - Conduct weddings, baptisms and funerals for members of the body as able or delegate as needed
  - Assist in coordinating ministry needs with staff and the leadership team
4. Training Up spiritual leaders
  - Develop and implement a process for recruiting, equipping and overseeing current and future ministry leaders (small groups, Sunday school, worship and other special groups)
  - Create opportunities for ongoing training of the leadership team
  - Work with the leadership team to identify, train and recruit future potential elders and deacons
  - Meet regularly with student pastor(s) for mentoring and training
5. Protecting the church from heresy
  - Oversee alongside the elder team all teaching and discipleship curriculum
  - Proactively scan cultural and religious trends for areas of concern
  - Provide biblical resources to combat heresy and damaging teaching
  - Confront false teaching in coordination with the elder team



6. Participating in leadership

- Serve as a member of the elder team
- Invest time in seeking and discerning God's will about the future of CVCC
- Team with the leadership team for church vision casting

7. Personal and Professional Development

- Cultivate relationship with God by reading God's Word, studying what it says and communicating with God through prayer
- Develop relationships with other pastors for fellowship and encouragement
- Participate in the Great Plains Association and other denominational meetings as possible

# STATEMENT OF FAITH

As a body of believers, we affirm the following truths to be essential to the christian faith as laid down in scripture.

## THE BIBLE

We believe the 66 books of the Bible, 39 in the Old Testament and 27 in the New Testament are God's infallible Word without error in the original manuscripts communicated by the Holy Spirit and faithfully recorded by chosen men. It is the only sufficient and supreme authority in all matters of Christian faith, teaching and living, given to the world that God may be known and glorified.

(2 Timothy 3:16-17; 2 Peter 1:19-20; Romans 10:17; 1 Corinthians 2:10-12; Hebrews 1:1-2)

## GOD

We believe that there is one living, holy and true God who works all things according to the counsel of His own unchangeable and righteous will for His own glory; eternally existing in three distinct but not separate persons (Father, Son, and Holy Spirit) who are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence, justice and redemption.

(Deuteronomy 6:4; 1 Corinthians 8:4-6; Jeremiah 10:10; Isaiah 48:12; Exodus 3:14; 1 Timothy 1:17; Malachi 3:6; Isaiah 6:3; Isaiah 46:10; Proverbs 16:4; Romans 11:36; Exodus 34:6-7; Ephesians 1:4-12)

## THE FATHER

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

(Luke 10:21-22; Matthew 23:9; John 3:16; John 6:27; Romans 1:7; 1 Timothy 1:1-2; 1 Timothy 2:5-6; 1 Peter 1:3; Revelation 1:6)

## THE SON

We believe Jesus Christ possesses two distinct natures yet is one person, fully God and fully man. We believe Jesus is God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, everlasting intercession for His people and personal visible return to earth.

(Matthew 1:18-25; Luke 1:26-38; John 1:1; John 20:28; Romans 9:5; 2 Corinthians 5:21; 1 Peter 2:21-23; John 20:30-31; Matthew 20:28; Ephesians 1:4; Acts 1:11; Romans 5:6-8; Romans 6:9-10; Hebrews 7:25; Hebrews 9:28; 1 Timothy 3:16)

## THE SPIRIT

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

(John 14:16-17,26; John 15:26-27; John 16:8-14; Romans 8:9; 1 Corinthians 3:16; 1 Corinthians 6:19; Galatians 5:22-26)

## MAN

We believe that God created man in His own image, in the image of God He created him, male and female, He created them. God made male and female to be equal in value and distinct in role. The man is to be the head of his own wife just as

Christ is the head of the church. The woman is to respect and submit to her own husband just as the church does to her head, Christ. Together from the beginning mankind was to be fruitful and fill the earth with image bearers of God and exercise dominion over the earth as representatives of God in order that we might worship Him, as well as proclaim and enjoy His glory forever. We believe, therefore, that man's deepest fulfillment and joy is found in communion with God. In Adam's sin, all mankind fell from this communion, leading to spiritual and physical death and is now born sinful by nature and by choice seeks fulfillment and joy outside of communion with God.

We believe Jesus Christ as the perfect mediator between God and mankind redeems and forgives all those who repent and put their trust in Him alone. That we may now and forever proclaim and enjoy His glory in perfect communion with Him.

(Genesis 1:26-28; Genesis 5:2; Genesis 3; Genesis 2:17; Genesis 3:19; Ecclesiastes 2:11; John 3:14; John 5:24; John 5:24-30; John 7:10-13; John 8:12; John 10:26-27; Romans 9:22; 2 Thessalonians 1:9; Revelation 19:3-20; Revelation 20:10,14-15; Revelation 21:18; Psalm 51:7; Jeremiah 17:9; James 1:14; Romans 3:19; Romans 5:19; Proverbs 28:13; 1 John 1:9; John 3:16; John 1:13; 2 Corinthians 5:17; Romans 8:1; Ephesians 5:22-33; Colossians 3:18-19; 1 Corinthians 11:3; 1 Peter 3:1-7)

## **SALVATION**

Salvation belongs to the LORD! It is by the grace of God alone, through faith alone, in Christ alone, to the glory of God alone. Salvation includes: election, calling, regeneration, repentance, faith, justification, conversion, adoption, sanctification, perseverance, and glorification all by union with Jesus Christ! It is the work of God whereby sinners are restored back to communion with God as it was in the beginning. All sinners everywhere are commanded by God to repent of their sins and trust in Jesus Christ alone. His finished work is for the forgiveness of their sins and to be made right with God. Although salvation is a work of God, He not only acts on the sinner in a saving way but also works through the believer yielding fruit in accordance to salvation.

(Psalm 3:8; Psalm 62:1; Revelation 7:10; Ephesians 2:8-10; Titus 3:5-8; Romans 1:17; Romans 3:21-28; Romans 4:1-14; Romans 5:1-2; Romans 8:1-2; Romans 8:28-30;

Romans 9:11; Romans 10:9-10; John 3:3-8; John 3:16-18; Galatians 2:16; Galatians 3:1-9; Galatians 3:22-29; Philippians 2:12-13; Philippians 3:7-11; 1 Corinthians 15:1-2; 2 Thessalonians 2:13; Romans 6:1-5)

## CHURCH

We believe in the universal church, a living spiritual body of which Christ is the head and that all those who trust in Christ are members. We believe the local church is a visible expression of the universal church consisting of baptized believers united to Jesus Christ, who have repented of their sin and continue to do so, who meet regularly for the teaching of God's Word, prayer, fellowship and celebrating the two ordinances: baptism and the Lord's Supper under the oversight of ordained elders who care for the flock of God entrusted to them. We believe that the church is called to be a faithful witness of the gospel of Jesus Christ.

(Ephesians 2:19-22; Acts 1:8; Ephesians 5:19-21; Acts 2:42; Hebrews 10:23-25; 1 Corinthians 10:31; Romans 12:1-3; Hebrews 12:1-2; John 14:15,23-24; 1 John 2:3-6; 2 Corinthians 9:6-9; 1 Corinthians 4:2; Colossians 1:9-10; Matthew 28:18-20; Romans 6:1-5; 1 Corinthians 11:23-26; 1 Peter 5:1-5; Hebrews 13:17; Acts 20:17-32)

## LAST THINGS

We believe in the personal, visible and bodily return of the Lord Jesus Christ, the resurrection of the body, the final judgment, the eternal enjoyment of the righteous and the eternal punishment of the wicked.

(Matthew 16:27; Mark 14:62; John 14:3; Acts 1:11; Philippians 3:20; 1 Thessalonians 4:15; 2 Timothy 4:1; Titus 2:13; 1 Corinthians 4:5; 1 Corinthians 15; 2 Thessalonians 1:7-10; Revelation 20:4-6; Revelation 11-15)

## CORE VALUES

Here at CVCC, we strive to structure our ministries and services around the following seven core principles. Each principle is based on biblical teaching and in place to guide and instruct us as we work to build and nurture the body of Christ in Hartford and beyond.

1. God-centered: All things were created by God, through God and for God.
2. Christ-exalting: God (the Father) has revealed Himself fully in His Son Jesus Christ.
3. Gospel-driven: Christ's glory is clearly seen in the Gospel which is our motivation for holiness.
4. Mission-minded: Christ entrusted His people with the Gospel to make disciples of all nations.
5. Family-oriented: The role of parents is fundamental to the health of our church.
6. Church-based: The church (local and universal) is the only ordained institution by our Lord and Savior.
7. Expository preaching: Christ's teaching as revealed in the Bible is how the church is built up.

## MISSION & VISION

CVCC exists to joyfully spread a passion for the glory of God in all things:

- Disciples that make disciples (Matthew 28:18-20)
- Fellowship that expresses our joy in Jesus Christ (Acts 2:42)
- Gatherings that shares God's love with others (Matthew 20:26-28)
- Worship in song and preaching that is God-centered and Bible-based (Revelation 4:8-11)

CVCC seeks to do all these through:

- Bible-saturated, Christ exalting preaching and teaching
- Training pastors and leaders
- Community outreach and benevolence
- In our homes and as we go through day to day life
- Church planting

# MEMBERSHIP COVENANT

## Central Valley Community Church

Having been brought by the Sovereign Grace of God and the power of the Holy Spirit to receive Jesus Christ as the Lord, Savior, and treasure of our lives, and having been baptized in the name of the Father, the Son, and the Holy Spirit we now before God and this congregation (Central Valley Community Church) willingly and joyfully covenant with one another as one body of Christ, giving this church holy preeminence over all other institutions of human origin in the following ways.

1. **UNITY:** We will diligently work toward and pray for the unity of the body of Christ (Ephesians 4:1-7).
2. **SUBMISSION:** We will seek to submit ourselves to Christ (John 14:15), to His body (Ephesians 5:21; Philippians 2:1-11), and to its leaders, as they are living in submission to Christ's authoritative word (James 4:1-10; Hebrews 13:7,17).
3. **RECONCILIATION:** We will diligently work toward reconciliation with anyone whom we have offended or who has offended us (Hebrews 3:12; Matthew 18:15-20; Galatians 6:1).
4. **CARE:** We will seek to care for the Body of Christ, rejoicing in each other's happiness and bearing one another's burdens (Galatians 6:1-3; 1 Corinthians 12:25-26).
5. **FELLOWSHIP:** We will not neglect meeting together, praying for and encouraging the Body of Christ with the promise of Christ's return (Hebrews 10:9-10)
6. **DISCIPLESHIP:** We will seek, in word and deed, to be an effective witness of the gospel to those who are near and those who are far off (Matthew 28:19-20; Philippians 1:20-28).
7. **HOLINESS:** Having been baptized into Christ's death and raised to newness of life, we will seek by God's grace to live a new and holy life by daily renewing our minds and hearts through the reading of God's Word, repenting of sin, denying ungodliness and worldly lusts, regular fellowship of the brethren, and cultivating family worship in the home. (Acts 2:42-47; Romans 6:1-4; Galatians 5:16-25; Ephesians 6:1-4).
8. **PARTNERS:** We will work together in sustaining the worship, ordinances, discipline, doctrine, and mission of the church (Romans 15:4-7; 1 Corinthians 1:10; Ephesians 4:14-16; Philippians 1:3-11).
9. **GIVING:** We will contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the gospel to all the nations (1 Corinthians 9:13-14; 2 Corinthians 9:6-15; Philippians 4:1-20).
10. **COMMITMENT:** And should the Lord lead me to leave this church, I will commit to doing the above things in another local body of believers (Acts 18:27; Romans 16:1; Colossians 4:10; 2 Corinthians 3:1-2).

"Now may the God of peace who brought again from the dead our Lord Jesus, the great shepherd of the sheep, by the blood of the eternal covenant, equip you with everything good that you may do his will, working in us that which is pleasing in his sight, through Jesus Christ, to whom be glory forever and ever. Amen." Hebrews 13:20-21.

SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

PRINT: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

PHONE: \_\_\_\_\_ EMAIL: \_\_\_\_\_



# CENTRAL VALLEY COMMUNITY CHURCH

## Constitution

Central Valley Community Church exists for the sole purpose of joyfully spreading a passion for the Glory of God in all things.

### ARTICLE I: STATEMENT OF FAITH

As a body of believers we affirm the following truths to be central to the Christian faith as laid down in scripture.

#### **The Bible**

We believe the 66 books of the Bible, 39 in the Old Testament and 27 in the New Testament are God's Infallible Word, without error in the original manuscripts, communicated by the Holy Spirit and faithfully recorded by chosen men. It is the only sufficient and supreme authority in all matters of Christian faith, teaching and living; given to the world that God may be known and glorified.

*II Timothy 3:16-17; II Peter 1:19-20; Romans 10:17; I Corinthians 2:10-12; Hebrews 1:1-2*

#### **God**

We believe that there is one living, holy and true God who works all things according to the counsel of his own unchangeable and righteous will for his own glory; eternally existing in three distinct but not separate persons (Father, Son, and Holy Spirit) who are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence, justice, and redemption.

*Deuteronomy 6:4; I Corinthians 8:4-6; Jeremiah 10:10; Isaiah 48:12; Exodus 3:14; I Timothy 1:17; Malachi 3:6; Isaiah 6:3; Isaiah 46:10; Proverbs 16:4; Romans 11:36; Exodus 34:6-7; Ephesians 1:4-12*

#### **The Father**

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

*Luke 10:21-22; Matthew 23:9; John 3:16; 6:27; Romans 1:7; I Timothy 1:1,2; 2:5-6; I Peter 1:3; Revelation 1:6*

#### **The Son**

We believe Jesus Christ possesses two distinct natures yet is one person, fully God and fully man. We believe Jesus is God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles, and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, everlasting intercession for His people, and personal visible return to earth.

*Matthew 1:18-25; Luke 1:26-38; John 1:1; 20:28; Romans 9:5; II Corinthians 5:21; I Peter 2:21-23; John 20:30-31; Matthew 20:28; Ephesians 1:4; Acts 1:11; Romans 5:6-8; 6:9-10; Hebrews 7:25;*

## **The Spirit**

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

*John 14:16-17,26; 15:26-27; John 16:8-14; Romans 8:9; I Corinthians 3:16; 6:19; Galatians 5:22-26*

## **Man**

We believe that God created man in His own image, in the image of God He created him; male and female He created them. God made male and female to be equal in value and distinct in role. The man is to be the head of his own wife just as Christ is the head of the church. He is to love his wife as Christ loves the church. This involves sacrificial love. It involves a commitment to nourish and cherish her. The woman is to respect and submit to her own husband just as the church does to her head Christ. Together from the beginning mankind was to be fruitful and fill the earth with image bearers of God and exercise dominion over the earth as representatives of God in order that we might worship Him, as well as proclaim and enjoy His glory forever. We believe therefore, that man's deepest fulfillment and joy is found in communion with God.

In Adam's sin, all mankind fell from this communion, leading to spiritual and physical death, and is now born sinful by nature, and by choice seeks fulfillment and joy outside of communion with God. We believe Jesus Christ, as the perfect mediator between God and mankind, redeems and forgives all those who repent and put their trust in Him alone, that we may now and forever proclaim and enjoy His glory in perfect communion with Him.

*Genesis. 1:26-28; 5:2; Genesis 3; Genesis 2:17; 3:19; Eccl. 2:11; John 3:14; 5:24; John 5:24-30; 7:10-13; 8:12; 10:26-27; Romans 9:22; II Thessalonians 1:9; Rev. 19:3-20; 20:10;14-15; 21:18; Psalm 51:7; Jeremiah 17:9; James 1:14; Romans 3:19; 5:19; Proverbs 28:13; I John 1:9; John 3:16; John 1:13; II Corinthians 5:17; Romans 8:1; Ephesians 5:22-33; Colossians 3:18-19; 1 Corinthians 11:3; 1 Peter 3:1-7*

## **Salvation**

Salvation belongs to the LORD! It is by the grace of God alone, through faith alone, in Christ alone, to the glory of God alone. Salvation includes: Election, Calling, Regeneration, Repentance, Faith, Justification, Conversion, Adoption, Sanctification, Perseverance, and Glorification all by Union with Jesus Christ! It is the work of God whereby sinners are restored back to communion with God as it was in the beginning. All Sinners everywhere are commanded by God to repent of their sins and trust in Jesus Christ alone and His finished work for the forgiveness of their sins and to be made right with God. Although salvation is a work of God, He not only acts on the sinner in a saving way but also works through the believer yielding fruit in accordance to salvation.

*Psalm 3:8, 62:1; Revelation 7:10; Ephesians 2:8-10; Titus 3:5-8; Romans 1:17, 3:21-28, 4:1-14, 5:1-2; 8:1-2, 8:28-30; 9:11; 10:9-10; John 3:3-8, 3:16-18; Galatians 2:16; 3:1-9; 22-29; Philippians 2:12-13, 3:7-11; 1 Corinthians 15:1-2; 2 Thessalonians 2:13; Romans 6:1-5)*

## **Church**

We believe in the universal church, a living spiritual body of which Christ is the head and that all those

who trust in Christ are members. We believe the local church is a visible expression of the universal church, consisting of baptized believers united to Jesus Christ, who have repented of their sin and continue to do so, who meet regularly for the teaching of God's Word, prayer, fellowship, and celebrating the two ordinances: baptism and the Lord's Supper under the oversight of ordained elders who care for the flock of God entrusted to them. We believe that the church is called to be a faithful witness of the gospel of Jesus Christ.

*Ephesians 2:19-22; Acts 1:8; Ephesians 5:19-21; Acts 2:42; Hebrews 10:23-25; I Corinthians 10:31; Romans 12:1-3; Hebrews 12:1-2; John 14:15,23-24; I John 2:3-6; II Corinthians 9:6-9; I Corinthians 4:2; Col. 1:9-10; Matthew 28:18-20; Romans 6:1-5; I Corinthians 11:23-26; 1 Peter 5:1-5; Hebrew 13:17; Acts 20:17-32.*

### **Last Things**

We believe in the personal, visible, and bodily return of the Lord Jesus Christ, the resurrection of the body, the final judgment, the eternal enjoyment of the righteous and the eternal punishment of the wicked.

Matthew 16:27; Mark 14:62; John 14:3; Acts 1:11; Phil. 3:20; I Thessalonians 4:15; II Timothy 4:1; Titus 2:13; I Corinthians 4:5; I Corinthians 15; II Thessalonians 1:7-10; Revelation 20:4-6,11-15

## **ARTICLE II: THE NAME**

The name of the church is Central Valley Community Church of Hartford, South Dakota.

## **ARTICLE III: AFFILIATION**

The government of Central Valley Community Church will be the sole responsibility of the believers that make it up. While we are an autonomous church body we also maintain cooperation with and support for the North American Baptist Conference and the South Dakota Association of North American Baptist Churches.

## **ARTICLES IV: AFFIRMATION OF MARRIAGE, FAMILY, & SANCTITY OF LIFE**

We believe...

That God's intention for marriage is established through the scriptures of the Old and New Testaments.

This is expressed in creation, the creation story, the Law of Moses, the wisdom literature, and in the prophetic tradition. The divine establishment of marriage is confirmed by the words of Jesus and the New Testament authors. They provide guidance for perfecting marriage and affirm its spiritual significance. Chaste singleness and marriage are both honored as faithful and holy lifestyles ordained by God.

That God ordained marriage as a voluntary union for life, of one man and one woman. Our creation as man and woman, as assigned by God in the created order, is complementary to one another and has significance in revealing aspects of the image of God, and His relationship to humanity. The permanence of the marital bond mirrors God's faithfulness, just as its monogamy

reflects God's singular devotion to his people and his people's singular devotion to him.

That sexual intimacy is legitimate only within the bounds of marriage.

The commands of God are clear. Sexual activity profoundly affects people emotionally and spiritually. Sexual intercourse outside of marriage, promiscuity, common law relationships, adultery, homosexual acts, exploitation, incest and sexual perversion contradict God's purpose for human sexuality.

That marriage is more than a contract between two persons: It is a covenant before God.

God is committed to every marriage between a man and a woman. In the covenant of marriage, God joins a man and a woman together "in one flesh," and forbids anyone to break it. This covenant is unique, among human relationships, to marriage. God intends the married couple to recognize and celebrate His call to an irrevocable commitment to love, to cherish and to remain faithful which transcends the quid pro quo of contracts.

That in Christian marriage, the Church acts as an agent of God's blessing, as a primary witness and as a supportive community.

The church declares the blessing of God but does not create that benefit. Therefore the church cannot confer the spiritual blessing of marriage on other relationships.

That a healthy marriage is the best foundation for families and the raising of children.

The practical benefits of marriage are inherent to its form. A healthy marriage is a unique source of benefits for children including the stability of the family and the access of the children to a mother and a father. God intended that children should receive nurture from a male and a female parent, and in turn learn to honor both. Neither the church nor anyone else can confer the innate benefits of marriage on other forms of relationships or unions.

That children, from the moment of conception, are a blessing and heritage from the Lord. God is intimately involved in the creating and forming of each individual human from the moment of conception in the womb. Psalm 139 speaks of each person being the handiwork of God and being "fearfully and wonderfully made" by God. Each person is made in the image of God and the sanctity and value of each person is derived from that basis. In addition, Psalm 127 states that all children are a blessing and heritage from God no matter the health, abilities, or limitation of the child. Each child should be valued, respected, and protected because of these truths. Therefore, no person should engage in behavior that should threaten, harm, or kill one of these lives made in the image of God.

## **ARTICLE V: COVENANT MEMBERSHIP**

Any person who has repented of their sins, trusted in Jesus Christ as Lord and Savior of their life has already been united to Jesus Christ and added to His body. Therefore, anyone person who has been joined to Jesus Christ and His body ought also willingly submit themselves to a local expression of that body. Should anyone who has been joined to Jesus Christ and been baptized in the name of the Father, the Son, and the Holy Spirit, upon profession of faith, in obedience before God, and chooses to submit themselves to the Membership Covenant of the Church ought to be welcomed by all the assembly and become a member of CVCC (Central Valley Community Church) upon their request and the affirmation of the elders. Elders are to be involved in helping each member find a place to serve, provide care and accountability so that each member is being served and serving in submission to Christ and His body. Non-members may serve in the ministries of the church upon the approval of the elders.

If the applicant(s) is currently a member of another church the elders will send a letter of transfer to the previous church notifying them of a change in membership. Should the applicant(s) be under the corrective discipline of their former church, the elders are called to do everything within the ability that God grants to bring reconciliation between the applicant, their church, and our church in order that there may be unity among the brethren and no saints among us entangled in sin.

Church discipline is the exercise of authority given to the church by Christ to instruct, guide and promote its purity and welfare among members according to the word of God. Church discipline can include admonition by the elders or congregation, suspension from communion for a definite period, removal from church office, and excommunication.

Discipline would be prompted by the following:

- A. Gross immorality or unrepentant sin (1 Corinthians 5:1, 4-5; Matthew 18:7-20; 1 Corinthians 1:10-13; 3:1-17; 3 John 9-11)
- B. Heresy (Galatians 1:8-9, 2 Peter 2:1-3)
- C. Inactivity (1 Peter 4:10; Hebrews 10:25; 1 John 2:19)
- D. Any serious patterns of sin and lack of fruit that would cause the assembly to lack confidence in one's profession of faith (2 Corinthians 13:5; 2 Thessalonians 3:13-15; Titus 3:10-11; 2 Peter 1:3-11; 1 Corinthians 15:1-2; 1 Timothy 5:8; 1 John 1:7-10; 2:15; 3:9 & 17; 4:7; 5:1-2; 5:4; 5:18)

The responsibility of informal church discipline rests with church members encouraging and admonishing one another regarding sin, speaking the truth in love as fits the occasion. (Matt 18:15-20; Gal 6:1)

The responsibility for administering formal church discipline rests with the elders; the responsibility to exclude a member rests with the congregation (Matt 18:17; 1 Cor 4:4-5; 2 Cor 2:6).

If individuals in the church body have concerns of inappropriate leadership in the elder team such as a sin issue or unresolved conflict, those individuals and two or three witnesses should bring those charges to the Elders. If the individuals do not feel like the charges have been addressed, they can contact the regional minister to help mediate the concerns. The regional minister would then take the opportunity to discuss these concerns with the Elders and those bringing the concerns to move toward resolution. A church meeting can be called by the regional minister if needed.

Following a biblical process led by the elders, a vote at any congregational meeting is required to exclude a member. Upon exclusion, the individual shall be treated with love as an unbeliever. All effort shall be made to restore an excluded member. (Matthew 18:15-17, 1 Corinthians 5:9-13; 2 Thessalonians 3:13-15; 1 Timothy 5:19-20; Titus 3:10-11)

## **ARTICLE VI: THE PASTOR**

The pastor is an elder who is ordained in the Baptist church or one who is eligible for ordination in the Baptist denomination (1 Timothy 5:17-18). He should agree to the Statement of Faith and Membership Covenant of Central Valley Community Church. The Pastor must meet and maintain the character and gifting qualifications as defined by 1 Timothy 3:1-7; Titus 1:5-9; and 1 Peter 5:1-4. The church must recognize him as particularly called and gifted for preaching and teaching. As elders, all staff pastors must be male (1 Tim 2:12-13, 3:2; Titus 1:6).

When pastoral staff positions are vacant, the elders shall be responsible for filling those positions. The Elders shall invite a representative portion of the congregation to assist in this process. These individuals shall be presented to and voted on by the congregation. There shall be a minimum of 5 members on such a committee and a maximum of 7.

Following the pastoral search process a candidate will be presented publicly to the congregation.

1. The elders will give the congregation at least two weeks notice prior to the candidating weekend.
2. During this visit, the candidate will be invited to preach during at least one Sunday worship service and meet with the congregation for a question and answer session.
3. After the candidating weekend, the congregation would have at least two weeks prior to voting. During this time, the elders will encourage the church toward prayer, and solicit any questions or concerns from the body.

Upon a vote in favor of the candidate at any scheduled member meeting, he shall be offered the position.

## ARTICLE VII: ELDERS

The Elder Board is the main governing board of the church and is accountable to the church body and ultimately unto the Chief Shepherd, Jesus Christ the Head of the Church (Hebrews 13:17; Ephesians 1:22; 4:15; 5:23). The job of the Elders is to serve the mission and vision of the church by providing spiritual oversight, support, and direction in all matters of doctrine and ministry at CVCC.

Elder Candidates are men chosen by the elders that fit the criteria of an overseer in 1 Timothy 3:1-7 and Titus 1:6-9, and is a member of Central Valley Community Church, and agrees with our doctrine, mission, and vision. No candidates for eldership should be approved before at least one month of discussion and prayer by the elder board, one month of discussion and prayer between the elders and the candidate, and finally one month of prayer and discussion with the whole church. At the end of the three months, seeing nothing that would disqualify him, upon a vote at any scheduled member meeting, a candidate shall be recognized as an elder. So far as it is possible, the eldership shall be made up of a plurality (more than two) of qualified men. If situations arise that lead to there being less than three elders, the elders may nominate a provisional elder that could serve a six month term. As far as possible, the provisional elder should be a former elder of CVCC. The provisional elder would be presented to the congregation for a vote.

### **1 Timothy 3:1-7**

<sup>1</sup> Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a noble task. <sup>2</sup> Now the overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach, <sup>3</sup> not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. <sup>4</sup> He must manage his own family well and see that his children obey him with proper respect. <sup>5</sup> (If anyone does not know how to manage his own family, how can he take care of God's church?) <sup>6</sup> He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. <sup>7</sup> He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.

### **Titus 1:6-9**

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. <sup>7</sup> 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, <sup>8</sup> but hospitable, a lover of good, self-controlled, upright, holy, and disciplined. <sup>9</sup> 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.

## **ARTICLE VIII: DEACONS**

The office of deacon shall be composed of as many men and women who are biblically qualified, willing, recognized by the congregation, and is fitting for the physical and practical needs of the congregation. The office of deacon is an office of service and does not carry teaching or governing authority.

Deacons must meet and maintain the character qualifications as defined by 1 Timothy 3:8-13 and walk in the example provided in Acts 6:1-7 (cf. Rom 12:7-8).

Deacons are to care for the physical needs of the congregation. They must have a heart of love and compassion for those in need. They must pursue and strengthen the unity of the body in Spirit-given wisdom. Deacons serve the church by freeing the elders for ministry of the word and prayer.

Deacons are formed to carry out the mission and vision of the church in a specific ministry area. Deacons are directly accountable to the Elder Board. Deacons should be members of Central Valley Community Church and be in full agreement with the Statement of Faith and Membership Covenant of the church.

The elders are responsible for interviewing, training, and recommending men and women of the church as qualified for the role of deacon. Deacon candidates will be presented to the congregation and the congregation will be given one month for prayer and discussion with the whole church. At the end of the month, seeing nothing that would disqualify them, upon a vote at any scheduled member meeting, a candidate shall be recognized as a deacon.

## **ARTICLE IX: BUSINESS MEETING**

There will be an annual business meeting each year held in December or January. There should be notification to the congregation, as well as, an agenda two weeks prior to any business meeting. In case of an emergency, the Elders Board can call meetings as needed for items that need immediate attention

## **ARTICLE X: VOTING**

Anyone who is a member, as described in Article IV, can participate in the discussion and vote on church decisions. Members must be 18 years old to vote on any matter in the church. The church will vote on the following items with a minimum of two weeks prior notice to the congregation:

- A. Annual budget
- B. Purchase of land or buildings
- C. Calling permanent Pastoral Staff
- D. Changes in the church constitution
- E. The removal of Senior Pastor or Ordained Staff
- F. Creating a salaried staff position

- G. Calling and removal of elders
- H. Calling and removal of deacons
- I. Exclusion of a church member under church discipline

During the meeting the elders will present each motion to be voted on, give proper time for discussion and clarification and call for a vote. All votes are cast either verbally or by a show of hands, or by ballot..

A quorum will consist of 30% of the members of the church. There must be a quorum present in order to hold a business meeting. For items specifically designated in the voting section, a passing vote shall consist of 75% of the quorum. For items not designated in the voting section, a passing vote shall consist of 66% of the quorum.

## **ARTICLE XI: ASSETS**

Central Valley Community Church has soul ownership of all its assets. If at any time Central Valley Community Church disbands, the assets will be sold and all the money, after retiring any debt, will be used for Church Planting in the North American Baptist Conference.

## **ARTICLE XII: CHURCH YEAR**

The fiscal year of the church shall be the calendar year (January 1 – December 31).

## **ARTICLE XIII: CHURCH POLICY**

Policies and procedures beyond the scope of the Constitution are to be written and voted on by the elders. The elders may request assistance from the congregation to help write such policies/procedures, as seems good before the Lord. Once approved by the elders, the significant policies/procedures will be presented to the congregation during a meeting. During this meeting, by majority, the congregation can request a vote at a future meeting to approve or decline the policy/procedure.

## **ARTICLE XIV: DATE OF EFFECTIVENESS**

The constitution will take effect June 28th 2022. All previous written constitutions are hereby null and void.