

# DRC Constitution

## THE CONSTITUTION OF DENVER REFORMED CHURCH

Lakewood, CO 80214

Realizing a need for a church, that is thoroughly biblical in its teaching and practice, we the members of Denver Reformed Church, do form such a fellowship in the simple constitution which follows:

### ARTICLE I — THE NAME

This church shall be called the Denver Reformed Church and shall function as a non-denominational, independent entity.

### ARTICLE II — THE TERRITORY

This church shall serve the State of Colorado and home and foreign missions.

### ARTICLE III — PURPOSE AND POLICY

The purpose of this church as an organization is to preach and teach the Word of God; to be aggressively evangelistic for the propagation of the gospel of Christ; to promote fellowship among God's people of like faith; to provide opportunities for believers to grow in the grace and knowledge of Jesus Christ, to assist and encourage believers in the service of the Lord through their Spiritual gifts, through missions, through learning the Word of God and applying it to their lives and be of service to the community in such a way as to remain consistent with and conform to our doctrinal statement. The purpose includes but is not limited to preaching, teaching, personal visitation, witnessing, radio and television ministries, Christian schools, home bible studies, hospital visitation, field trips, printing and publishing, ladies and men's meetings, retreats, counseling, music groups, music, recordings, films, weddings, funerals and pursuits that involve the dissemination and exchange of religious, educational, professional, philosophical and scientific information for the knowledge and awareness of God and His holy Word. We reserve the right to establish whatever ministries or other methods we deem necessary for the fulfillment of these goals in the spreading of the Gospel message.

### ARTICLE IV — ORDINANCES

**SECTION 1.** We recognize and practice two ordinances, namely: The Lord's Supper and Baptism.

**SECTION 2.** The Lord's Supper shall be observed regularly, the time and manner being determined by the Elders of the Church.

**SECTION 3.** The Elders of the Church shall arrange a baptismal service after close examination of a candidate for baptism.

### ARTICLE V — OVERSIGHT

**SECTION 1.** Denver Reformed Church assumes oversight of all her members and their children as well as all those baptized by her or serving in any of the ministries of the church.

### ARTICLE VI — MEMBERSHIP

**SECTION 1.** All membership within the church is subject to the discretion of the Elders. Due to discipline or extensive absence, membership can be terminated at anytime per the decision of the Elders.

**SECTION 2.** All members over 16 years of age possess the privilege of voting in relation to church matters (when applicable), and holding an official office or position within the church.

#### **ARTICLE VII — DISCIPLINE**

**SECTION 1.** All members within the church are subject to church discipline where there persists a state of unrepentant sin or doctrinal heresy. Such actions will only be carried out by the Elders and in accordance with the guidelines given in Scripture. These actions can include: public verbal reproof, social avoidance and the breaking of fellowship.

**SECTION 2.** While the Elders have no authority to exercise discipline over non-members, it does have the right to protect its members from those who would disrupt its peace, purity of life, or doctrine. If and when such persons trouble the church, the Elders may name them, identify their errors, and warn the members not to associate with them.

#### **ARTICLE VIII — LEADERSHIP**

**SECTION 1.** This church shall be strictly self-governing by its own appointed Elders and the authority of Scriptures. It shall therefore not be under the influence of any denomination or federation of denominations. The Elders of the church shall be responsible for the interpretation of the Scriptures and for deciding all matters pertaining to the church including but not limited to: its congregation, its finances, its doctrinal statement its constitution, disciplinary issues and those newly appointed to the office of Elder. All decisions shall be approved by a majority vote of the Elders – or Fifty percent vote by the Elders along with a majority vote by the members of the church.

**SECTION 2.** The Senior Pastor shall function as the church's first Elder and shall be equal in office and authority to the other existing Elders except in relation to the teaching and preaching ministries of the church. In respect to these two ministries, he shall have complete and final authority. All compensation positions within the church shall be reviewed and adjusted at least once a year (on the fiscal year start of October 1), with a default 4% increase, as the Elders see fit and as the budget allows.

Each year for the first three years, the Senior Pastor shall be awarded two full weeks of vacation as time for personal refreshment and reflection. After three years, he shall receive an additional one week, and after five years, another additional one week. In total after five years, the Senior Pastor shall possess four weeks of vacation time. The final addition to the Senior Pastor's vacation time shall come at the end of ten years, when he shall be awarded another four weeks bringing his grand total vacation time to eight weeks. The Senior Pastor has the right to determine how he chooses to take that time (whether consecutively or non-consecutively). During his vacation time, the Senior Pastor will be free from all his pastoral duties and concerns. This vacation time must be designated by the Senior Pastor as such and is not to be considered as such time when pertaining to absence in the pulpit due to sickness, guest speakers, special occasions, approved conference attendance, or family tragedies. Unused vacation time may not carry over to the following year, however, in the event the vacation time cannot be used within the calendar year, a cash payout may be issued, not exceeding 50% of the earned vacation time (e.g. if allowed 8 weeks of vacation time, the payout may not exceed 4 weeks). The vacation payout, at the end of the calendar year, shall be calculated as  $(\text{annual salary} / 52 * \# \text{ of unused weeks})$  and will only be issued if there are sufficient cash funds available for the

church to provide the payout.

The Senior Pastor also shall be awarded the right to receive medical coverage for him self and his family at the church's expense. The Senior Pastor may retire and receive some amount of monthly compensation until his death, as approved by the Elders and members of the church, only if he has faithfully served this church as Senior Pastor for at least twenty-five years.

**SECTION 3.** Removal of any Elder from office shall only take place when there is a majority vote by the Elders – or Fifty percent vote by the Elders along with a majority vote by the members of the church. The only exceptions to this are: If an Elder (or Elders) knowingly act in contempt of any decision or action approved by the majority vote of the Elders – or Fifty percent of the Elders and a majority vote by the members of the church. Contempt in this situation is defined as follows: the Elder (or Elders) have been made aware of such actions, but have refused or ignored all suggestions from the other Elders (or Elder) to repent, rectify and immediately resolve the matter. When this takes place, the remaining Elders (or Elder) may vote to immediately remove the contempt Elder (or Elders) from their existing office. Removal of the Senior Pastor requires a majority vote by the Elders and the members of the church. The Senior Pastor can resign at any time but must do so in writing. After three years of service, and for non-disciplinary reasons only, the Senior Pastor may resign and receive compensation equal to one month of his current salary.

**SECTION 4.** From time to time there may be reason to ask certain diakonos members or Elders in Training to perform tasks that would represent Denver Reformed Church in some form of official capacity. If that is the case, the member may be considered a “commissioned” member of the body. These positions are considered temporary and will be reviewed per Article VIII Section 5.

**SECTION 5.** All official offices or positions within the church shall be subject to an annual review by the Elders.

**SECTION 6.** This constitution, the doctrinal statement and any other official church document may be altered or amended at anytime by the Senior Pastor or the Elders. All alterations or amendments shall be made known to the Elders and the members of the church.

#### **ARTICLE IX — DISSOLUTION**

Dissolution of the group calling itself Denver Reformed Church shall happen only upon a majority vote by the Elders and the members of the church in an official business meeting conducted by the Elders and recorded in the official minutes of the church. No private individual or group of individuals shall maintain control of the assets or resources of Denver Reformed Church in the case of its dissolution or cessation of existence, nor shall any of its assets be used for a profit making venture or business. Cessation of regular meetings for a period of more than one year shall constitute cessation of the existence of Denver Reformed Church.