



# CALVARY

Calvary Family Of Churches: *Membership Packet*

## Membership Information and Guidelines for the Calvary Family of Churches

In planning for church planting and replanting all over metro Denver, and to the ends of the earth, the elders from Calvary Littleton and Calvary Englewood collectively see the need for assistance for sending churches and launched churches alike. Church planting and replanting takes incredible effort, grace and persistence. The Calvary Family of Churches (the “CFC”) was formed to undergird this effort.

To ensure alignment of the churches that are joining in this effort, it is essential that each church agree on the foundational elements of what is required to be a Calvary Church. We believe it is critically important for Calvary Churches to stay vitally connected and accountable to Calvary doctrine, mission, core commitments, ministry philosophy and other Calvary Churches.

Vision: To make Jesus non-ignorable in Denver and to the ends of the earth.

Mission: To glorify God by making joyful, passionate disciples of Jesus.

In pursuit of our vision and in faithfulness to our mission, we believe that God has called us to plant and replant Calvary Churches that multiply (through planting, replanting, and adopting) Calvary Churches and make disciples who make disciples.

Purpose: To glorify God through supporting the planting and growth of churches that are members in the Calvary Family of Churches each of which are comprised of joyful, passionate disciples of Jesus.

### **Family Church Philosophy**

The Calvary Family of Churches is made up of an interdependent family of self-sustaining, self-governing, self-replicating churches that share: a common family name (Calvary Church), a common family doctrine, common core commitments, common family traits, and common family affiliations.

#### **Family Name**

Each member Church will include “Calvary Church” in its name. It may informally go by Calvary\_\_\_\_\_ as well.

e.g., Calvary Church Englewood & Calvary Englewood

#### **Family Doctrine**

Each Church agrees with and subscribes to the following doctrinal positions, based on our theological alignment with the Southern Baptist Convention and the Acts 29 Network. Our church planting pastors go through the process of becoming an official member church, while our replants and adoptions are taken case by case. Pastors and churches are aligned theologically with these two networks, even if they are still moving towards official membership within them.

- The Baptist Faith and Message (2000)
- The Following Five Doctrinal Distinctives:
  1. Gospel Centrality
  2. God's Gracious Sovereignty in Saving Sinners
  3. The Empowering Presence and Ministry of The Holy Spirit
  4. Complementarian Relationships in the Church and in the Family
  5. Missional Disciple-making and Church Planting

### **Family Core Commitments**

Each Church will uphold these four elements as essential elements of their ministry:

- *Worship* God passionately
- *Connect* with one another authentically
- *Grow* to know God deeply
- *Go* show and tell the gospel boldly

### **Family Traits**

Each Church is aligned with the characteristics and beliefs of the Calvary Family of Churches:

#### **1. Biblical Theology**

We are committed to proclaiming, embracing, and living out the full counsel of God's redemptive message as revealed to us in the Scriptures. While we are intentional about reaching the immediate culture in a relevant way, we are committed to the timeless biblical doctrines of the Christian faith. We do not believe that effective cultural engagement must lead to doctrinal compromise. Rather we believe that faithful Gospel contextualization is what is needed to bring temporal and eternal transformation to individuals, families, churches, and communities.

#### **2. Shepherd Leadership**

We believe that the biblical pattern and model for pastoral leadership in the church is not that of CEO but of shepherd. Therefore, we are committed to leading people and our community toward health and vitality through humble, caring, biblical shepherd leadership. Because it takes an extended period of time to bring revitalization and transformation to individuals, families, churches, and communities, Calvary pastors and our congregation are committed to each other for the long haul.

#### **3. God-centered Worship**

Our desire is to become a church where every believer experiences the sovereign grace of the Father, wholeheartedly treasures Jesus, and freely expresses their

adoration of God individually and corporately through the power and leading of the Holy Spirit.

#### **4. Expository Preaching**

We believe that expository preaching is important because God's Word alone is what convicts, converts, builds up, and sanctifies God's people (Heb. 4:12; 1 Pet. 1:23; 1 Thess. 2:13; Jn. 17:17). Preaching that makes the main point of the text the main point of the sermon makes God's agenda, and not the preacher's, rule the church.

#### **5. Healthy Families**

God has designed the family as the foundation of society and as the primary mechanism to embody and advance His Gospel in the world. Therefore, we are committed to encouraging and equipping families to more fully love and honor God, more faithfully love and serve one another, and more intentionally pursue God's mission in their neighborhood, city, and world.

#### **6. Authentic Relationships**

The Gospel compels us to love one another because God, who first loved us in Jesus Christ, has given us the ability to love our neighbors as ourselves. Therefore, we are committed to becoming a community marked by Christ-like love and service to one another.

#### **7. Disciple-making**

Calvary Church is committed to making disciples and not just converts. Scripture teaches that a live Christian is a growing Christian (2 Pet. 1:8-10), and that we grow not only by instruction but by imitation (1 Cor. 4:16; 11:1). Therefore, our churches will exhort our members to grow in holiness and encourage one another to that end.

#### **8. Missional Living**

Calvary Church is made up of people of all ages who Jesus has saved and sent to be missionaries in the world. Missional Living is the primary means of evangelism within our church. It is not a program we do, but a life we live and the responsibility of every believer. God sends us all out to be His witnesses. We see our webs of relationships as our primary mission field but also desire to respond to God's call across the globe to participate in the work He is doing.

#### **9. Diverse Community**

At both the leadership level and within the congregation, Calvary seeks to reflect the makeup of the surrounding community ethnically, economically, and intergenerationally.

### **Family Affiliations**

Each Church will pursue and maintain the following as active affiliations:

- 1. Acts 29:** Calvary Churches are a part the Acts 29 Network. All lead pastors are required to go through the Acts 29 assessment process with the intent of becoming formally affiliated with Acts 29. Our church planting pastors go through the process of becoming an official member church, while our replants and adoptions are taken case by case.
- 2. SBC:** Calvary Churches must be a part of the SBC (Southern Baptist Convention), CBGC (Colorado Baptist General Convention) and the MHBA (Mile High Baptist Association) or other local SBC association. Our church planting pastors go through the process of becoming an official member church, while our replants and adoptions are taken case by case.
- 3. Calvary Family of Churches:** All Calvary Churches are also a part of the Calvary Family of Churches.

## Calvary Family of Churches Operation and Membership

All of our Calvary churches exist to glorify God by making joyful, passionate disciples of Jesus Christ (Matthew 28:19-20). In seeking to effectively carry out this mission, we recognize the extraordinary value in multiplying the reach of the ministry by planting local churches and by replanting or adopting existing local churches. God is glorified when Calvary Churches and other churches cooperate with one another in order to foster relationships that edify, protect, encourage and support.

This interdependent relationship finds its primary expression through the CFC Board of Elders. Comprised of the lead pastor and one elder from each church, the Board of Elders will meet regularly to provide a forum for ongoing accountability, encouragement, and support. These meetings will also be a time for prayerful, big-picture visioning and strategic planning for the family of churches and will be led by the Board of Elders President, who will serve as a first among equals, and is responsible to lead forward the vision, mission and strategy of the Calvary Family of Churches. The Board of Elders facilitates church planting, restarts and adoptions and the relationships of Calvary Churches so they may more effectively advance Christ's mission in order to build His kingdom.

The three avenues to becoming a member of the Calvary Family of Churches occurs through:

### Church Plants

Calvary Churches are active in planting churches and these plants are always initiated by the elders of a sending *Calvary Church* and established with the intention of becoming self-sustaining in time.

### Church Replants

These are opportunities in which a church comes to the understanding that they have declined to the point that they will have to soon close their doors. They are open to a complete reworking of ministry philosophy adopting the guidelines for becoming a Calvary Church.

## **Church Adoptions**

These are opportunities in which an existing church wants to become part of the Calvary Family of Churches. This may be initiated by a church that is declining and wants to partner with the Calvary Family of Churches for support of varying degrees.

*Calvary Church plants, replants, and adoptions will progressively move towards maturity by becoming self-governing, self-sustaining, and self-replicating.*

While each Calvary Church remains interdependent within the Calvary family, the goal for a maturing church plant, replant, or adoption is to eventually become a peer of its sending church and become self governing, self sustaining, and self replicating:

### **1. Self-Governing**

By God's grace, each Calvary Church will launch with a plurality of elders and will move towards adding 2-3 new elders in 2 years. These local elders will be responsible for feeding, leading, knowing, and protecting the flock. Each Calvary Church will also move towards becoming a self-governing membership body, which will affirm elder guidance through member-populated personnel and budget/finance committees, along with voting on governance, church budget, new members, excommunicating/releasing members, hiring of ministry directors, and the appointment of elders.

#### Self-Governing Markers

- Installation of Elders and Deacons
- Regular Members meetings (Business and Annual)
- Finance and Personnel Committees
- By-Laws

### **2. Self-Sustaining**

Each Calvary Church will move towards decreasing financial support from its sending church, other Calvary Churches, and outside support/partnership sources, with a goal of becoming financially self-sustaining by year five.

#### Self-Sustaining Markers

- Supported by congregational giving
- Independent budgeting, bank accounts, and church giving to denomination/networks
- No longer reliant on external funding

### **3. Self-Replicating**

The Calvary Family of Churches is committed to ~~planting~~ multiplying (through planting, replanting, and adopting) churches that plant churches. Therefore, by God's grace, each Calvary Church that is ~~planted~~ launched will seek to plant a new church within five years of launch. When the opportunity arises for multiple Calvary Churches to send leaders and people to launch a new Calvary Church, the churches will work together under the leadership of their elders, the CFC Board of Elders, and the Lead Planting Pastor to identify, equip, and send a Launch Team/Core Group to launch the new Calvary Church.

#### Self-Replicating Marker

- Church has the resources and people needed to become a sending church

### **Membership**

Churches that fit the profiles above may be invited for membership in the Calvary Family of Churches.

### **Membership Requirements**

To maintain membership in the Calvary Family of Churches, each individual Church must agree to the following:

#### **Annual Reporting and Membership Renewal**

Each Church must annually (and at other times required by the CFC) present, or cause to be delivered such reports as established by the CFC (e.g., membership, financials, etc.). Further, the Membership Covenant attached to this document, will be renewed annually.

#### **Constitution and/or Bylaws**

Each Church must maintain in its office a printed copy of the current text of its Constitution and/or Bylaws together with a copy of other relevant governing documents of the Church. These will be kept in a corporation minute book.

#### **Government**

Each Church shall function as a Jesus-led, Elder-guided, and Congregationally-affirmed Church. Each Church is subject to the control of no denominational body, but it recognizes and sustains voluntary cooperation with the Mile High Baptist Association (or

appropriate local SBC association), the Colorado Baptist General Convention, and the Southern Baptist Convention.

## **Standing Committees**

Each Church will maintain the following two committees at all times. In cases where the Church is unable to maintain such a committee with its members, the Church will utilize another church (e.g., sending church) committee for oversight.

### **1. Personnel Committee**

This committee will be comprised of at least three Active Members (regular attenders) of the Church that are not Vocational Elders (elders paid by the Church). However, Vocational Elders may be invited by the Chairman of this committee from time to time to provide input where appropriate. Vocational Elders that participate in meetings may not vote. Despite the general requirement that ex-officio members of committees not having voting rights, Lay Elders (non-paid elders) may vote on this committee, but may not represent more than 49% of voting members on this committee. A Lay Elder may not be the Chairman of this committee.

Specifically, this committee will confer to discuss and direct the following activities:

- Salaries – the committee will provide recommendations to the Church for approval on salary or hourly wages paid to any employee of the Church.
- Benefits – It will be this committee's responsibility to recommend for approval by the Church all benefits (vacation, insurance, sabbatical, etc.) provided to any paid employee of the Church.
- Job Descriptions – the committee will work with the Elders to develop job descriptions for any employee, Ministry Director or Ministry Team Leader of the Church.

### **2. Finance Committee**

This committee may be chaired by the Treasurer of the Church and have at least two other Active Members on it which will not be Elders. In addition, no more than two Elders may join this committee at meetings at any one time. Elders that attend this committee do not have voting rights. This committee will provide oversight to the annual budget process as well as review the budget of the Church on a quarterly basis.

Specifically, this committee will:



- Analyze the income; plan and present a proposed budget for the coming year for approval by the Church;
- Study the budget for needed changes;
- Establish a plan for paying off indebtedness;
- Establish a plan for financing future programs and initiatives;
- Recommend ways to alleviate current budget deficiencies;
- Schedule expansion programs and real estate purchases;
- Enlist and oversee a Counting Team, who will verify the count of contributions;
- Establish policies to minimize financial risks (i.e., spending limits, enlist multiple check signers, vendor selection, counting team/contribution management); and,
- Work with the personnel committee on appropriate salary/wage levels for paid employees of the Church.

### **Financial Records**

Each Church must permit members of the Board of Elders and/ or CFC staff to visit it and allow it to examine its books, minutes, records and affairs, to determine whether it conforms, and continues to conform, to the provisions of this document, and whether its standards warrant continued recognition as a member of the Calvary Family of Churches. If in the opinion of the CFC the Church fails to meet such requirements, the CFC may take action that, in its discretion, it deems appropriate, either to correct undesirable conditions or to end that Church's status as a member of the Calvary Family of Churches.

### **Branding and Media Guidelines**

Each Church will agree to the Branding and Media Guidelines (attached to this document) as a member of the Calvary Family of Churches.

### **Policies**

Each Church must maintain, and remain in compliance with, a set of ministry policies to be provided to the CFC as requested. If needed, a suggested set of policies can be provided by the CFC & amended by the church to use in their context.

### **Sustainability**

If a Calvary Church experiences a decline in average Sunday attendance to an average below forty (40) adults over a six-month period, or is unable to substantially perform its fiscal responsibilities over the course of one (1) year, including, but not limited to: (a) the ability to pay compensation to its pastors; or (b) the ability to pay the mortgage, the rent,

or any outstanding debts, then the CFC may place the Church in “Imperiled Status.” When a Church is placed in Imperiled Status, the Calvary Church, at the direction of the CFC, must undertake an assessment process to discern an appropriate course of action, including, but not limited to: (v) intentional redevelopment; (x) relocation; (y) merging or partnering with another Calvary Church; or (z) recommending closing. The CFC may identify an elder from the CFC to work with the Church during the assessment process and may take whatever actions the CFC deems reasonably appropriate in response to such an assessment. The CFC may, when agreed upon conditions are met, remove the Church from Imperiled Status.

## **Giving**

- 1. SBC:** CFC Churches are required to give financially to the Cooperative Program, and are strongly encouraged to be involved relationally with national (SBC), state (CBGC) and local (MHBA) ministry and mission partnerships. The percentage will be based on the agreement that each Church has with the SBC.
- 2. Calvary Family of Churches:** All CFC Churches will give a minimum of 1% of their general tithes and offerings to help further the mission and vision of the Calvary Family of Churches. These monies will be specifically directed towards efforts surrounding the planting, restarting, and adoption of new Calvary Churches and will be directed by the Board of Elders and the CFC’s finance committee.

## **Termination**

If a Calvary Church fails to comply with the guidelines provided in this document, then the Church may lose membership in the CFC and its accompanying rights and privileges. Upon dissolution, the Calvary Church agrees that it will relinquish any claim to being a “Calvary Church” and any association whatsoever with the name “Calvary” including the use of the Calvary marks and CFC marks. The CFC owns the Calvary Church “star logo” and licenses it to CFC Churches, which license may be revoked by the CFC at any time.

## **CFC Application Process**

### **Submission of Application**

After being invited by the CFC Board of Elders, every Church or congregation desiring admission as a Church of the Calvary Family of Churches (including Calvary Church Plants) must present a written letter to the CFC along with a copy of a resolution passed by that Church’s elders and affirmed by their congregation.

### **Content of Resolution**

Each resolution must provide that the applying Church agrees to abide by, conform to, and observe the Bylaws of the CFC and all rules, orders, and regulations of the CFC as stated in this document. Additionally, the resolution must authorize the application to the CFC, authorize that Church's participation, and provide that the lead pastor and one of the Church's elders will actively participate on the CFC Board of Elders at all times (see attached example of resolution).

Each resolution must also otherwise be:

- duly certified by the presiding officer and clerk or secretary of the Church at which the resolution was adopted;
- authenticated by the seal of the Church or if there is no such seal, the clerk or the secretary must so state.

### **Documents Accompanying Application**

The application for admission must be accompanied by:

- a duly certified copy of the Articles of Incorporation of the Church;
- a copy of the Church's current by-laws;
- financial records (e.g., P&L statements, Balance Sheets, etc.) including satisfactory evidence that the Church has the financial ability to pay for and continue the support of a Pastor;
- a copy of Church's statement of faith;
- a copy of all doctrinal statements on the following issues:
  - sexuality
  - women preaching/teaching
  - marriage and divorce
  - role of elders/deacons
  - use of alcohol and other controlled substance
  - role of men and women in marriage, church and in the home;
- a copy of the Church's membership application and covenant for its people; and
- satisfactory evidence that not less than 25 persons who are members of the Church have for at least 6 months preceding the application, regularly worshipped in the Church.

### **Governance**

Any changes in the Bylaws by any Church must be shared with the CFC Board of Elders prior to taking a congregational vote.

### **Waiver of Requirements for Churches**

The CFC Board of Elders may waive any or all of the requirements in this document for any Church as so voted by a simple majority vote.

## Membership Covenant

**The CFC** is hereby establishing a covenant with our church to support, encourage, and equip in the mission of making joyful, passionate disciples of Jesus and to plant churches. The CFC commits to provide spiritual and administrative support, as deemed appropriate, to our church by serving as an organization that supports, upholds, and encourages the distinctives of what it means to be a Calvary Church.

**Our church** is hereby establishing a covenant with the CFC in order to plant new churches in the mission of making joyful, passionate disciples of Jesus. As a Calvary Church, the members and elders of our church are committed to everything as stated in this document and the CFC's Bylaws.

We commit to submit to the Board of Elders without hesitation or conditions and to resolve differences in humility among ourselves and in regards to the CFC.

By signing below, you are entering into a covenant relationship with the Calvary Family of Churches and affirm the following: 1) you have read and will commit to uphold and abide by the guidelines established in this document in its entirety without exception and any amendments thereto, 2) you have been given permission by your governing body and with knowledge and approval by your congregation in a business meeting to sign and accept these terms and conditions as set forth in this Membership Information and Guidelines for the Calvary Family of Churches.

**Signature of Church elders**

\_\_\_\_\_

Printed Names

\_\_\_\_\_

Church Name \_\_\_\_\_

Date \_\_\_\_\_

**Signature of CFC President** \_\_\_\_\_ Date \_\_\_\_\_

Printed Name \_\_\_\_\_

**Signature of CFC Secretary** \_\_\_\_\_ Date \_\_\_\_\_

Printed Name \_\_\_\_\_

## Example Church Resolution to Affirm the Church’s Application to the CFC

### RESOLUTION FOR MEMBERSHIP IN CALVARY FAMILY OF CHURCHES

WHEREAS, Name of Church (the “Church”) desires to apply to and become a member of the Calvary Family of Churches (the “CFC”);

BE IT RESOLVED, that the Church approves application of the Church into the CFC.

BE IT FURTHER RESOLVED, that, in order to obtain membership, the Church hereby approves the application for membership to the CFC, the Membership Covenant Agreement, and any other documents required by the CFC for membership.

BE IT FURTHER RESOLVED, that upon acceptance into the CFC, the Church agrees to actively participate in the CFC and abide by, conform to, and observe the Bylaws of the CFC, the Membership Information and Guidelines for the Calvary Family of Churches, the Covenant Membership Agreement, and all rules, orders, and regulations established by the CFC now and in the future.

BE IT FURTHER RESOLVED, that [Name of Lead Pastor], the lead pastor of the Church, and [Name of Elder], an elder from the Church, shall serve on the Board of Elders for the CFC and regularly attend and participate in the CFC meetings.

BE IT FURTHER RESOLVED, that [Name of Person] as [Title of Person] of the Church is hereby authorized to execute and deliver any of the documents necessary to accomplish the application for membership into the CFC.

The undersigned hereby certifies that he or she is the duly elected and qualified [Title of Officer] of the Church, duly formed pursuant to the laws of the State of Colorado, and that the foregoing is a true record of a resolution duly adopted at a meeting of the members and that said meeting was held in accordance with Colorado law and the Bylaws of the Church, and that said resolution is now in full force and effect without modification or rescission.

Dated as of this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_ 20 \_\_\_\_.

[Name of Church],  
a Colorado nonprofit corporation

By: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Title: [Title of Officer] \_\_\_\_\_

[SEAL OF CHURCH]