



Thank you for your interest in a position at Severns Valley Baptist Church. We are committed to building a team that promotes a great culture, compliments the existing staff at Severns Valley and has a servant's heart joyfully serving God! This is a process that we want to insure you completely understand before applying. Let's get started!

Severns Valley is committed to operating all areas of church business based upon Biblical principles. Ephesians 4:1-3 says, "I therefore, a prisoner for the Lord, urge you to walk in a manner worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, eager to maintain the unity of the Spirit in the bond of peace." Please take a moment and pray that your intentions are consistent with this passage.

The first step is to read the Severns Valley Constitution. Please read the entire document because it must be signed and returned before you can receive an application.

After we have received your signed copy of the Constitution, you will be given an Application for Employment. Please answer all questions carefully.

After the designated time frame has elapsed to submit applications, all applications will be reviewed and screened for candidates that are most qualified to fill the position. Severns Valley does reserve the right to extend or re-open the application process.

The most qualified candidates will be invited to an interview with the appropriate staff and or team. Severns Valley does reserve the right to extend the application process if applicable qualities to fill the position are not identified during the interview process.

By signing below, you agree that:

- I understand that there is an application process.
- I agree with and will live my life in agreement with the statements made in the Severns Valley Constitution and By Laws.
- I understand that applying for this position at Severns Valley does not mean I will be chosen for the position.
- I understand that there is a review process.
- If I am not chosen for this position, I will not let this decision affect my relationship with God, His church, the Pastoral staff or any individuals involved in the decision making process.

I, _____ understand and agree with these terms and conditions
on this _____ day of _____, 20____.

Constitution of Severns Valley Baptist Church, Inc.

ARTICLE I - GENERAL

Section 1.1 - Legal Name

The name of this corporation is Severns Valley Baptist Church, Inc. ["the church"]. The church does business as Severns Valley Baptist Church and/or Severns Valley.

Section 1.2 - Location of Principal Office

The principal office for business transactions of the church is 1100 Ring Road, Elizabethtown, Kentucky 42701.

Section 1.3 - Autonomy

The church is autonomous, maintains the right to govern its own affairs independent of denominational control, and is subject to the control of no other ecclesiastical body. The church may, in its sole discretion, voluntarily affiliate with other churches, conventions, and/or groups.

Section 1.4 - Non-Profit Status

The church is a non-profit corporation organized under Kentucky law.

Section 1.5 - Dissolution and Mergers

In the event of a voluntary dissolution of the church, the church's net assets shall be distributed to one or more non-profit organizations. In the event of a merger with another church, the net assets of the church shall be contributed to the surviving entity.

Section 1.6 - First Amendment

The church has a spiritual and faith-based purpose as guided by the Holy Spirit and the Scriptures and is entitled, in all matters, including, but not limited to, doctrine, governance, church discipline, conduct and morality, to the protections of the free exercise of religion clause of the First Amendment of the United States Constitution and any similar provisions or protections of the Kentucky Constitution.

Section 1.7 - No Contractual Rights

Nothing contained in this Constitution, the church By-laws, church policies, or other documents shall be construed to create any contractual rights, express or implied, between the church and any of its members, employees, volunteers, or other persons.

ARTICLE II - ARTICLES OF FAITH

Section 2.1 - Purpose and Mission - The church exists to proclaim and share the gospel of Jesus Christ. The church's mission is to love God, love people, and make disciples.

Section 2.2 - Statement of Basic Beliefs

2.2.1 - The Scriptures - We believe that the Bible, composed of the Old and New Testaments, is God's inspired and infallible Word, and that it is the supreme standard and final authority for all conduct, faith, and doctrine. All Scripture is a testimony to Jesus Christ, who is Himself the focus of divine revelation. (Ps 19:7-10; 119; Rom 15:4; 2 Tim 3:16-17; Heb 4:12; 2 Pet 1:19-21)

2.2.2 - God - We believe that there is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all-powerful and all-knowing; and His perfect knowledge extends to all things, past,



present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

God the Father - We believe that God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men. (Gen 1:1; 2:7; Ex 3:14; 6:2-3; 15:11; 20:1; Lev 22:2; Deut 6:4; 32:6; 1 Chr 29:10; Ps 19:1-3; Is 43:3,15; 64:8; Jer 10:10; 17:13; Matt 6:9; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Rom 8:14-15; 1 Cor 8:6; Gal 4:6; Eph 4:6; Col 1:15; 1 Tim 1:17; Heb 11:6; 12:9; 1 Pet 1:17; 1 John 5:7).

God the Son - We believe that Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever present Lord. (Gen 18:1; Ps 2:7; 110:1; Is 7:14; 53; Matt 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16, 27; 17:5; 27; 28:1-6, 19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18, 29; 10:30, 38; 11:25-27; 12:44-50; 14:7-11; 16:15-16,28; 17:1-5, 21-22; 20:1-20, 28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5, 20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3, 34; 10:4; 1 Cor 1:30; 2:2; 8:6; 15:1-8, 24-28; 2 Cor 5:19-21; 8:9; Gal 4:4-5; Eph 1:20; 3:11; 4:7-10; Phil 2:5-11; Col 1:13-22; 2:9; 1 Thess 4:14-18; 1 Tim 2:5-6; 3:16; Titus 2:13-14; Heb 1:1-3; 4:14-15; 7:14-28; 9:12-15, 24-28; 12:2; 13:8; 1 Pet 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Rev 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16).

God the Holy Spirit - We believe that the Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Savior, and effects regeneration. At the moment of regeneration He baptizes every believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service. (Gen 1:2; Jud 14:6; Job 26:13; Ps 51:11; 139:7; Is 61:1-3; Joel 2:28-32; Matt 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10,12; Luke 1:35; 4:1,18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17, 26; 15:26; 16:7-14; Acts 1:8; 2:1-4, 38; 4:31; 5:3; 6:3; 7:55; 8:17, 39; 10:44; 13:2; 15:28; 16:6; 19:1-6; Rom 8:9-11, 14-16, 26-27; 1 Cor 2:10-14; 3:16; 12:3-11,13; Gal 4:6; Eph 1:13-14; 4:30; 5:18; 1 Thes 5:19; 1 Tim 3:16; 4:1; 2 Tim 1:14; 3:16; Heb 9:8,14; 2 Pet 1:21; 1 John 4:13; 5:6-7; Rev 1:10; 22:17).

2.2.3 - Man - We believe that human beings are created in the image of God as His supreme work, and as such have infinite worth and dignity; but by willful transgression became sinful and justly under the condemnation and wrath of almighty God. (Gen 1:26-30; 2:7-25; 3:1-24; Jer 17:9; Rom 1:19-32; 3:23; 1 Cor 1:21-31; Eph 2:1-10).

2.2.4 - Salvation - We believe that the only salvation from sin's guilt and condemnation is through repentance and faith in the righteousness and atonement of the Lord Jesus Christ, and that this salvation is the free gift of



God's love and grace. (John 1:12; 3:16; Acts 3:19; 14:6; Rom 3:20-28; 5:1-2; 6:1-23; 8:1-18; 10:9-13; I Cor 6:19-20; 2 Cor 5:1-11; Gal 5:22-25; Eph 2:8-10).

2.2.5 - Eternal Security - We believe that because the believer is laid hold of and kept by the power of God and not by self-effort, and because salvation grants eternal life, therefore the true believer is secure in that salvation for eternity and can never be lost again. (John 1:12-13; 5:24; 6:44-45; 10:27-29; 15:16; Rom 8:28-30; 11:26-36; Eph 1:3-14).

2.2.6 - The Church - We believe that a New Testament church is a body of baptized believers committed to the New Testament teachings of Christ, associated for evangelism, worship, fellowship, discipleship, and ministry. Its ordinances are baptism and communion. Its two Biblical offices are pastor and deacon. (Matt 16:15-19; 28:19-20; Acts 2:41-47; 6:3-6; Eph 1:22-23; 2:19-22; 5:22-32; I Tim 3:1-15).

2.2.7 - Baptism and the Lord's Supper - We believe that baptism is only to be administered upon profession of faith in Christ, by immersion, thereby declaring faith in a crucified, buried, and risen Lord; that the Lord's Supper (communion) is only for believers, and is in remembrance of the Lord's death until He comes. (Matt 3:13-17; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; Acts 2:41-42; 8:35-39; Rom 6:3-5; I Cor 10:16-21; 11:23-29; Col 2:12).

2.2.8 - Last Things - We believe that, according to His promise, Jesus Christ will return personally and visibly in glory to the earth and that, associated with His return, there will be a resurrection of the just and the unjust; the just to be with Him throughout eternity in glory, and the unjust to eternal condemnation in hell. (Matt 16:24-27; 24:27-44; John 14:1-3; I Cor 15:24-58; Phil 3:20-21; I Thes 1: 14-18; 5:1f; 2 Thes 1:6-10; Heb 9:27-28; 2 Pet 3:3-13; I John 3:2).

2.2.9 - Family - We believe that God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption. Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race. The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation. Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents. (Gen 1:26-28; 2:15-25; 3:1-20; Ex 20:12; Deut 6:4-9; Jos 24:15; 1 Sam 1:26-28; Ps 51:5; 78:1-8; 127; 128; 139:13-16; Pro 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6, 15; 23:13-14; 24:3; 29:15,17; 31:10-31; Ecc 4:9-12; 9:9; Mal 2:14-16; Matt 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Rom 1:18-32; 1 Cor 7:1-16; Eph 5:21-33; 6:1-4; Col 3:18-21; 1 Tim 5:8,14; 2 Tim 1:3-5; Titus 2:3-5; Heb 13:4; 1 Pet 3:1-7).

2.2.10 - Marriage and Sexuality - We believe that every person must be afforded compassion, love, kindness, respect and dignity in accordance with biblical teachings. We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. We believe that marriage is sanctioned by God and that the term 'marriage' has only one meaning given to us through Scripture. We believe that marriage is the uniting of one man and one woman in a covenant



commitment for a lifetime. We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of sexual immorality, such as adultery, fornication, homosexuality, bisexual conduct, incest, pornography or attempts to change one's sex, or disagreement with one's biological sex, is sinful and offensive to God. **We believe that in order to preserve the function and integrity of the church as the local Body of Christ, and to provide a biblical role model to church members and to the community, it is imperative that all persons employed by the church in any capacity, all members of the church, and that all who serve as volunteers should abide by and agree to this statement on Marriage and Sexuality and conduct themselves accordingly.** (Gen 1:26-28; 2:18-25; 3:1-20; Lev 18:1-30; Deut 6:1-25; Jos 24:1-28; Ps 51:1-6; 78:1-8; 127; 128; 139:13-16; Pro 5:1-23; 6:20-35; 12:4; 14:1-2; 18:22; 24:3-4; 31:10-31; 4:9-12; 9:9; Mal 2:14-16; Matt 5:27-32; 19:3-9; Luke 5:29-32; John 13:34-35; Acts 2:38-41; Rom 1:18-32; 10:9-13; 1 Cor 6:9-20; 13:1-13; 5:17-21; Gal 5:13-26; Eph 5:1-33; Titus 2:1-15; Heb 13:1-4).

ARTICLE III - GOVERNANCE AND AUTHORITY

Section 3.1 - Members

Jesus Christ is the head of the church. Governance of the church is vested in the members that compose it in a congregational form of church governance. The members retain authority to govern in the following matters:

- (1) Calling and dismissing the senior pastor
- (2) Calling pastoral staff other than the senior pastor
- (3) Approving persons for membership
- (4) Approving at-large laypersons serving on the Church Council
- (5) Electing deacons, officers, and leadership team members
- (6) Adopting the church's constitution or bylaws
- (7) Approving the church's annual budget
- (8) Purchasing, selling or encumbering real property
- (9) Relocating the principal office of the church
- (10) Borrowing money other than consistent with the church budget
- (11) Establishing a mission church or other church campuses
- (12) Adopting the procedure for establishing a senior pastor search team
- (13) Approving church affiliations with conventions, associations, or groups

The members have chosen to delegate substantial authority to govern to the Church Council. The members authorize the Church Council to govern on behalf of the church in all matters not specifically listed above. (Matt 16:18; Acts 2:42-47; 11:19-24; 15; 1 Cor 3:11; Eph 1:19-23; 2:19-20; 5:23-24; Rev 2-3).

Section 3.2 - Church Council

The affairs of the church are managed by the Church Council which serves as the church's board of directors. In matters of the church's faith, doctrine, practice, policy, and discipline, the Church Council is the church's interpretive authority on the Bible's meaning and application. (Ex 18:17-23; Deut 1:9-13; Pro 24:3, 6; Matt 18:15-20; Acts 6:1-6; 13:1-3; 16:4; 1 Cor 5:1-13; 2 Cor 2:5-8; 1 Tim 3; Titus 1; 1 Pet 5:1:1-4).

I have read the Constitution of Severns Valley Baptist Church, am agreement with the Articles of Faith, and will live my life in accordance with the standards set forth therein.

Signature _____
Date
Contact Phone Number _____

