



CONSTITUTION OF PILLAR CHURCH, SBC
Dumfries, VA

PREAMBLE

This Constitution has been created in order to: preserve and secure the principles of our faith; preserve the liberties of each individual member of Pillar Church; ensure freedom of action and independence from any religious body or organization; and provide for orderly conduct of internal affairs, in dealing with others, and of governing church members.

ARTICLE I

NAME

The name of this organization shall be "Pillar Church SBC". The church formally organized on March 30th, 2008.

ARTICLE II

STATEMENT OF PURPOSE

Pillar Church exists to know Jesus and to make Him known.

ARTICLE III

STATEMENT OF BELIEFS

Section A. God. God is the creator and ruler of the universe. He has eternally existed in three persons: the Father, the Son, and the Holy Spirit. These three are co-equals and one God.

The Father: God the Father reigns with providential care over His universe. He is all-powerful, all knowing, all loving, and all wise.

The Son: Jesus Christ is the only Son of God. He is fully God and fully man. He was born of a virgin, lived a sinless human life, and offered himself as the perfect sacrifice for the sins of all by dying on a cross. He arose from the dead after three days to demonstrate His power over sin and death, and ascended into heaven where he sits at the right hand of God.

The Holy Spirit: The Holy Spirit is present in the world to make people aware of their need for Jesus Christ. He lives in all Christians from the moment of salvation, providing them with power for living and guidance in doing what is right.

John 16:7-13; Galatians 5:22-25; John 4:24; 1 Corinthians 15: 3-4; Philipians 2:5-11; Genesis 1:1; Deuteronomy 6:4.

Section B. Scripture. The Bible is God's word to us. Human authors wrote the Bible under the supernatural guidance of the Holy Spirit. Because of its divine inspiration, the Bible is the supreme source of truth for all people. We believe that every word of the Bible is inspired and that, in its original form, the Bible has no error. We also believe that the Bible plays an indispensable role for the follower of Christ. It builds up, transforms, encourages, corrects, and protects the Christian as he or she studies and applies it.

Psalms 119:11; Acts 20:32; Ephesians 5:26; 6:17; Exodus 24:4; Psalms 40:8; 2 Timothy 3:15-17; Hebrews 4:12; Psalm 119:105; 1 Corinthians 2:7-15; John 16:12-15

Section C. Man. Man is the special creation of God, made in His own image. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his choice man sinned against God and brought sin into the human race. Man's decision to sin caused a division between Creator and creation leaving man in need of a Savior.

Genesis 1:26-30; 2:5,7,18-22; 3; 9:6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18,23; 5:6,12,19; 6:6; 7:14-25; 8:14-18,29; 1 Corinthians 1:21-31; 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11.

Section D. Salvation. Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

1. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace. Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Savior.
2. Justification is God's gracious and full acquittal, upon principles of His righteousness, of all sinners who repent and believe in Christ. Justification brings the believer into a relationship of peace and favor with God.
3. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.
4. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

Genesis 3:15; Exodus 3:14-17; 6:2-8; Matthew 1:21; 4:17; 16:21-26; 27:22-28:6; Luke 1:68-69; 2:28-32; John 1:11-14,29; 3:3-21,36; 5:24; 10:9,28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Romans 1:16-18; 2:4; 3:23-25; 4:3; 5:8-10; 6:1-23; 8:1-18,29-39; 10:9-10,13; 13:11-14; 1 Corinthians 1:18,30; 6:19-20; 15:10; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; 5:22-25; 6:15; Ephesians 1:7; 2:8-22; 4:11-16;

Philippians 2:12-13; Colossians 1:9-22; 3:1ff.; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1-12:8,14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20; 21:1-22:5.

Section E. Evangelism and Church Planting. It is the duty and privilege of every follower of Christ, and of every church of the Lord Jesus Christ, to endeavor to make disciples of all nations. We believe that disciples are most effectively made in the context of the local church. Therefore, church planting and missions are of utmost importance. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every Christian to seek constantly to win the lost to Christ.

Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-18; 24:46-53; John 14:11-12; 15:7-8,16; 17:15; 20:21; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Romans 10:13-15; Ephesians 3:1-11; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17.

Section F. Ordinances. There are two ordinances for the New Testament church. The first, baptism, is the immersion of a believer in water. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Savior, the believer's death to sin, the burial of the life, and the resurrection to walk in newness of life in Christ Jesus. Second, the Lord's Supper, is a symbolic act of obedience whereby followers memorialize the death of the Redeemer and anticipate His second coming.

Matthew 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; 20:7; Romans 6:3-5; 1 Corinthians 10:16,21; 11:23-29; Colossians 2:12

ARTICLE IV

STATEMENT OF STRUCTURE

Christ is the head of the Church (Colossians 1:18). He is the source of all that the Church is and does. His Word, the Bible, is our standard for every decision. Pillar Church's existence is for His pleasure and purpose alone.

Pillar Church believes that all Christians are ministers and priests of God (1 Peter 2:5-10), that all Christians have received spiritual gifts from God (Romans 12:3-6), and that all Christians have a special place of service in the church body (1 Corinthians 12). Pillar Church recognizes that God's plan for church leadership is not specified in the pages of the Bible. Therefore, Pillar Church's structure follows the example modeled by the early Christian church as recorded in the New Testament. Where Scripture is silent we seek through prayer and biblical principals to mold the structure to a form most useful for His work.

Two offices existed in the early Christian church: Elder and Deacon. The term Elder is used synonymously with the terms Bishop, Overseer, and Pastor in the New Testament. For the purpose of this document, we will use the term Elder to represent all four terms.

Section A. Elders. The Elders are made up of members chosen and trained by current Elders and approved at one of the elder meetings by a unanimous vote. Since the office of an Elder is a biblical one, certain qualifications of spiritual maturity must be met (1 Timothy 3:1-7; Titus 1:5-9; 1

Peter 5:1-4). The Bible indicates that only men should hold this office therefore it is Pillar Church's position that only male elders are considered for this position. These men will lead the church and be its primary teachers and shepherds.

1. Process: The congregation will be informed of the need of additional Elders and may prayerfully submit names of persons they understand to be qualified for the position. Prospective Elders will be approached and examined by the current Elders. If the candidate shows both willingness and fitness for the office, he will be confirmed with a unanimous decision among the existing Elders.
2. Responsibilities: According to the New Testament, Elders are responsible for the primary leadership and oversight of the church through prayerful discernment and the study of Scripture. Elders defend and teach proper doctrine, provide overall direction, administer redemptive discipline, and model lives of distinction before the body.
 - a) Doctrine: The Elders are responsible to ensure that the teaching of the church is properly in line with the teaching of the Bible. The Elders should both promote sound doctrine within the church and defend against unbiblical doctrine. Matters of doctrinal disagreement should be brought before the church membership and the matter decided by a majority vote.
 - b) Direction: The Elders are responsible for the overall direction of the church.
 - c) Discipline: The Elders are responsible to apply restorative discipline to members of Pillar Church as described in Matthew 18:15-20. If a matter of discipline cannot be resolved by the elders alone it is to be brought before the membership for consideration.
 - d) Distinction: The Elders are responsible to model proper Christian living before the body.
3. Roles: The Elders will be responsible for filling the following roles within the church.
 - a) Pastor: The Pastor is an Elder sharing all the responsibilities and qualifications cited in Section A of this document. In the New Testament (Ephesians 4:11) the term Pastor is used to describe the spiritual gift of shepherding; therefore, the job of Pastor at Pillar Church is primarily the same as the job of an Elder. In addition to his job as an Elder, the Pastor at Pillar Church is responsible for managing the staff, overseeing daily operations of the church.
 - b) Chairman: The chairman will be able to sit in consultation on all meetings. He will set the agenda and preside at all the meetings of the Elders. If possible, he should represent Pillar Church at the SBCV annual meeting. He will counsel with the other Elders to oversee and direct the work of the church.
 - c) Recording Secretary: The recording secretary will keep the minutes of all the meetings of the church and Elders and take care of the correspondence in the name of the church as assigned. It is the responsibility of the recording secretary to

maintain an accurate record of all the members of the church, plus any other historical records of Pillar Church.

- d) **Financial Officer:** The Financial Officer (F.O.) is the principal steward of financial policies and procedures. The F.O. will oversee the following functions: 1) to manage the church's relationship with government taxing authorities (i.e. submit tax funds, reports); 2) to submit policy and procedure recommendations to the Elders; 3) to submit reports required by the Elders; 4) to deposit all funds in a timely fashion; 5) to keep confidential records of all contributors; 6) to oversee the payment of expenses as authorized by the budget or congregation with checks, which are required to have two signatures. The F.O. will be responsible to the other Elders and will work with a Financial Team appointed to help with Pillar's financial policies. The term of office is two years.
4. **Resignation:** When an Elder, to include the Pastor, chooses to terminate his relationship with the church, he shall present a letter of resignation. For the Pastor, he should provide notice at least thirty days prior to the date of termination.
5. **Removal of Elders:** Upon recommendation and the unanimous vote of the remaining Elders, an Elder may be dismissed at any time.

Section B. Deacons. The role of the deacon in the New Testament is a role of service. Deacons assist the Elders by providing practical help with the work of the ministry. Deacons assume a variety of tasks in order to assure that the ministry of the Word and prayer remain the foremost objective of the church. A deacon's role is most effectively performed as a marital team.

1. **Resignation:** When a Deacon chooses to terminate his relationship with the church, he shall present a letter of resignation to the Elders at least thirty days prior to the date of termination.
2. **Removal of Deacons:** Upon recommendation and the unanimous vote of the remaining Elders, an Elder may be dismissed at any time.

Section C. Staff or Salaried Personnel. Salaried staff is called at Pillar Church's discretion according to ministry needs. The search and hiring of staff personnel is the responsibility of the Pastor. All hires will be subject to a unanimous approval of the Elders. The job description, responsibilities, salaries, and benefits of all staff will also be determined by the Elders and will be reviewed annually. All paid staff is directly responsible to the Pastor.

1. **Resignation:** When a member of the staff chooses to terminate his relationship with the church, he shall present a letter of resignation to the Elders at least thirty days prior to the date of termination.
2. **Dismissal:** Dismissal for any member of the staff shall be by decision of the Elders. To dismiss the Pastor, the Elders must pass a unanimous vote at an elder meeting with all remaining elders present.

Article V Decisions & Oversight

Throughout the New Testament the responsibility to oversee the congregation is given to the Elder. Therefore it is the responsibility of Pillar Church elders to exercise oversight. Pillar elders have final authority on all matters of direction for the body. For the sake of unity, all oversight issues are to be settled by a unanimous vote of the elders.

Elders are instructed to provide this oversight with humility and are asked to be careful not to domineer over those in their charge (1 Peter 5:2-3). Because unity is of utmost importance, elders will bring matters that they consider potentially controversial before the congregation for discussion and affirmation before making a final decision.

Some matters require the judgment of the whole membership. Biblical precedent leads us to set the membership as the final authority on the following issues: Matters of Dispute (Matthew 18), Matters of Doctrine (2 Tim 4:3), Matters of Discipline (1 Cor 5:5-13), Matters of Membership (2 Cor 2:6-8).

Membership meetings will be called periodically to settle matters such as these with a majority vote. Members meetings will be announced at least two weeks in advance.

ARTICLE VI MEMBERSHIP

The New Testament teaches and illustrates, by the early church's example, that God intended His people to join together in local, definable groups. These local bodies were made up of people who had confessed Jesus as Lord and who were willing to serve Him by identifying and committing themselves to a particular local body. These groups of dedicated people become powerful and effective witnesses for Jesus Christ. In order for this to be accomplished, we recognize the need for commitment and accountability that only formal membership brings. Although people are free to minister at Pillar Church without membership, several key ministry positions require this level of commitment. They are as follows: Elders, Deacons, Life Group Leaders, ministry staff, and ministry leaders.

Section A. Criteria. Membership will be open to anyone who:

1. Is personally trusting in Jesus Christ as Lord and Savior.
2. Has been baptized according to the New Testament pattern of baptism by immersion as a personal witness of their faith in Christ.
3. Is willing to commit themselves to serve Jesus Christ through the ministry and vision of Pillar Church.

Section B. Procedure. Membership can be applied for by:

1. Attending Pillar Church's membership class.
2. Affirming the church constitution.
3. Affirming the church membership covenant that follows.

Section C. Covenant. Each member of Pillar Church is asked to commit:

1. Time: This involves committing time to personal growth through discipleship in small groups with other believers and through regular fellowship. This includes attending Sunday morning worship on a consistent basis (Hebrews 10:24-25; Matthew 6:33).
2. Talents: The New Testament clearly teaches that the Holy Spirit has uniquely gifted every believer for the purpose of serving God and each other. Each person's gift is needed. Therefore, each member will seek to identify, develop, and exercise his/her spiritual gifts (Romans 12:4-6, 16:12).
3. Treasures: The New Testament says much about the godly use of money. It reminds us we are bought by the blood of Christ and all we have belongs to Him. The scriptures teach that each believer should freely give to support the work of Christ. Each member is encouraged to support the local body according to how God has blessed him or her financially, for this brings honor to Christ (Matthew 6:19; 2 Corinthians 8:9-11).
4. Teaching: Pillar Church is committed to the doctrines set out in Article III of this document. Pillar Church seeks to find leaders who will uphold and teach these doctrines plainly. Members are encouraged to learn and hold to these truths. If one disagrees on key points due to outside teaching or reading, they are asked to take their issues to the Elders for discussion and agree to neither publicly nor privately seek to influence others towards their views.
5. Tongue: Scripture warns us of the destructive ability of the tongue. It is essential for each member to commit the use of their tongue to the building up of each other and to the fostering of peace and unity (James 3:3-11, 2 Thessalonians 3:3-12).

Section D. Removal from membership. Removal from membership is the responsibility of the membership upon the recommendation of the elders. Decisions to remove a member from the fellowship should only take place after the principles of restorative discipline found in Matthew 18 have been properly applied.

Membership can be withdrawn:

1. At the request of the member.
2. By failure to attend worship and other ministry events of Pillar Church for three consecutive months.

3. For reasons of irreconcilable and disruptive difference as defined in the church's policy on church discipline.
4. For reasons of church discipline: Ongoing sin in the member's life will force church Elders to begin the process of restorative church discipline as modeled in Matthew 18:15-20. If restoration does not occur, membership will be withdrawn until restoration and repentance occur.

ARTICLE VII

PROCEDURES

Section A. Voting. The Elders must come to a unanimous decision on all matters. If a unanimous decision cannot be reached the matter should be tabled while the elders convene for prayer in search of unity on the matter at hand. Concerning congregational issues, a majority vote is necessary.

Section B. Meetings.

1. For worship: Pillar Church will meet every Sunday and may schedule any other meetings deemed necessary by the Elders. The Lord's Supper will be practiced weekly and in is open to any professing Christian in attendance.
2. For business:
 - a) The fiscal year of the church will be from January 1 to December 31 inclusively.
 - b) The Chairman will preside at all business meetings. When he is absent, a moderator will be chosen by the Elders to preside in his place.
 - c) Special business meetings may be called for by the Elders.
 - d) Quorum: A quorum shall consist of all members of the eldership and shall be authorized to act in any ministry and business necessary according to the provision of this document.
 - e) Conduct: For the sake of order, business will be conducted according to the Robert's Rules of Order.

Section C. Church Discipline. The Elders are responsible to apply restorative discipline to members of Pillar Church as described in Matthew 18:15-20. This includes the responsibility to address the matter publicly before the membership in such a case as the person being disciplined is unwilling to repent.

ARTICLE VIII

NON-PROFIT STATUS AND DISPOSITION OF CHURCH PROPERTY

This church is not organized for profit.

Section A. Division. In the case of organic division of the church membership, the church assets will belong to those members who abide by this document as determined by the Southern Baptist Conservatives of Virginia (SBCV).

Section B. Dissolution. Should conditions arise when, for any reason, the church's work cannot continue, the church's assets will be transferred to the SBCV for redistribution to a local fellowship.

Section C. Consolidation. Should the conditions arise where a consolidation with another church of similar Biblical faith is advisable, the Elders are authorized by the church to negotiate the terms of such a consolidation.

ARTICLE IX

AMENDMENT

This Constitution may be amended provided the proposed amendment is introduced through the Elders by a formal motion at any duly called eldership meeting. Notice of the amendment and meeting to vote upon it will be mailed to all Elders two weeks prior to such a meeting. Adoption requires a unanimous decision among all Elders. At no time will an amendment be adopted that is contrary to these Biblical distinctives:

- A. The Bible is the sole and sufficient guide for faith and practice.
- B. Every person has direct access to God through Jesus Christ.
- C. The church and state are separated in their respective responsibilities.
- D. The church's government is of an eldership form.
- E. Baptism is for believers only and only by immersion.
- F. Membership in the Body of Christ is only for those who have put their faith in Christ.
- G. Christ is the supreme head of the church.
- H. The evangelism of the world is our task.

ARTICLE X

INDEMNIFICATION STATEMENT

For the protection of those who serve through Pillar Church, the Corporation will indemnify any and all persons who may serve or who have served at any time as a Pastor, Associate Pastor, or in another executive level staff position in the church, as a church officer or member of a church board or team, as a youth leader for a church youth organization, or as a teacher or counselor to the church elected or appointed by the church or any board or committee of the church, against

any and all expenses, including amounts paid upon judgments, counsel fees, and amounts paid in settlement (before or after suit is commenced) actually and necessarily incurred by such persons in connection with the defense or settlement of any claim, action, suit, or proceeding in which they, or any of them, are made parties, or a party, or which may be asserted against any of them, by reason of being or having been in one or more of the aforesaid positions, except in relation to matters as to which any such person shall be adjudged in any actions, suit, or proceeding to be liable for his own negligence or misconduct in the performance of his duties. Such indemnification shall be in addition to any other rights to which those indemnified may be entitled under any law, by law, agreement or otherwise.

This constitution was ratified on March 30th, 2008 by the Elders of Pillar Church, SBC.
Current Elders as of (January 1, 2013) Jack Catalano, Tim Long, Clint Clifton and Colby Garman