

The logo is enclosed in a black rectangular border. It features the word "COLLECTIVE" in a large, dark grey, sans-serif font. The letter "C" is stylized with a teal-colored segment. Below "COLLECTIVE", the word "MEMBERSHIP" is written in a smaller, teal-colored, sans-serif font.

COLLECTIVE MEMBERSHIP

KNOWING GOD + MAKING HIM KNOWN

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(Adopted on January 12, 2023)

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PREFACE

Collectively we work together as many members to know God and make Him known.

“For just as the body is one and has many parts, and all the parts of that body, though many, are one body — so also is Christ. For we were all baptized by one Spirit into one body — whether Jews or Greeks, whether slaves or free — and we were all given one Spirit to drink. Indeed, the body is not one part but many. If the foot should say, “Because I’m not a hand, I don’t belong to the body,” it is not for that reason any less a part of the body. And if the ear should say, “Because I’m not an eye, I don’t belong to the body,” it is not for that reason any less a part of the body. If the whole body were an eye, where would the hearing be? If the whole body were an ear, where would the sense of smell be? But as it is, God has arranged each one of the parts in the body just as he wanted. And if they were all the same part, where would the body be? As it is, there are many parts, but one body. The eye cannot say to the hand, “I don’t need you!” Or again, the head can’t say to the feet, “I don’t need you!” On the contrary, those parts of the body that are weaker are indispensable. And those parts of the body that we consider less honorable, we clothe these with greater honor, and our unrespectable parts are treated with greater respect, which our respectable parts do not need. Instead, God has put the body together, giving greater honor to the less honorable, so that there would be no division in the body, but that the members would have the same concern for each other. So if one member suffers, all the members suffer with it; if one member is honored, all the members rejoice with it. Now you are the body of Christ, and individual members of it.” 1 Corinthians 12:12-27 CSB

MISSION

“Go, therefore, and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe everything I have commanded you. And remember, I am with you always, to the end of the age.””

Matthew 28:19-20 CSB

MOTTO

Knowing God + Making Him Known

MODEL

“They devoted themselves to the apostles’ teaching, to the fellowship, to the breaking of bread, and to prayer. Everyone was filled with awe, and many wonders and signs were being performed through the apostles. Now all the believers were together and held all things in common. They sold their possessions and property and distributed the proceeds to all, as any had need. Every day they devoted themselves to meeting together in the temple, and broke bread from house to house. They ate their food with joyful and sincere hearts, praising God and enjoying the favor of all the people. Every day the Lord added to their number those who were being saved.”

Acts 2:42-47 CSB

WHAT WE BELIEVE

The following statements summarize our basic beliefs about the nature of God and man. To view the larger doctrinal statement that we adhere to, please visit [The Baptist Faith and Message at SBC.net](http://TheBaptistFaithandMessageatSBC.net).

The Bible

The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy.

God

There is one and only one living and true God. 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

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. God is Father in truth to those who become children of God through faith in Jesus Christ.

God the Son

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. 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.

God the Holy Spirit

The Holy Spirit is the Spirit of God, fully divine. He exalts Christ. He convicts men of sin, of righteousness and of judgment. He enlightens and empowers the believer and the church in worship, evangelism, and service.

WHAT WE BELIEVE

Mankind

Man is the special creation of God, in His own image. He created them male and female as the crowning work of His creation. By his free choice, man sinned against God and brought sin into the human race.

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.

The Church

A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, who gather together in assembly for instruction, worship, service, and fellowship.

Baptism

Christian 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 old life, and the resurrection to walk in newness of life in Christ Jesus.

Family

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 commitment for a lifetime. The husband and wife are of equal worth before God, since both are created in God's image. 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.

CHURCH GOVERNANCE

General

1. Leadership

Collective Church is an Elder-led church with a combination of Lay and Staff Elders called to biblically shepherd and oversee the church.

The primary Scriptural texts for Elder leadership and qualifications are 1 Peter 5, Titus 1, and 1 Timothy 3. We affirm these texts as our guides in evaluating the call of any man to be an Elder.

2. Calling, Character, and Commitment

We believe that being an Elder is a calling that should be apparent to the man, his wife and others; that the character of the man is the primary Biblical qualification; and, that committed leaders who are already serving the Body of Christ in many of the same ways that Elders should, are the primary basis for identifying and appointing future Elders.

3. Elder-led and Staff-directed Church

Elders are called to “Exercise Biblical authority with Christ-like humility.”

Elder oversight and shepherding of the church is personal in how we minister to those in our Body, as well as corporate in how we lead the church overall. Elder oversight is not operational. The Elders delegate to the Staff Directors, under the Leadership of our Lead Pastor, the operation of the church and equipping of her members for ministry. The Lead Pastor and Staff Directors are entrusted with the authority and ability to biblically manage and operate the church and her ministries in day-to-day functions and decisions.

The focus of the Elder Team is most importantly to ensure the church is moving forward through prayer, scripture, mutual accountability with the Lead Pastor/Elder, and shepherding the church.

CHURCH GOVERNANCE

Elder Roles

1. One Group of Elders

All men who serve in the role of Elder will simply be called “The Elders” or “The Elder Team.”

2. Roles: Shepherding and Oversight

Acts 20:28 states that Elders serve two roles: oversight and shepherding.

“Be on guard for yourselves and for all the flock of which the Holy Spirit has appointed you as overseers, to shepherd the church of God, which he purchased with his own blood.” Acts 20:28 CSB

The call to oversee means to encourage, supervise, manage and lead.

All Elders are called to oversee in some capacity. There are collective and personal roles for each Elder in overseeing as well as shepherding.

The call to shepherd means to feed the flock with God’s Word (including teaching and discipling), to care for their personal and spiritual needs (including prayer, counseling, peacemaking, church discipline and restoration) and to protect them from danger (including doctrine).

Collective Elders have the privilege of feeding the flock with God’s Word in their own home, leading Home Groups, having a role at ministry trainings, and teaching the Word of God in Sunday services when/if invited by the Lead Pastor.

Hebrews 13:17 teaches that leaders will give an account for keeping watch over the souls of those they shepherd. To know our people and to effectively watch over their souls, the Elders of Collective Church will each lead at least one Home Group during the calendar year, will continually be active in a Home Group, and will continually shepherd other Home Group Leaders.

CHURCH GOVERNANCE

Structure, Appointing and Terms

1. Structure

The Scriptures clearly describe the roles that Elders perform, they do not clearly define a structure for Elders. Therefore the Elders have the freedom to structure ourselves according to what we believe best fits our church's mission and priorities at this time.

2. Appointing

Titus 1:5 teaches us that the Lead Pastor is to appoint Elders of the church. The Lead Pastor will be influenced by the Lay Elders in whom he appoints. The Lead Pastor will bring those appointed before the church for a vote of affirmation.

3. Terms

The Elders will not serve term limits. However, the Elders will create a rhythm to service in order to promote re-evaluation of calling and capacity. During re-evaluation an Elder will be given the opportunity to express that they would like to step away (for a time) if needed.

Practice and Duties

1. Elder Team Leadership

The Lead Pastor serves as Lead Elder. He is a first among equals with the Elder Team. As the Lead Elder he is to never domineer over the Elder Team but to humbly lead the team to be mutually accountable and mutually submissive to one another according to the scriptures.

The Lead Pastor/Elder is to coordinate in advance the agenda for every Elder Team Meeting. The agenda is shared with the Elder Team in advance of the meeting.

The Lead Pastor will appoint an Elder to the second chair that may serve as Lead Elder in his absence.

CHURCH GOVERNANCE

Practice and Duties

2. Gathering as an Elder Team

- Monthly Elder Meetings

The Elder Team is to gather together once a month for two hours. The first hour is always devoted to the reading of God's Word, prayer and spiritual inventory among one another. The second hour is devoted to shepherding and the oversight of Collective Church.

- Annual Elder Retreat

In addition to monthly meetings, the Elder Team will retreat annually in December to season the coming year in prayer, decide upon the annual budget, and hear the Lead Pastor's vision for teaching, preaching and ministry focus/goals for the coming year.

3. Duties

- Elders feed God's people by teaching God's Word in varying capacities.
- Elders lead God's people by being examples in both character and skill.
- Elders protect God's people from false teaching, spiritual apathy, and sin.
- Elders care for God's people by encouraging them in God's Word through all kinds of life circumstances.
- Elders live with God's mission on their hearts and minds. They live this way as an example to God's people and to inspire and equip God's people to join His mission.

Accountability and Voting Among the Elder Team

1. Accountability

Everyone goes bad alone. Therefore the Elder Team holds one another mutually accountable to living according to the requirements set by scripture. Although the Lead Pastor serves as Lead Elder, he must be held accountable by the Elder Team according to 1 Timothy 3:1-5 and Titus 1:7-9.

"This saying is trustworthy: 'If anyone aspires to be an overseer, he desires a noble work.' An overseer, therefore, must be above reproach, the husband of one wife,

CHURCH GOVERNANCE

Accountability and Voting Among the Elder Team

self-controlled, sensible, respectable, hospitable, able to teach, not an excessive drinker, not a bully but gentle, not quarrelsome, not greedy. He must manage his own household competently and have his children under control with all dignity. (If anyone does not know how to manage his own household, how will he take care of God's church?)" 1 Timothy 3:1-5 CSB

"As an overseer of God's household, he must be blameless: not arrogant, not hot-tempered, not an excessive drinker, not a bully, not greedy for money, but hospitable, loving what is good, sensible, righteous, holy, self-controlled, holding to the faithful message as taught, so that he will be able both to encourage with sound teaching and to refute those who contradict it." Titus 1:7-9 CSB

2. Voting

The Elder Team seeks to confirm our unity in the form of voting on a few key issues.

- Annual Budget (to be presented to church for vote of affirmation)
- Lead Pastor Salary (Lead Pastor/Elder to recuse himself from vote)
- Staff Salaries (Lead Pastor/Elder to recuse himself from vote)
- Any ministry purchase larger than \$2000.00

Votes on the above matters must be unanimous among the Elder Team in order to move forward. For a collective vote/decision the Elders shall perform due diligence and work of seeking the guidance of God's Holy Spirit through prayer, research, processing and discussing the issues.

In the case of buying property, selling property, or calling a new Lead Pastor the Elder Team is to bring a recommendation before the Collective Church members for a vote.

Once processing, discussion and voting have concluded, all Elders will publicly support and protect all Elder decisions in order to preserve unity.

3. Former Elders

Former Elders in good standing are a valuable resource to our Elders and church. We desire to maintain a close relationship with them by inviting their feedback and participation with the active Elder Team at various times.



COLLECTIVE CHURCH CONSTITUTION

PREAMBLE

We declare and establish this Constitution to preserve and secure the principles of our faith and to govern the Church in an orderly manner while pursuing its ministry. This constitution will guide this Church in conducting His ministry locally, nationally or across all borders as He leads.

I. NAME

This Church shall be known as Collective Church. It shall be affiliated with the Southern Baptist Convention. (*Collective Church also has the intent of eventually becoming duly aligned with the BMAA.*) The address of the principal offices of the church shall be: 3230 Market Place Avenue, Bryant, AR, 72022.

II. PURPOSE

- To be a church body led and empowered by the Holy Spirit to teach, baptize, and disciple as many people as possible (Matthew 28:18-20).
- To help members realize their spiritual gifts and encourage them to use these gifts in the sharing of Christ (1 Corinthians 12).
- To be a Church whose purpose is to be Christlike in our daily living by emphasizing total commitment to the lordship of Christ (1 Thessalonians 2: 1-13).
- To help members grow in the knowledge of God and man through Church programs of Bible teaching and training (Acts 2:42-47).
- To encourage members to support the ministry of the Church through personal stewardship (Luke 6:38).

III. STATEMENT OF BASIC BELIEFS

We affirm the Holy Bible as the inspired infallible Word of God and the basis for our beliefs. We voluntarily band ourselves together as a body of baptized believers in Jesus Christ, personally committed to sharing the good news of salvation to lost mankind and to minister to all. The ordinances of the Church are believer's Baptism and the Lord's Supper.

COLLECTIVE CHURCH CONSTITUTION

IV. A CHURCH KNOWING GOD + MAKING HIM KNOWN

The marks of the Church in Acts 2:42-47 are consistently encouraged and embraced by the members of Collective Church. We believe that being devoted to these will produce a generous and growing church. If our church is to be strong, united, and effective, we as members must agree to devote ourselves to these biblical marks.

1. Discipleship

“They devoted themselves to the apostles’ teaching.” Acts 2:42 CSB

We devote ourselves to discipleship. The believers discipleship began with meeting Jesus and continued with a devotion to God’s Word. The Bible is our road map for living as God’s people. In it we have everything we need for godly living. Discipleship is more than head knowledge about God’s Word. It’s about living God’s Word.

2. Fellowship

“They devoted themselves to the fellowship.” Acts 2:42 CSB

We devote ourselves to fellowship. There is a real connection between our fellowship and the believability of our message of Jesus. If we are serious about the Lord adding to our number those being saved, then we must also be serious about our fellowship with one another.

3. Worship

“They were devoted to breaking bread, prayer, filled with awe and praising God.” Acts 2:42-43 & 47 CSB

We devote ourselves to worship. Worship is the celebration of God for who He is, what He has done, and what we are trusting Him to do. As a church we devote ourselves to the habit of regularly assembling as a church body to collectively worship Jesus as the believers were described to have worshiped in Acts 2.

COLLECTIVE CHURCH CONSTITUTION

4. Serving

“They sold their possessions and property and distributed the proceeds to all, as any had need.” Acts 2:45 CSB

We devote ourselves to serving. Collectively and individually we are seeking opportunities to use our God-given time, treasure, and talents to help our church carry out her mission. As members, we serve in Collective ministries for our spiritual growth and the growth of others. The Bible states in Ephesians 2:10: “For we are God’s masterpiece. He has created us anew in Christ Jesus, so we can do the good things he planned for us long ago.”

5. Reaching People

“Every day the Lord added to their number those who were being saved.” Acts 2:47 CSB

We devote ourselves to reaching people with the Good News of Jesus. The believers in Acts 2 were living their faith by their actions and sharing their faith with their words. As members of Collective Church we understand that discipleship and evangelism are tightly knitted together in order to fulfill the Great Commission. As we live the Great Commission, we aim to live out 1 Peter 3:15-16, “but in your hearts regard Christ the Lord as holy, ready at any time to give a defense to anyone who asks you for a reason for the hope that is in you. Yet do this with gentleness and respect, keeping a clear conscience.” Therefore we aim to reach the unsaved and those in our everyday circles who may have wandered from God.

6. Generous Living

“They sold their possessions and property and distributed the proceeds to all, as any had need.” Acts 2:45 CSB

COLLECTIVE CHURCH CONSTITUTION

6. Generous Living (Continued)

We devote ourselves to biblical generosity. We believe financial giving is necessary for obedience, spreading the gospel, personal joy, and building our faith. We value cheerfully giving a minimum of 10% (tithe) of our gross income in obedience to His Word. We are encouraged to be obedient managers of the money God places in our hands, to esteem the needs of others more highly than our own, and to trust God to fulfill his promises.

We value Luke 6:38: "Give and you will receive. Your gift will return to you in full - pressed down, shaken together to make room for more, running over, and poured into your lap. The amount you give will determine the amount you get back."

Malachi 3:10: "Bring the full tithe into the storehouse, that there may be food in my house. And thereby put me to the test, says the Lord of hosts, if I will not open the windows of heaven for you and pour down for you a blessing until there is no more need."

V. POLITY AND RELATIONSHIPS

The government of this Church is vested in the body of believers who compose it. Persons duly received by the members shall constitute the membership (see the Bylaws). All internal groups created and empowered by the Church shall report to and be accountable only to the Church, unless otherwise specified by Church action. This Church is subject to the control of no other ecclesiastical body, but it enjoys mutual counsel and cooperation which are common among Baptist churches. Insofar as is practical, this Church will, in a democratic sense, cooperate with the Southern Baptist Convention.

VI. AMENDMENTS

Changes in the Constitution & Bylaws of Collective Church may be made by the Elder Team of the church only by a unanimous vote of the Elder Team.



COLLECTIVE CHURCH BYLAWS

I. NAME

The name of this church is Collective Church.

II. OFFICES

The primary offices of Collective Church are located at 3230 Market Place Avenue, Bryant, AR, 72022. This office is located in Saline County. The Elder Team shall have full power and authority to change the principal office from one location to another.

III. NONPROFIT STATUS

The church is a nonprofit corporation under the laws of the state of Arkansas through the Arkansas Baptist State Convention.

IV. PURPOSE

The church is formed to support public worship and to proclaim the gospel of Jesus Christ through such ministries as may be determined by the church.

V. AFFILIATIONS

The church is autonomous and maintains the right to govern its own affairs, independent of denominational control. Recognizing, however, the benefits of cooperation with other churches in the fulfillment of its purposes, Collective Church has affiliated itself with the Southern Baptist Convention.

VI. ORDINANCES

The ordinances of the church are Baptism and the Lord's Supper.

VII. ARTICLES OF FAITH

1. Statement of Biblical Authority

At the center of Christian faith and practice stands the belief that God has spoken to the world in the person and work of Jesus Christ, which is accurately and authoritatively revealed in the Christian Bible. The Bible is the inspired, inerrant and

COLLECTIVE CHURCH BYLAWS

VII: ARTICLES OF FAITH (Continued)

sufficient Word of God and is thus the ultimate authority for life, faith and morals. Though the various theological statements of the Church reflect succinct summaries of biblical boundaries, it is the Bible itself to which we are in ultimate submission. Members have the responsibility and opportunity to engage Church Pastors, and Church staff on areas of theological disagreement. However, membership carries with it the implicit understanding that the Lead Pastor and Elder Team shall function as the interpretive authority on biblical meaning and application for the purpose of Church doctrine, practice, policy and discipline.

2. Statement of Basic Belief

The following Statement of Basic Belief represents the core orthodox beliefs of the Church from a biblical and historical perspective. While church members are not required to fully understand or articulate all aspects of the Statement of Basic Belief, the explicit rejection of any part of it disqualifies one from membership in Collective Church. Revisions to the Statement of Basic Belief in order to more clearly align to Scripture shall be at the sole discretion of the Elder Team, with the understanding that such changes will be communicated to the members of the Church.

We believe . . .

- The Scriptures are true, authoritative and sufficient (Psalm 19:7-11; 2 Timothy 3:16; 2 Peter 1:20-21).
- There is only one God (Deuteronomy 6:4; Isaiah 46:9-10; John 17:3, 1 Corinthians 8:4-6; 1 Timothy 2:5).
- The Father is God. The Son is God. The Holy Spirit is God. The Father is neither the Son nor the Holy Spirit. The Son is neither the Father nor the Holy Spirit. The Holy Spirit is neither the Father nor the Son (Genesis 1:26; Psalm 45:6-7; Psalm 110:1; Matthew 3:13-17; Matthew 28:17-20; 1 Corinthians 12:4-6).
- I am, along with all humanity (Christ excluded), by birth and action a sinner (Genesis 6:5; Psalm 51:5; Jeremiah 17:9; Romans 3:23; 5:8, 12-21, 7:18; Ephesians 2:1-3).

COLLECTIVE CHURCH BYLAWS

We believe . . .

- The deserved penalty for sin is death, both physical and spiritual (Genesis 2:15-17; Genesis 3:19; Romans 5:12; 6:23; James 1:14-15).
- Jesus Christ is the eternal Son of God, was born of a virgin and is both fully God and fully human (Matthew 1:20; Luke 2:52; John 1:1-4, 14; Colossians 1:15-20; Hebrews 1:1-3).
- Jesus Christ died as my substitute to pay the penalty for my sin (John 1:29; 10:1-18; Romans 5:8; 1 Corinthians 15:1-4; 2 Corinthians 5:21; Galatians 1:4; 1 Peter 3:18).
- Jesus Christ physically rose from the dead (Matthew 28:1-20; Mark 16:1-8; Luke 24:1-53; John 1:20-21:25; 1 Corinthians 15:12-34).
- Jesus Christ physically ascended into heaven and will one day physically return (John 14:3; Acts 1:11; 1 Thessalonians 4:16; Hebrews 9:28; 1 John 3:2; Revelation 1:7).
- There will be a future physical resurrection of the dead. Those who trust in Jesus Christ alone will be raised to eternal reward. Those who have not trusted in Jesus Christ will be raised to eternal punishment (Matthew 25:31-46; John 5:28-29; Acts 24:15).
- Only by trusting in the person and work of Jesus Christ alone can I be reconciled to God and experience true life and joy (John 3:18, 14:6; Acts 4:12; Romans 3:21-26; 1 Timothy 2: 5-6).

VIII. STATEMENT ON MARRIAGE AND SEXUALITY

It is the biblical position that marriage involves the union of one man and one woman in permanent sacred fidelity. Though various cultures and customs have evolving definitions of marriage, it is God alone who has ultimate authority to prescribe and describe the marital relationship (Genesis 2:24, Matthew 19:1-9, Mark 10:1-12). Furthermore, sexual intimacy is only properly exercised and pursued within the confines of this marital relationship. Sexual immorality, defined as any sexual activity outside of the boundaries of the sacred marital relationship between one man and one woman, is clearly and expressly prohibited by the Lord (Matthew 15:19; 1 Corinthians 6:9-11; 1 Thessalonians 4:3; Hebrews 13:4).

COLLECTIVE CHURCH BYLAWS

VIII. STATEMENT ON MARRIAGE AND SEXUALITY (Continued)

As a consequence, the Church regards any and all forms of sexual immorality, including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, pornography or even lustful intent toward such, as sinful and ultimately unsatisfying. Moreover, the Church also regards as sinful the desire, intent, or action of surgically altering one's biological sex to a different sex. Since the body is a creation of God, the Church holds sexual identity to be biologically determined by God, and associated gender norms are to be observed as appropriate to biblical standards. Disagreement with one's biological sex only leads to spiritual confusion and emotional chaos (Genesis 1:27; Romans 1:26-32; 1 Corinthians 6:9-11).

In order to preserve the function and integrity of the Church as the local Body of Christ, and to provide a biblical example to the church members and the community, it is imperative that all persons employed by the Church in any capacity or united to the Church in membership should abide by and agree to this, "Statement on Marriage and Sexuality" and conduct themselves accordingly.

Though sinful sexual expression is egregious (as is all sin), the gospel provides redemption and restoration to all who confess and forsake their sin, seeking mercy and forgiveness through Jesus Christ (1 Corinthians 6:9-11; Ephesians 2:1-10; Titus 3:3-7).

Furthermore, there is a difference between temptation and unrepented sin. Jesus was tempted in all ways as we are, yet He never sinned. Members, employees, volunteers and attendees of the Church wrestling with all manner of sexual temptation will find a Church ready to point them to Jesus and join with them to fight for their obedience to Christ. Jesus called the weary and heavy-laden to Himself. As a church desiring to follow Christ fully, the Church will be a safe place for men and women fighting sexual temptations of all kinds. For those fighting temptation and repenting of sin, the Church will provide love, care and direction (Matthew 11:28-30; 1 Corinthians 10:13; Hebrews 2:17-18; Hebrews 4:14-16).

The Church's Statement on Marriage and Sexuality does not provide grounds for bigotry, bullying or hate, as we fully believe that every person must be afforded compassion, love, kindness, respect and dignity, regardless of his or her lifestyle. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated

COLLECTIVE CHURCH BYLAWS

VIII. STATEMENT ON MARRIAGE AND SEXUALITY (Continued)

as sinful and are not in accordance with the Scriptures nor the doctrines of the Church.

This specifically gives the Elder Team the right and authority to prohibit acts or omissions, including but not limited to (a) permitting any Church assets or property, whether real property, personal property, intangible property, or any property or asset of any kind that is subject to the direction or control of the Church, to be used in any manner that would be—or, in the sole determination of the Church Pastors, could be perceived by any person to be—inconsistent with this Statement on Marriage and Sexuality; and (b) permitting any Church facilities to be used by any person, organization, corporation, or group that would or might use such facilities to convey, intentionally or by implication, what might be perceived as a favorable impression about any definition of marriage other than that contained in this Section.

The Church's Statement on Marriage and Sexuality is based upon God's will for human life as conveyed to us through the Scriptures, upon which this Church has been founded and anchored, and this shall not be subject to change through popular vote; referendum; prevailing opinion of Members or the general public, influence of or interpretation by any government authority, agency, or official action; or legal developments on the local, state, or federal level.

Furthermore, based on the articles of this document and God's instruction in the Bible, under no circumstance should a staff member of Collective Church, including pastors, ministers, administrative, or any other type, perform a marriage ceremony for individuals other than a ceremony that joins together one man and one woman. Any other ceremony that would join together individuals other than one man and one woman violates the commands of the Bible and these Articles, and therefore, any staff member of Collective Church cannot participate in such ceremonies.

COLLECTIVE CHURCH BYLAWS

IX. CHURCH MEMBERSHIP

1. Qualifications

Membership of Collective Church shall consist of people who have made a profession of their faith in Jesus Christ as Lord and Savior, and have been scripturally baptized through immersion. Those who wish to become members of Collective Church should first be a part of a home group, involved in a ministry at Collective Church, and complete the Life at Collective Church Membership Course. At the completion of the membership class they must be in agreement with the Articles of Faith and devotions of the church.

2. Reception

Membership in the church may be attained in the following manner:

1. By scriptural baptism by immersion after profession of faith in Jesus Christ as personal Lord and Savior.
2. By transfer of church letter from another church of like faith and practice.
3. By a statement of faith of their prior experience of conversion and scriptural baptism by immersion in another evangelical church of like faith and practice.
4. By restoration to the church membership after having been removed from membership.

3. Orientation of New Members

Candidates for membership need to be actively involved in a home group and Collective Church sponsored ministry, and attend Life at Collective Church Membership Course to learn and understand the privileges and responsibilities of members to God and the Church.

COLLECTIVE CHURCH BYLAWS

4. Membership Renewal and Removal

Membership is reviewed and renewed on a periodic basis. Members can be removed through:

1. Failure to renew their membership.
2. Voluntary resignation of membership by one in good standing (transfer of letter to join another church of like faith and practice).
3. Death
4. A decision by the church Elder Team as a result of the disciplinary process.

5. Membership Responsibilities

Membership within a local church carries both privileges and responsibilities. Members of the Church are held accountable to the responsibilities of general Christian obligations. These responsibilities include praying for and pursuing both corporate health and individual holiness. Members attest that they have completed the membership process as instructed, and have read and are willingly in agreement with the model of the Church (Acts 2:42-47).

1. Members in good standing are encouraged to voice support and concern for church decisions to Pastors, Elders, and Directors privately and in a respectful manner.
2. It shall be the duty of church members to uphold the Articles of Faith, Constitution and Bylaws, and devotions of the Church (Acts 2:42-47).

X. ELDER TEAM

The Elder Team is a group of members who have been appointed by the Lead Pastor, and recognized by the church membership. Collective Church is an Elder-led church with a combination of Lay and Staff Elders called to biblically shepherd and oversee the church. The primary Scriptural texts for Elder leadership and qualifications are 1 Peter 5, Titus 1, and 1 Timothy 3. We affirm these texts as our guides in evaluating the call of any man to be an Elder.

COLLECTIVE CHURCH BYLAWS

X. ELDER TEAM (Continued)

1. Elder Team Leadership

The Lead Pastor serves as Lead Elder. He is a first among equals with the Elder Team. As the Lead Elder he is to never domineer over the Elder Team, but to humbly lead the team to be mutually accountable and mutually submissive to one another according to the Scriptures.

The Lead Pastor/Elder is to coordinate in advance the agenda for every Elder Team Meeting. The agenda is shared with the Elder Team in advance of the meeting.

The Lead Pastor will appoint an Elder to the second chair that may serve as Lead Elder in his absence.

2. Gathering as an Elder Team

- Monthly Elder Meetings

The Elder Team is to gather together once a month for two hours. The first hour is always devoted to the reading of God's Word, prayer and spiritual inventory among one another. The second hour is devoted to shepherding and the oversight of Collective Church.

- Annual Elder Retreat

In addition to monthly meetings, the Elder Team will retreat annually in December to season the coming year in prayer, decide upon the annual budget, and hear the Lead Pastor's vision for teaching, preaching and ministry focus/goals for the coming year.

3. Duties

- Elders *feed* God's people by teaching *God's Word* in varying capacities.
- Elders *lead* God's people by being *examples* in both character and skill.
- Elders *protect* God's people from false teaching, spiritual apathy, and sin.
- Elders *care for* God's people by encouraging them in God's Word through all kinds of life circumstances.
- Elders *live* with God's mission on their hearts and minds. They live this way as an example to God's people and to *inspire* and *equip* God's people to join His mission.

COLLECTIVE CHURCH BYLAWS

4. Accountability (Continued)

Everyone goes bad alone. Therefore the Elder Team holds one another mutually accountable to living according to the requirements set by scripture. Although the Lead Pastor serves as Lead Elder, he must be held accountable by the Elder Team according to 1 Timothy 3:1-5 and Titus 1:7-9.

“This saying is trustworthy: ‘If anyone aspires to be an overseer, he desires a noble work.’ An overseer, therefore, must be above reproach, the husband of one wife, self-controlled, sensible, respectable, hospitable, able to teach, not an excessive drinker, not a bully but gentle, not quarrelsome, not greedy. He must manage his own household competently and have his children under control with all dignity. (If anyone does not know how to manage his own household, how will he take care of God’s church?)” 1 Timothy 3:1-5 CSB

“As an overseer of God’s household, he must be blameless: not arrogant, not hot-tempered, not an excessive drinker, not a bully, not greedy for money, but hospitable, loving what is good, sensible, righteous, holy, self-controlled, holding to the faithful message as taught, so that he will be able both to encourage with sound teaching and to refute those who contradict it.” Titus 1:7-9 CSB

5. Voting

The Elder Team seeks to confirm our unity in the form of voting on a few key issues.

- Annual Budget (to be presented to church for vote of affirmation)
- Lead Pastor Salary (Lead Pastor/Elder to recuse himself from vote)
- Staff Salaries (Lead Pastor/Elder to recuse himself from vote)
- Any ministry purchase larger than \$2000.00

Votes on the above matters must be unanimous among the Elder Team in order to move forward. For a collective vote/decision the Elders shall perform due diligence and work of seeking the guidance of God’s Holy Spirit through prayer, research, processing and discussing the issues.

In the case of buying property, selling property, or calling a new Lead Pastor the Elder Team is to bring a recommendation before the Collective Church members for a vote.

COLLECTIVE CHURCH BYLAWS

X. ELDER TEAM (Continued)

Once processing, discussion and voting have concluded, all Elders will publicly support and protect all Elder decisions in order to preserve unity.

6. Former Elders

Former Elders in good standing are a valuable resource to our Elders and the Church. We desire to maintain a close relationship with them by inviting their feedback and participation with the active Elder Team at various times.

XI. DISMISSING THE LEAD PASTOR AND CALLING A NEW LEAD PASTOR

In the event that the Lead Pastor is leading contrary to 1 Tim. 3:1-5, Titus 1:7-9, or violates the Church Constitution and Bylaws, the Elder Team has the authority and responsibility to lovingly confront the Lead Pastor as Jesus instructed in Matthew 18:15-21. If the Lead Pastor does not seek to understand the Elders and seek reconciliation, the Elder Team has the authority to ask the Lead Pastor to resign from his position as Lead Pastor/Elder after they have reached a unanimous vote.

In the event that the role of Lead Pastor is vacant, the Elder Team will serve as a search team for a new Lead Pastor. The following is the plan for finding and calling a new Lead Pastor for Collective Church:

- The Elder Team is delegated to establish a procedural process for candidate review and selection. Selection of a candidate must be made with a unanimous vote of the Elder Team
- The Elder Team will make a recommendation to the membership of Collective Church as to the candidate that they have selected, and schedule a Sunday for that person to come in "View of Call".
- A special Member Night will be called that evening for a vote to take place. This vote will be led by the Second Chair Elder Team Leader, and will take place by secret ballot. Elder Team members should be present for the counting of ballots.
- The candidate must receive 75% of the membership vote in order to be hired as the new Lead Pastor.

COLLECTIVE CHURCH BYLAWS

XI. DISMISSING THE LEAD PASTOR AND CALLING A NEW LEAD PASTOR (Con't)

- Those present will take part in a time of worship while the vote is being counted.
- The Membership of Collective Church will be notified of the outcome of the vote before they leave.
- Member Night is not an open forum for discussion. The time will be taken to pray, vote, and worship.

XII. HIRING AND DISMISSAL OF CHURCH EMPLOYEES

The Lead Pastor will consult the Elder Team and Staff Team in the hiring and dismissing of church employees. In order to hire a Staff Member or dismiss a Staff Member the Elder Team must seek a unanimous vote.

XIII. COLLECTIVE CHURCH PASTOR & STAFF JOB DESCRIPTIONS

1. Lead Pastor (P.J. Noland) (Full Time)

- Primary teaching Pastor
- Serves as a Staff Team Leader and Elder Team Leader
- Provides periodic trainings for all staff members
- Works with the Collective Financial Team to oversee finances and prepare budgets
- Leads regular meetings with Elder Team and Collective Vision meetings
- Performs weddings and conducts funerals as requested
- Maintains a working relationship with pastors in the city and denomination leaders

2. Leader of Children's Ministry (Laura Beth Warner) (Full Time)

- Assists the pastors in determining the vision for Children's Ministry
- Oversees the scheduling and weekly function of Children's Ministry Teams
- Recruiting and training volunteers to serve within Children's Ministry
- Plans and oversees Children's Ministry Events
- Engages in continuing education within Children's Ministry
- Maintains a working relationship with area Children's Ministry Leaders
- Assists the Lead Pastor and Elder Team in providing care, connection, and correction of members who primarily serve in their ministry

COLLECTIVE CHURCH BYLAWS

XIII. COLLECTIVE CHURCH PASTOR & STAFF JOB DESCRIPTIONS (Continued)

3. Leader of Worship Ministry (Mary Ann Doggett) (Part Time)

- Collaborates with the Lead Pastor in determining the vision for Worship Ministry
- Oversees the scheduling and weekly function of Worship Ministry Teams
- Recruiting and training volunteers to serve within Worship Ministry
- Plans and oversees Worship Ministry Events
- Engages in continuing education within Worship Ministry
- Maintains a relationship with area Worship Ministry Leaders
- Assists the Lead Pastor and Elder Team in providing care, connection, and correction of members who primarily serve in their ministry

4. Leader of Student Ministry (Shane Harrington) (Full Time)

- Collaborates with the Lead Pastor in determining the vision for Student Ministry
- Oversees the scheduling and weekly function of Student Ministry Teams
- Recruiting and training volunteers to serve within Student Ministry
- Plans and oversees Student Ministry events
- Engages in continuing education within Student Ministries
- Maintains a working relationship with area Student Ministry Pastors and Directors
- Assists the Lead Pastor and Elder Team in providing care, connection, and correction of members who primarily serve in their ministry

5. Leader of Communications (Paige Brumley) (Part Time)

- Collaborates with the Lead Pastor in determining the communication vision for the Church
- Partner with ministries by creating communication plans to mobilize their specific audiences to respond and build communication strategies for big events
- Ensures high-quality and highest impact communications are created for both internal and external audiences
- Recruiting and training volunteers to serve within Promotions and Hospitality Teams
- Oversees the scheduling and weekly function of Promotions and Hospitality Teams
- Assists the Lead Pastor and Elder Team in providing care, connection, and correction of members who primarily serve in their ministry



COLLECTIVE CHURCH BYLAWS

XIV. CONSTITUTION & BYLAW REVISIONS

Any revisions to the Collective Church Constitution and Bylaws must be made with a unanimous vote by the Elder Team.

FINANCIAL STEWARDSHIP

Collective Church Budget for 2023

Staffing: 45%

- Lead Pastor (PJ Noland) Full Time
- Leader of Worship Ministries (Mary Ann Doggett) Part Time
- Leader of Students (Shane Harrington) Full Time
- Leader of Kids (Laura Beth Warner) Full Time
- Leader of Communications (Paige Brumley) Part Time

Facilities: 21%

- Rent
- Utilities
- Insurance
- Maintenance/Cleaning

Missions: 12%

- ABSC (Cooperative Program)
- TheCALL of Saline and Perry Counties
- New Beginnings Pregnancy Center
- Central Baptist College
- ABWE
- Benevolence

Ministry: 14%

- Worship
- Audio Visual
- Collective Kids Ministry
- Collective Student Ministry
- Collective Community Groups
- Connection
- Hospitality
- Impressions
- Promo

FINANCIAL STEWARDSHIP

Ministry (Continued)

- Mens Ministry
- Womens Ministry
- 4KK Events (MOCC)
- Ministry Meetings

Office/Operations: 3%

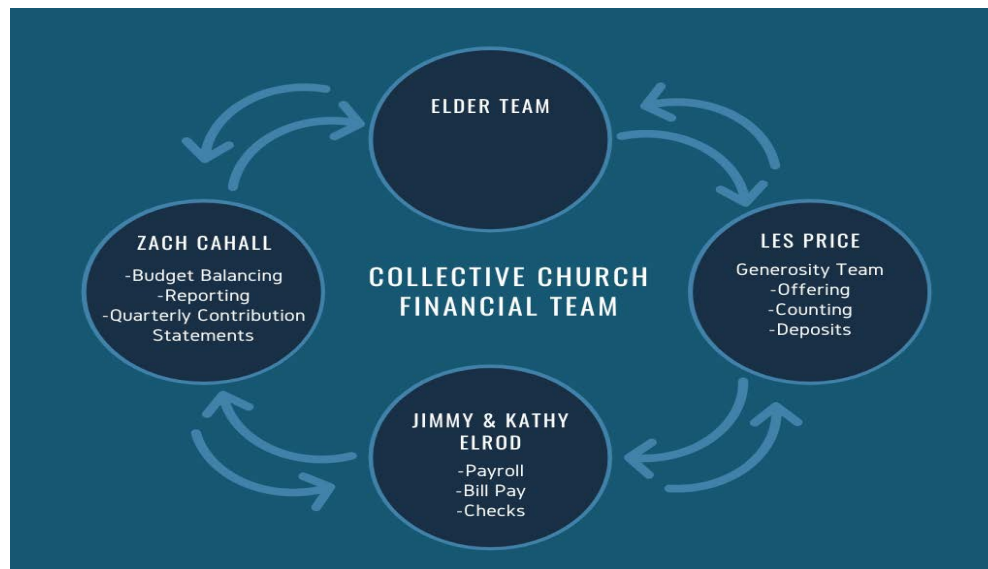
- Planning Center Online
- Quick Books
- PayChex
- Supplies

Miscellaneous/Uncategorized Expense: 1%

Building Fund: 4%

2022 AVERAGE MONTHLY GIVING: \$47,340

2022 AVERAGE MONTHLY EXPENSES: \$34,786



COLLECTIVE CHURCH MEMBERSHIP AGREEMENT

As a people who have been redeemed by the grace of God through the life, death and resurrection of Jesus Christ, we have an opportunity to pursue the character of Christ through our lives, attitudes and actions. The Scriptures refer to this lifestyle as “living by the Spirit” (Rom. 8). The agreement in no way is intended as an addition to the biblical obligations of a believer. Rather, this document functions primarily as an accessible yet non-exhaustive explanation or guide of what the Scriptures teach about the obedience that faith produces. This is between our Lord and His Church (each other).

By the grace of God, in the power of His Spirit, we seek to Know God and Make Him Known in faith as a Member of Collective Church, I agree that:

BELIEVE

- I am a Christian, who has been saved by grace alone, through faith alone, in Christ alone (Ephesians 2).
- My sins have been forgiven and I have been born again spiritually by believing the gospel (John 3; 1 John 1:9).
- I have been baptized (by immersion) publicly as a sign and seal of my belonging to Christ and His church in obedience to the Scriptures (Romans 6; Acts 2:41).

CONFESS

- I have read and understand Collective Church’s Statement of Beliefs and have heard and understand Collective Church’s Core Values through the Life at Collective Church Membership Course.
- I am in overall agreement with Collective Church’s primary doctrinal convictions and theological distinctives, which emerge from the pages of Scripture and are in harmony with the testimony of historic Christianity.
- I will not be divisive over secondary theological issues and will strive to diligently preserve unity and peace (Hebrews 13:7, 17, Ephesians 4:1-3).

COLLECTIVE CHURCH MEMBERSHIP AGREEMENT

LIVE

- I will strive to live all of my life in response to the gospel, walking in holiness and seeking faithful obedience as my constant response to God's grace. Believers should strive to put certain attitudes and actions to death while stirring and stimulating love and good deeds through the Spirit. (Colossians 3:12-17; Romans 12:9-21; (1 Peter 1:13-16, 4:1-3)
- I will endeavor to maintain a close relationship with the Lord through regular personal Bible study, prayer, fellowship and practice of the other spiritual disciplines (Psalm 119:9-11, 97, 105; 1 Thessalonians 5:16-18).
- When I sin, I will confess my sin to God and fellow believers and then repent and seek help to put my sin to death (Romans 8:13; Colossians 3:5; James 5:16; 1 John 6-10).
- I will practice complete chastity unless married and, if married, complete fidelity within heterosexual and monogamous marriage. Complete chastity and fidelity means, among other things, that regardless of my marital status, I will pursue purity and abstain from sexually immoral practices such as adultery, premarital sex and pornography (Romans 13:11-14; 1 Corinthians 6:15-20, 10:8; Ephesians 5:3; 1 Thessalonians 4:1-8; Hebrews 13:4).
- I will seek to preserve the gift of marriage and agree to walk through the steps of marriage reconciliation at Collective Church before pursuing divorce from my spouse (Matthew 19:11-12; Mark 10:1-12; Luke 16:18; 1 Corinthians 7:10-11).
- I will refrain from illegal drug use, drunkenness, gossip and other sinful behavior as the Bible dictates (Romans 1:28-32, 13:13; Galatians 5:19-21; Ephesians 5:18; James 3:3-18).
- I commit myself to the Collective Church family and agree to aid in fulfilling its purpose to Know God and Make Him Known to Saline County, our entire state, the nation and the world. I recognize that this will be accomplished by pursuing Collective Church's mission (Matthew 28:10-20) and model (Acts 2:42-27).

COLLECTIVE CHURCH MEMBERSHIP AGREEMENT

FOLLOW

- I will follow the called, gifted and qualified men that serve the body as elders for my good and my joy (Ephesians 4:1-3; 1 Peter 5:5; Hebrews 13:17).
- I will follow the biblical procedures of church discipline should I embrace outward, serious, and unrepentant sin - both informal discipline when approached lovingly and biblically by fellow believers and formal discipline if the need should ever arise. I understand the purpose of discipline is restorative, not punitive. I also understand that if I withdraw from membership while the subject of pending disciplinary action according to Matthew 18:15-17, I expressly consent and submit to the elders' continuing authority to complete the disciplinary process as scripture prescribes. (Matthew 18:15-17; Galatians 6:1-5).
- I covenant to submit to the authority of the Scriptures as the final authority on all issues (Psalm 119; 2 Timothy 3:16-17; 2 Peter 1:21).

COMMUNE

- I will gather regularly on Jesus' Day with Jesus' people for worship, Word and Sacrament (Hebrews 10:23-25)
- I will gather regularly with others of the Collective family through Collective groups and other community opportunities to live life in community and life on mission (Acts 2:42-47; Matthew 28:16-20; Psalm 133:1; Titus 3:14).
- I covenant to practice humility with the sacrificial attitude of Christ by considering the needs of others (Philippians 2:1-11; 1 Corinthians 13:4-5), not gossiping (Proverbs 16:28, Matthew 18:15-17), and seeking spiritual friendships (Proverbs 17:17).

SERVE

- I will happily serve where there are needs that I am able and gifted to fill (Romans 12:3-8; 1 Peter 4:10-11).
- I commit to using the spiritual gift(s) God has given me for the building up of the church, both as part of Collective Church and in our mission to fulfill the Great Commission (Matthew 28:16-18; Ephesians 4:11-16; 1 Peter 4:10-11; Romans 12:1-8; 1 Corinthians 12:7-31).

COLLECTIVE CHURCH MEMBERSHIP AGREEMENT

GIVE

- I will strive to properly steward the resources God has given me, including my time, body, gifts, talents, attitudes, finances, and possessions (Ephesians 5:15-18; Romans 12:1-2; Ephesians 4:1-16; Galatians 5:22-26; Proverbs 3:9-10; 1 Peter 4:10-11).
- I will pray, consider, and give generously, regularly, sacrificially, willingly, cheerfully, and not under compulsion (within my means), to the work of God at my local church with 10% of my gross income as a recommended aim (Malachi 3:10).
- I understand giving is an act of worship and how I give speaks to where my heart is, and as a member I will support the work of God's family.

It will be my responsibility to notify Collective Church's leadership if at any time I can no longer commit to this agreement. If I am to leave the church for righteous reasons, I will notify the church staff and seek another church where I can carry out the biblical responsibilities as a believer. If I have any questions, comments, or concerns regarding Collective Church, I commit to talk to my pastors/elders, and will do everything within my power to not cause division.