

Victory Baptist

An Independent Fundamental Baptist Church

Constitution & By-laws

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2346 Walnut Street Livermore, Ca. 94551 (925) 449-4403

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ARTICLE I (NAME)

1.01 The name of this organization is Victory Independent Fundamental Baptist Church of Livermore California.

1.02 This corporation formally Tri-Valley Bible Church 1989 to 2006, Grace Bible Fellowship Church 1981 to 1989, and Bethany Baptist Church 1957 to 1981 located at 2346 Walnut Street in Livermore, California 94551, established in October 1957 – previous names are maintained in this article to log records for this corporation’s officers (President and treasurer) leadership authority and liability requirements.

ARTICLE II (STATEMENT OF FAITH)

2.01 THE HOLY SCRIPTURES

We believe that the word of God recorded in the 66 books of the Old and New Testaments is verbally and supernaturally inspired by the will of God through the Holy Spirit. We believe in the Holy Scriptures being inerrant in its original manuscripts (Hebrew, Aramaic, and Greek). These scriptures are our supreme and final authority in faith, life, and worship. (**II Timothy 3:16-17; II Peter 1:19-21; Acts 1:16; Acts 28:25; Psalms 119:105; Psalms 119:160; Psalms 119:130; Psalms 12:6-7**)

2.02 THE ONE TRUE TRIUNE GOD

We believe in one God, eternally existing in three equal persons of divine perfection, and executing distinct but harmonious offices of the redemption of man: The Father, The Son, and The Holy Spirit. This One Triune God is the Living true God, the maker and supreme ruler of heaven and earth;

inexpressibly glorious in holiness, and worthy of all honor, confidence, worship and love. (**Genesis 1:1,26; Matthew 28:19; John 1:1, 14; John 4:24; Acts 5:3-4; Romans 1:20; II Corinthians 13:14; Ephesus 4:5-6; Exodus 20:2-3; Psalms 83:18; Psalms 147:5; Psalms 90:2; I John 5:7**)

2.03 THE CHRIST (MESSIAH)

We believe that Jesus (Greek); Emmanuel (Aramaic); Yeshua (Hebrew) was born of the miraculous virgin pregnancy via the Holy Spirit, as recorded in the Holy Scriptures, and is the one and only Saviour of mankind. We believe this Jesus to be eternally God and to possess all attributes of Deity. We believe this Jesus lived a perfect and sinless life, and ended his earthly life as our substitutionary sacrifice for sin, through his voluntary death on the cross. This sacrifice was the only just payment to God the Father for the forgiveness of sin by His death through the shedding of his sinless blood on the cross. We believe he ascended into heaven after his bodily resurrection and is seated at the right hand of the Father making intercession for the saints and is waiting for the time of receiving His elect at the rapture. (**Psalms 2:7-9; Isaiah 7:14, 9:6, 43:11; Micah 5:2; Matthew 1:18-25; Luke 1:26-38; John 1:1, 1:3, 14, 18, 29; Romans 3:19-25; Romans 5:6-15; Romans 9:5; Philippians 2:5-11; I Thessalonians 4:13-18; I Timothy 2:5; I Timothy 3:16; Titus 2:10-15; Hebrews 7:26, 9:24-28; I Peter 1:19, 2:2; I John 1:3; Revelation 20:1-6; Genesis 3:15; Mark 1:1**)

2.04 CREATION AND THE FALL OF MAN

We believe in a literal creation seven day week, with man being created in the image of God (Body, Soul, and Spirit) on the sixth day of creation. We believe that man (Adam and Eve) sinned and thereby incurred not only physical death but also spiritual death which separated man from God. We believe that all born afterwards are born with a sinful nature, and are guilty sinners in thought, word, and deed. (**Genesis 1:26-27; 3:1-24; Romans 3:23; 5:12-19; I John 1:8; Exodus 20:11; Acts 4:24; Colossians 1:16-17; Romans 3:10-19**)

2.05 THE ATONEMENT FOR SIN, SALVATION OF THE LOST

We believe that the salvation of sinners is wholly of grace through the mediatory office of the Son of God, who by appointment of the Father, freely took upon Him our nature, yet without sin, and by His death made a full and vicarious atonement for our sins. We believe this death was the voluntary substitution of Himself for the sinner, the JUST dieing for the UNJUST. We believe that all who come in repentance of sin, through faith in Christ, by grace, and accept Christ as their personal Saviour are born again of the Holy Spirit and there by are children of God the Father. (**Ephesians 2:8; Acts 15:11; Romans 3:24; John 3:16; Matthew 18:11; Philippians 2:7; Hebrews 2:14; Isaiah 53:11; II Corinthians 5:21; Ephesians 1:7; I John 2:2; Matthew 28:6; Romans 10:9; I Corinthians 15; John 1:12-13; 3:3-5; James 1:8; I Peter 1:23; Ephesians 2:8-9**)

2.06 RESURRECTION, RAPTURE OF THE SAINTS, AND RETURN OF CHRIST

We believe in the physical resurrection of Jesus the Christ after his death on the cross, and the coming return of Jesus the Christ as King over this world. We believe prior to Christ establishing his reign on this earth for 1000 years, and before he pours out the wrath of God the Father on this world, he will gather his elect to himself in a rapture of the saints. We believe in the bodily resurrection of the JUST and the UNJUST, with everlasting life with God for the JUST (Saved), and the everlasting continuous punishment of the UNJUST (Lost). (**Acts 1:11; I Thessalonians 4:16-17; Matthew 28:6-7; Luke 24:39; John 20:27; I Corinthians 15:4; John 14:3; I Thessalonians 5:1-9; I Corinthians 15:42-44; 51-58; Philippians 4:20-21; Revelation 19-22; John 5:28-29; Matthew 25:31-46; Revelation 20:4-6; II Corinthians 5:10; I Corinthians 15**)

2.07 SALVATION OF THE LOST

We believe that all who come by grace through the drawing of the Holy Spirit, humility, and faith to the Lord Jesus the Christ, repent of their sins, believe in who Jesus the Christ is and what He has done for them on the Cross, in the grave, and through His resurrection; and accept Him as their personal Saviour, are born again and thereby become children of God the Father. (**John 1:12-13 3:3, 5; James 1:18; I Peter 1:23; Ephesians 2:8-9**)

2.08 BAPTISIM

We believe that Baptism is the complete immersion of the saved into water to show a death to self and a raising the individual into a new life to following Christ as master of their discipleship lives. We believe this testimony of the professed believer is the outward show of their inward covenant with their Saviour. Baptism is authorized to the Church through the earthly ministry of Christ, and is only scriptural when preformed by a Man of God that has surrendered to the calling of the Holy Spirit to serve the Lord in one of the offices of His Church, (**ELDER – Apostle, Prophet, Evangelist, and Pastor**). (**Acts 2:38-41, 47; Matthew 28:18-20; Acts 8:36-40; 10:47; 18:8; Romans 6:3-4; I Corinthians 12:13; Acts 8:36-39; Matthew 3:16; Matthew 28:19; Acts 2:41-42**)

2.09 COMMUNION, THE LORD'S SUPPER

We believe that only those that are Saved, Baptized, and in Good fellowship with a local New Testament Church of our Lord Jesus the Christ should partake in this symbol of Christ's sacrifice for our sins. One is to be in unity both with God's Scriptural Doctrines and with the body of the Local New Testament Church: and be members in good standing (not in discipline) to partake. None will be excluded, but the consequences of taking the Lord's Supper in sin, will be explained prior to the service. (**Acts 2:42-46; I Corinthians 11:23-29**)

2.10 HUMAN SEXUALITY

We believe that marriage was created by God in the beginning as one man and one woman. We believe that any form of homosexuality; lesbianism, bisexuality, incest, fornication, adultery, and pornography are sinful perversions of God's gift of sex to the marriage union. (**Genesis 2:24; Genesis 19:5,13; Genesis 26:8-9; Leviticus 18:1-30; Romans 1:26-29; I Corinthians 5:1, 6:9; I Thessalonians 4:1-8; Hebrews 13:4**)

2.11 CHURCH LEADERSHIP AND AUTHORITY

We believe that the Church is in direct subjection to the authority of Jesus the Christ as Lord, and His written word. Christ established four leadership offices of authority in His church (**Ephesians 4:10-12**): Apostle, Prophet, Evangelist, Bishop (Pastor / Teacher) of which two exist today, Evangelist (Preacher), and Bishop. A Bishop (Pastor); being the Spiritual leader and director of the local assemblies, must meet the qualifications outlined in scripture to serve in these offices in the Lord's Church. (**I Corinthians 12:28-29; I Timothy 3:1-7; Titus 1:6-9**)

ARTICLE III (PURPOSE AND COVENANT)

3.01 The Purpose of Victory Baptist Church is to bring glory to God the Father, God the Son, and God the Holy Spirit, by preaching the word of God in boldness and truth to bring lives into personal relationship with the Saviour Jesus the Christ; to teach and learn of Christ and His word through discipleship, fellowship, and evangelism based on the truth of the Word of God. Based upon this purpose, we do covenant together by God's grace, to live our lives consistent with the standards of Biblical teaching (including the support of this local ministry in attendance, prayer, service, tithes, and financial giving), to be an encouragement to others in word and deed, to know and strive to be like Jesus the Christ, and to reflect in all our relationships the servant-love of our Lord.

ARTICLE IV (AFFILIATIONS)

4.01 This church is not formally affiliated with any association, or conference. This Church is an independent Baptist church that has the free choice of whom, and what association or organization it supports, or associates with.

4.02 This church teaches and preaches out of the 1611 AD authorized King James English Bible, all teachers and leadership of this church accept this translation as the standard for instruction based upon its historical, universal, and verbal foundation since 1611 AD.

ARTICLE V (MEMBERSHIP)

5.01 Requirements of prospective members to qualify for membership of Victory Baptist Church of Livermore, Ca 94451

- I. Personal statement of faith in Jesus the Christ as Savior and Lord
- II. Evidence of a desire to live a consistent Christian life
- III. Evidence of Scriptural Baptism
- IV. Basic understanding of Bible doctrine towards church responsibility and stewardship
- V. Committed to abide by the statement of faith and covenants this of Church

5.02 Membership Promise

Having received Christ as my Lord and Savior and been baptized according to scripture, and being in agreement with Victory Baptist Church's Doctrine, constitution, statement of faith, strategy, and structure, I now feel led by the Holy Spirit to unite with the Victory Baptist Church family. In so doing, I commit myself to God and to the other members to do the following:

- I. I will protect the unity of Victory Baptist Church, by acting in love toward all other church members, by refusing to gossip, and by following the leadership (**Romans 14:9, 1 Peter 1:22, Ephesians 4:29, Hebrews 13:17**)
- II. I will share the responsibility of Victory Baptist Church, by praying for its growth, by inviting the un-churched to attend, by warmly welcoming those who visit (**1 Thessalonians 1:1-2, Luke 14:23, Romans 15:7**)
- III. I will serve the ministry of Victory Baptist Church, by applying my gifts and talents, by being equipped to serve by my pastor(s), and by maintaining a servant's heart. (**1 Peter 4:10, Ephesians 4:11-12, Philippians 2:4-5,7**)
- IV. I will support the testimony of Victory Baptist Church, by attending faithfully, by living a Godly life, by my tithe, offerings, and giving regularly (**Hebrews 10:25, Philippians 1:27, 1 Corinthians 16:2, 2 Corinthians 9:7**)
- V. I will teach myself, my spouse, and my children of Christ and His will for our lives through devotions of scripture, memorization of scripture, and a healthy prayer life. (**II Timothy 2:15**)

5.03 Procedure for a prospective member to acquire membership

- I. Express an interest to the Pastoral Staff in joining Victory Baptist Church.
- II. Interview with the Senior Pastor to give testimony and receive an explanation of the process and qualifications for membership.
- III. The testimony of each applicant shall be reviewed by the Senior Pastor or an individual or committee appointed by the Senior Pastor or Church membership to ascertain whether the applicant meets the membership requirements. Membership instruction will be available.
- IV. One of the pastoral staff or a member of the membership appointed committee shall present the candidate for membership to the church body.

- V. The Candidate will be welcomed as new member into the church based upon a 75% approval vote of the membership (75% membership attendance quorum required)
- VI. The signing of Victory Baptist Church Membership Covenant will take place by the new member(s) following the fellowship and greeting of the church membership.

5.04 Membership Dismissal

- I. Members requesting a letter of transfer to another local New Testament church of like faith and order shall be granted a letter of Christian standing. Members are not accepted or dismissed based on a letter of transfer.
- II. Whenever a member joins another church, his or her membership at Victory Baptist Church automatically terminates. No church action is necessary.
- III. A member, upon his or her own request, may be dismissed from membership.
- IV. Any member, who fails to make a favorable contact with the church over six (6) weeks, shall be put on a delinquent list by Pastoral or Church membership vote and so notified, if possible by letter or phone call.
- V. A Delinquent list of members in non-active status will presented at each monthly business meeting. Members on this list have no vote privilege, until amends are made to the membership body, or an apology for the offense or absence is accepted by the membership.
- VI. Delinquent list or non-active status members can be removed from the membership roster by membership vote of 50% (quorum 50% of active members) or Delinquent member whom fails to make a favorable contact with the church within six (6) days after being notified of their delinquent status in writing, his or her name shall be dropped from the membership roster.
- VII. Any members guilty of gross misconduct contrary to the covenant of this church, shall be dismissed from membership by Pastor discipline through membership vote, but only after the Pastor and membership has made every Biblical attempt to restore that member to Christian fellowship (**Matthew 18:15-17**).
- VIII. All names dropped from membership shall be publicly posted to the membership at a regular church business meeting.

ARTICLE VI (GOVERNMENT: PASTORAL STAFF)

The pastoral staff of Victory Baptist Church shall include the Senior Pastor and all other employees responsible for ministries such as Fellowship, Discipleship, Evangelism, Preaching, Teaching, Youth, Music, and Administration. Excluded are secretarial staff, custodial staff and other non-pastoral employees.

6.02 Qualifications for Pastoral Staff:

- I. He shall subscribe to the Statement of Faith and Covenant of Victory Baptist Church.
- II. He shall be a member of this Victory Baptist Church.
- III. He shall meet the Biblical standards for Bishop / Elder (**I Timothy 3:2-7; Titus 1:5-16**).
- IV. He shall be a proportionate tithe and giver to Victory Baptist Church
- V. His experience, education and abilities as deemed appropriate by the church membership.

6.03 Establishment of Pastoral Staff Relationships:

Upon recommendation of a calling committee (committee to be established by membership vote) the congregation shall issue a call, contingent upon a seventy-five percent (75%) affirmative valid membership body vote from a 75% membership body quorum at regular or special called business meeting following a 30 day notice.

6.04 Dissolution of Pastoral Staff Relationship:

Resignations shall be acted upon by the Church Officers and membership vote. There shall be thirty (30) days notice unless the leaving Pastor and Church Officers have agreed otherwise.

A pastoral staff relationship may be dissolved as a result of grievances, only after the membership and Church Officers have made every effort to resolve the grievance (**Matthew 18:15-17**). A Church vote to validate the grievances is required to dismiss or terminate a Pastoral Staff member with a 51% vote and a quorum of 75% of the membership body to pass, except in the case of a Senior Pastor where a 75% vote is required (quorum of 75% membership body required).

Non-pastoral staff includes business staff, secretarial staff, custodial staff and pastoral staff assistants who are part-time or full-time. All non-pastoral staff shall be employed by the Senior Pastor with the consent of the membership on terms they shall establish. Resignations and terminations shall be acted upon by the Senior Pastor, in consultation with the membership.

6.05 Senior Pastor Responsibilities

The Senior Pastor shall be the spiritual leader of the church and shall preach and teach the Word, lead all the public church services, administer the ordinance, and lead this membership in a practical Christian life. He shall be a member of all Boards, committees, and/or organization within the church body, and shall strive to establish and accomplish objectives of the church in conjunction with the various Boards, committees, and/or organization within the church body.

He shall direct the church staff, providing council, encouragement and Christian discipline, so as to assist in the accomplishment of objectives for each staff member. All staff is responsible to the Senior Pastor either directly or through another staff member he shall delegate.

6.06 Pastoral Staff Responsibilities

The pastoral staff shall carry out specific areas of ministry under the direction of the Senior Pastor. The pastoral staff shall strive “to equip the Saints for the work of the ministry.” Job descriptions shall be maintained for all pastoral staff and shall include qualifications, responsibilities and relationships.

ARTICLE VII (GOVERNMENT: CHURCH OFFICERS AND COMMITTEES)

7.01 The Officers of the church shall be the President, and the Secretary Treasurer, in compliance to the State of California laws of incorporation. The officers, together with the Senior Pastor shall be responsible for the church annual budget, and monthly fiscal and building maintenance responsibilities. Unless otherwise decided by the Senior Pastor, at a time that would best serve his discretion of this church’s ministries, the Senior Pastor will serve as the president of this corporation.

7.02 Qualifications for Officers

- I. An active member in good standing.
- II. Subscribe to the Statement of Faith and Covenant of this church.
- III. A proportionate tithe and giver.
- IV. Qualifications of a Deacon (**I Timothy 3:8-13**) unless otherwise approved by membership

7.03 President Responsibilities

The President shall, in cooperation under the Senior Pastor, to appraise the work of the Church Boards, committees, and other church organizations on a regular basis to determine their effectiveness and to take steps as necessary to improve performance in keeping with church objectives. He shall direct the Church Boards, committees, and other church organizations and shall serve as moderator of all church business meetings. The President shall be an ex-officio member of all Church Boards, committees, and other church organizations.

7.04 Secretary Treasurer Responsibilities

This individual shall be the custodian for all monies and shall see that such monies are promptly deposited. The Secretary Treasurer shall control the disbursement of all funds by check requiring proper approval in the budget, or through appropriate congregational action.

The Secretary Treasurer shall maintain the books of account, or see that they are maintained, and shall submit written financial reports at regular Church Business Meetings.

7.05 Rules of Office

Officers shall be elected (when not incumbents) or ratified (when incumbents) by the congregation at its annual business meeting. An officer (other than the Pastor is serving as the President) is ratified, or confirmed every January annual fiscal business meeting.

Officers are removed from office by a membership body vote of non-ratification, by resignation, by not standing for ratification, by censure vote of membership, or church discipline.

7.06 Committees

All committees, boards, and organizations of this church must be established by the vote and calling of the church membership shall be dissolved when its described purpose has been completed. Committees, boards, and organizations of this church are responsible and subject to the oversight and authority of their designed and called purpose, the Senior Pastor, the chair-person of the committee, the Church officers, and the congregation.

7.07 Deacons

- I. A Deacon is an elected servant to serve a specific spiritual or physical need of the membership, to allow or ease the burdens of the Pastor so that the Pastor can focus on discipleship and the Word of God. A Deacon (an elected servant) was first described in Acts 6:1-6. The choice of having Deacon or Deacons is under the discretion of the Senior Pastor.
- II. A Deacon is not an Elder or Spiritual authority of this Church body. However all Deacons submit to the knowledge that their lives are a living example of Christ to the membership and outside community.
- III. Deacons will be elected by the church membership after review and ratification by the Pastoral staff. Deacons must meet the scriptural requirements of **I Timothy 3:8-13**.
- IV. A Deacon's term of office is controlled by the Senior Pastor. A Deacon can be removed from his position by the Senior Pastor if neglect of assigned responsibilities causes conflict and undo burden to the Senior Pastor and Membership; or if at anytime he no longer meets the scriptural qualifications of the position.
- V. All Deacons will be ratified for a new year's service at the annual January, budget and fiscal meeting. This vote will confirm the trust of the membership in each Deacon, and they will continue service for the fiscal year based upon the results of the membership vote, The Senior Pastor recommendation, and the Deacon's personal choice.

- VI. The quantity of Deacons and responsibilities of the Deacons will be determined upon the need expressed to the membership, by the Senior Pastor.
- VII. All Deacons will automatically resign from their positions at anytime there is elected a new Senior Pastor to this membership body.

ARTICLE VIII (GOVERNMENT: MEMBERSHIP BUSINESS MEETINGS)

The Business of the church not specified in the pastoral and church officer descriptions in Articles VI and VII will be voted and administered during the monthly church membership business meetings, normally the second Sunday Evening of each month.

8.01 Emergency or special church business meetings can be called as needed by the Pastor or Church Officers for time sensitive business requirements.

8.02 All regular Church meetings require a quorum of 50% of the membership roster to convene and to vote on church business. A majority vote of the membership present is required for motions to pass and church business to proceed.

8.03 In the case of Pastoral staff calling, Senior Pastor removal, real-estate purchase or sale, or borrowing money where a 75% majority is required for motions to pass and church business to proceed; with a 75% membership body in attendance quorum.

8.04 Only church members sixteen (16) years or older are eligible to vote at Business Meetings.

8.05 There will one annual church business meeting to present the budget prepared by the church officers, this annual meeting will be in the first month of each new fiscal year (January).

8.06 All elections or ratification of officers, committee members, Deacons, as well as votes acquiring, selling, or building real property, borrowing money, or the grievance votes for Pastoral staff shall be by ballot to vote. The Church President may call for ballot votes on other key questions if he deems required or prudent.

8.07 Absentee ballots shall be accepted if received by the President prior to the meeting time at which the vote shall occur, and if a valid reason for absence accompanies the absentee ballot. Validity of the reason for absence shall be determined by the President, who shall report at the proper meeting, the names of those submitting absentee ballots together with his ruling.

8.08 The Parliamentary Manual of Authority in the conduct of congregational meetings, committees, and board meetings shall be Robert's Rules of Order.

ARTICLE IX (ACQUISITION, DISPOSITION & ENCUMBRANCE OF REAL PROPERTY)

9.01 In constructing a building or acquiring or selling real estate, or encumbering real estate, the church congregation shall act with proper notice of such business meeting as required by the laws of the State of California. Such requirement is announcement for four (4) Sundays, in public services, prior to the Business Meeting.

9.02 In case of a church split or division of the church membership, church property shall remain with those members who abided by this constitution, and their membership covenant.

ARTICLE X (FISCAL YEAR)

The fiscal year of Victory Baptist Church shall be January 1 through December 31.

ARTICLE XI (AMENDMENTS)

This Constitution may be amended at any business meeting provided that written copies of the proposed amendment are available, and public announcement has been made to the membership, at least thirty (30) days prior to such meeting.