



## **ANNUAL MEETING AGENDA**

### **Call to Order – Howard Braith**

- Opening remarks and welcome. – Pastor Robert Doleshal
- Opening Prayer. – Pastor Robert Doleshal

### **Motion to Adopt By-Law Changes – Howard Braith**

- 2nd to the motion.
- Discussion and questions from members.
- Chair calls for vote.
- Voting process and counting of votes.
- Announcement of the voting results.

### **Motion to Affirm Elder Candidates – Howard Braith**

- 2nd to the motion.
- Introduction of Elder candidates.
- Chair calls for vote.
- Voting process and counting of votes.
- Announcement of the voting results.

### **Motion to Adopt 2024-2025 Budget – Howard Braith**

- 2nd to the motion.
- Presentation of the proposed budget. - Bob Reed
- Discussion and questions from members.
- Chair calls for vote.
- Voting process and counting of votes.
- Announcement of the voting results.

### **Elder Chairman Comments – Howard Braith Phase II (Building Task Force) Update – Kurt Stepka**

- Update on the progress of Phase II.
- Discussion and questions from members.

### **Adjournment**

- Closing Prayer – Kurt Stepka





## Proposed Changes to the By-laws

# BYLAWS OF CALVARY CHURCH of NEW PRAGUE

### PREAMBLE

The members of CALVARY CHURCH of NEW PRAGUE (hereinafter referred to as “the church” or “Calvary Church”), desiring to honor the Lord Jesus Christ, do hereby adopt the following biblical principles of government and order stated in these Bylaws as a declaration of our commitment to lead people into a growing relationship with Jesus Christ. These Bylaws are a declaration of what we believe and are our goals for this church.

### ARTICLE I

#### NAME; OFFICES; FISCAL YEAR

Section 1: NAME.

The name of the church is CALVARY CHURCH OF NEW PRAGUE.

Section 2: OFFICES.

The principal office of the church shall be located in \_\_\_\_\_, County of \_\_\_\_\_, State of Minnesota. The church may have such other offices, either within or without the State of Minnesota, as the Board of Elders may determine.

**Current:**

Section 3: THE FISCAL YEAR.

The fiscal year of the church shall be **June 1 through May 31** of each calendar year.

**Proposed:**

Section 3: THE FISCAL YEAR.

The fiscal year of the church shall be **October 1 through September 30** of each calendar year.

## **ARTICLE II MISSION; PURPOSE**

### Section 1: MISSION.

The mission of the church is to lead people into a growing relationship with Jesus Christ.

### Section 2: PURPOSE.

The purpose of the church shall be:

- A. To promote the worship of God in personal and corporate prayer; to seek to win the lost to Christ through personal witnessing and public preaching of the Word of God; to cultivate a positive Christian testimony in our community; to establish a strong missionary program; to minister to people spiritually, socially, mentally, physically and emotionally.
- B. To teach the Word of God; to properly administer the biblical ordinances; to administer church discipline; ordain pastors; commission missionaries and license ministers of the Gospel.
- C. To be organized and operated as a church exclusively for charitable purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue Code. The corporation shall not carry on any other activities not permitted to be carried on by a corporation exempt from Federal Income Tax under Section 501(c)(3) of the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue Law.

## **ARTICLE III MEMBERSHIP**

### **Current:**

#### **Section 1: CLASSES OF MEMBERS.**

Membership in the church shall be open to all, regardless of race, age, gender, color, or social status. Only a member in good standing, i.e. not under church discipline, who has reached his or her eighteenth (18) birthday is qualified to vote.

### **Proposed:**

#### **Section 1: CLASSES OF MEMBERS.**

Membership in the church shall be open to all, regardless of race, age, color, social status, or gender as

defined by our understanding of The Bible.

## A. STATEMENT ON MARRIAGE, GENDER, AND SEXUALITY.

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. (Gen. 1:26-27) Rejection of one's biological sex is a rejection of the image of God within that person.

### a. Men and Women:

We teach that God's original and very good creation included making both men and women in His image. This makes both genders equal in value, dignity, and salvation and equally worthy of respect and protection. However, the two genders are not identical but were created to complement each other in role and function both in the church and in the Christian home. In the church, this means only men should be elders as well as publicly and formally preach or teach to a mixed audience of adult men and women. This pertains to the biblical instruction for women to have spiritual authority over men, thus preaching and teaching. It does not exclude women from speaking or presenting. For example, Calvary Church has women detail their salvation experience, report on mission trips, welcome the church, and provide announcements on Sunday mornings. These are examples, not an exhaustive list. In the Christian home, husbands have been given the responsibility of humble leadership and wives have been given the responsibility of willing, intelligent, submission to that leadership, which includes never following their husbands into sin. Because these marriage roles reflect God's very good creative purpose, being ordained by Him before sin entered the world, living in accordance with them fosters relational peace, blessing and joy. This is why marriage can only legitimately exist between one man (having XY sex chromosomes) and one woman (have XX sex chromosomes) and that these ideas are God-ordained, not 'old fashioned' or based on the ever-changing whims of societal acceptability and ultimatums. Today, the terms "sex" and "gender" can refer to different things, depending on one's vernacular. Calvary Church believes that 2 sexes were created resulting in 2 genders [Gen 5:2]. Individuals born with XY sex chromosomes are of the male gender. Individuals born with XX sex chromosomes are of the female gender. Thus, the terms "sex" and "gender" in this document refer to biological and physiological characteristics irrevocably linked to gender. [Gen 1:26-27, 2:18-24, 5:1-2, 9:6; 1 Cor 11:3; 1 Tim 2:11-14, 3:1-2; Eph 5:22-33; Col 3:18-19; Titus 1:6; Jas 3:9; 1 Pet 3:1-7]. While Calvary Church, its staff, and leadership, retain the right to decline officiating or participating in any wedding for various reasons, the following situations will not be allowed for our staff or leadership to perform, whether on our own property or anywhere else.

- b. We believe that the term “marriage” has only one meaning: the uniting of one biologically born man and one biologically born woman in a single, exclusive union, as delineated in Scripture. (Gen. 2:18-25) We believe that God intends sexual intimacy to occur only between a biologically born man and a biologically born woman, who are married to each other. (I Cor. 6:18; 7:2-5; Heb. 13:4) We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a biologically born man and a biologically born woman. To be absolutely clear, the individuals must still be in every way in accord with their biologically born gender. We will not marry a biologically born man transitioning to a woman to a biologically born woman transitioning to a man as a “loophole.”
- c. We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God. (Matt. 15: 18-20; I Cor. 6:9-10)
- d. We believe that in order to preserve the function and integrity of Calvary Church of New Prague as the local Body of Christ and to provide a biblical role model to Calvary Church of New Prague’s members and the community, it is imperative that all persons employed by Calvary Church of New Prague in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality. (Matt. 5:16; Phil. 2:14-16; I Thess. 5:22) Furthermore, no Pastor, Elders, staff, or other leader will perform marriage ceremonies, on Calvary’s campus or any other, uniting individuals of the same gender. Only ceremonies related to a biologically born man and biologically born woman are permissible.

## B. VOTING PRIVILEGES.

Only a member in good standing, i.e. not under church discipline, who has reached his or her eighteenth (18) birthday is qualified to vote.

## Section 2: REQUIREMENTS.

All individuals who satisfy the requirements and procedure for membership shall be eligible for membership. Individuals seeking membership shall meet the following requirements:

- A. A credible testimony of a personal salvation experience, confessing faith in the Lord Jesus Christ as Savior;
- B. Baptism by immersion in water in the name of the Father, the Son, and the Holy Spirit following the profession of faith in Jesus Christ; and
- C. Agreement with and support for the Church Membership Covenant.

Section 3: PROCEDURE.

Any person interested in becoming a member of the church shall submit a written and signed application to the church. The Board of Elders shall consider, then approve or disapprove, each application at its regular meeting or at any special meeting of the Board.

**Current:**

- A. Those persons desiring to join the church shall give their testimony, verbally or in writing to a **staff person designated by the Board for this purpose**. If verbal, the testimony shall be reduced to writing and thereafter retained by the church.

**Current:**

- B. Those persons desiring to join this church shall sign the Church Membership Covenant, stating that they are in agreement with these Bylaws and subscribe to the Statement of Faith **contained in the Articles of Incorporation which defines the doctrinal position and teaching of the church**.

**Proposed:**

- A. Those persons desiring to join the church shall give their testimony, verbally or in writing to **an Elder, staff person, or other individual designated by the Board of Elders for this purpose. Designees will provide a summary of the testimony to the Elders**. If verbal, the testimony shall be reduced to writing and thereafter retained by the church.

**Proposed:**

- B.** Those persons desiring to join this church shall sign the Church Membership Covenant, stating that they are in agreement with these Bylaws and subscribe to the Statement of Faith. Applicants **whose applications are so approved shall become members of the church and be presented to the church during a church service**.

status.

**Current:**

B. Discipline: A member may lose certain privileges of membership, e.g. the privilege of voting, as a result of church discipline.

**Proposed:**

B. Under Discipline: A member may lose certain privileges of membership, e.g. the privilege of voting, as a result of church discipline. The ultimate goal of church discipline is to restore an unrepentant member to a right relationship with God and His church. Christian discipline in the church is necessary for four reasons: to promote the growth of Christ's disciples; to protect this flock of God; to maintain our congregation's witness to unbelievers; and, most importantly, to uphold the reputation of Christ.

i. All disciplinary proceedings in this church shall be pervaded by a spirit of Christian kindness and forbearance with a view toward reconciliation and restoration. Members shall follow, in gracious spirit, the procedure commanded by our Lord in Matthew 18:15–20. In short, a concerned member shall go privately to the member who he/she believes has sinned against God, and if founded, shall urge him/her to repent. If repentance is not forthcoming, then the member shall take one or two witnesses who will confirm the sin and urge the individual to repent. If he/she still refuses to repent, the concerned member shall refer the matter to the church through the Elder Board. For member(s) who instigate factious behavior, not merely maintaining a personal sin, Titus 3:9-11 applies and the Elders should address this with the same care as described earlier. (Matthew 18:15–20; Ephesians 4:25–32; Galatians 6:1–5; Titus 3:9–11).

ii. The Elder Board shall be responsible to investigate and establish the facts related to a referred complaint. If the complaint is founded, the Board will urge repentance and work with the offending party to attain a repentant heart. There may be circumstances where an egregious sin comes to the attention of the Elder Board that requires immediate action by the congregation. In the case of a clear failure by the offending party to repent after sufficient time, the Board will present the matter to the church body at a regular meeting or other gathering as the Board determines. If the offending party fails to repent by the next member meeting, the Board may move to recommend excommunication (i.e., exclusion from membership and the Lord's Supper). Excommunication shall occur upon a majority of the membership present and voting in a membership gathering or other meeting called according to



these Bylaws (Matthew 18:15–20; Romans 16:17-20; 1 Corinthians 5:1–13; 1 Peter 5:1–4; Hebrews 13:17).

iii. This entire process has as its goal the restoration of the member to a right relationship with God and His church. The church's elders and members shall remain open to repentance, forgiveness, and reconciliation during the disciplinary process, even subsequent to the unlikely event of excommunication. In the case of excommunication, restoration to full participation in the congregation shall be granted upon the recommendation of the Elder Board to membership, who shall affirm restoration by a majority of the membership present and voting in a membership gathering or other meeting called according to these Bylaws (Luke 17:1–4; 2 Corinthians 2:5–11; Hebrews 12:4–10).

C. Absenteeism: Should it become verified to the Board of Elders or staff that any member has been absent from the worship services of the church for a period of one year, without justifiable cause, the Board shall designate the member as inactive. This means the member will be removed from membership within six months unless he or she becomes active. To become active, the member must resume regular attendance, manifesting a sincere and cooperative spirit, or provide justifiable cause for the absence.

Current:

D. Administrative Removal: When church staff establishes that a member has united with another church without notifying this church, the Board of Elders shall authorize the removal of the member from the membership roll.

Proposed:

D. Administrative Removal:

i. The Board of Elders may recognize the termination of a person's membership after he or she has moved out of the area, joined with another church, or is otherwise not attending the services of the church.

ii. The Board of Elders may recognize the termination of a person's membership as an act of church discipline by the Board of Elders according to the biblical principles outlined in Section B above. The Board of Elders shall have the authority to postpone action on a member's voluntary resignation or transfer of membership to another church either for the purpose of proceeding with a process of church discipline or for any other biblical reason.

**Current:**

D. The latest version of “Roberts Rules of Order” shall govern all meetings of members in all cases to which they are applicable, and in which they are consistent with the Bylaws or adopted special rules of order. The Chair shall appoint a knowledgeable person to act as Parliamentarian at each meeting of church members. If a procedural question arises in the course of a meeting, the decisions of the Parliamentarian shall be final.

**Proposed:**

D. The latest version of “Roberts Rules of Order” or an agreed upon system of maintaining order and decorum by the Elders, shall govern all meetings of members in all cases to which they are applicable, and in which they are consistent with the Bylaws or adopted special rules of order. The Chair shall appoint a knowledgeable person to act as Parliamentarian at each meeting of church members. If a procedural question arises in the course of a meeting, the decisions of the Parliamentarian shall be final. The members shall conduct all elections including that of the Senior Pastor by secret written ballot. All other voting may be done by the method called for by the person chairing the meeting.

## **ARTICLE V PASTORAL STAFF**

### **Section 1: THE SENIOR PASTOR.**

The Senior Pastor is to teach, encourage, protect, and lead the congregation entrusted to him in the power of the Holy Spirit and following the direction of the Word of God. The Senior Pastor shall equip the saints for the work of ministry.

- A. Qualifications: Any candidate for the Senior Pastor shall be an ordained pastor and meet the requirements of an elder as set forth in Article VI, Section 1.
- B. Selection of a Senior Pastor: Within 60 days after the office of Senior Pastor becomes vacant, or at such time as the Board of Elders and the then-current Senior Pastor may agree, the Board of Elders shall solicit applications from members willing to serve on a Pulpit Committee, from which the Board shall nominate at least seven (7) persons, two or more of whom shall be women and two or more of whom shall be men, to act as the Pulpit Committee. Applicants shall be members in good standing of the church. The names of the persons so nominated shall be announced to the membership which

after an examination.

- C. All members of the ministry staff are required to subscribe to the Statement of Faith, the Church Membership Covenant, and agree to abide by these Bylaws.
- D. All ministry staff shall evidence a godly life. (James 3:1)

#### Section 4: OTHER CHURCH STAFF.

The Senior Pastor, or his designee, may appoint other church support staff according to needs of the church and within the limits of the approved annual budget. Church support staff shall serve at the discretion of the Senior Pastor.

## **ARTICLE VI BOARD OF ELDERS**

#### Section 1: QUALIFICATIONS OF ELDERS.

##### **Current:**

The Board of Elders must be active male members of the church in good standing, at least thirty (30) years of age, and shall have a lifestyle which demonstrates a growing relationship with Christ.

##### **Proposed:**

The Board of Elders must be active, adult, male members of the church, in good standing, with spiritual maturity and a lifestyle which demonstrates this is a growing relationship with Christ. Such maturity often comes with age, experience, and faithfulness, but not a specific age. Each Elder Candidate will be evaluated on their character.

The Elders shall possess mature judgment and unquestionable Christian character, be loyal to the Word of God, and devoted to the Lord Jesus Christ and to the spiritual welfare of the church. Their character shall reflect the requirements as stated in I Timothy 3:1-13 and Titus 1:6-9 and shall be manifested in faithful attendance at worship services of the church; they shall be separated unto God from the world, shall support the church with their tithes and offerings, be in faithful leadership in a Calvary Church ministry, and agree to abide by these Bylaws.

Section 2: ELECTION OF ELDERS.

**Current:**

A. The number of Elders shall be at least **five (5)** and no more than thirteen (13), including the Senior Pastor. In the event of a vacancy or vacancies, fewer than five (5) Elders may serve until the next Annual Business Meeting or a special meeting called to elect replacements.

B. Individuals considered for the office of Elder shall have been active members of the church for at least one year.

C. In keeping with the biblical principle of II Timothy 2:2, at the Annual Business Meeting the Board of Elders shall be responsible to present candidates for confirmation for service on the Board of Elders as vacancies occur.

**Current:**

D. The members shall elect Elders for one three-year term. Each Elder may serve two consecutive full terms, followed by at least **two years** off the Board before commencing another term. **Upon celebration of the five year anniversary of Calvary Church, Board terms shall be staggered so that** approximately one-third of the terms expire annually to provide continuity of Board function.

**Proposed:**

A. The number of Elders shall be at least **three (3)** and no more than thirteen (13), including the Senior Pastor. In the event of a vacancy or vacancies, fewer than **three (3)** Elders may serve until the next Annual Business Meeting or a special meeting called to elect replacements.

**Proposed:**

D. The members shall elect Elders for one three-year term. Each Elder may serve two consecutive full terms, followed by at least **one year** off the Board before commencing another term. Board terms shall be staggered, **as possible, with the intention that** approximately one-third of the terms expire annually to provide continuity of Board function.

E. An Elder's membership on the Board of Elders may be terminated as follows: (i) by withdrawal from membership of the Church; (ii) by voluntary resignation; (iii) by vote of a majority of the Board of Elders; or (iv) (as described in Section F immediately below) by a sixty-seven (67%) percent majority vote cast by members qualified to vote who are present at a duly called meeting of the members.

ceased to be an officer or Elder and shall inure to the benefit of the heirs, executors, administrators, and estate and effects, respectively, of such indemnified party.

Section 3:

The church may purchase and maintain insurance on behalf of any indemnified party against any liability asserted against or incurred by such party in such capacity; provided that no indemnification shall be made under any policy of insurance for any action that could not be indemnified by the church under this Article.

## **ARTICLE XVIII DENOMINATION AFFILIATION**

Calvary Church is an independent church affiliated with The Southern Baptist Convention, the Minnesota Wisconsin Baptist Convention, and the Twin Cities Metro Baptist Association.

## **ARTICLE XVIII (XIX) WAIVER OF NOTICE**

Whenever any notice is required to be given under the provisions of the Articles of Incorporation or the Bylaws of the church, a waiver thereof in writing signed by the person or persons entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice.

These articles are hereby adopted as the Bylaws of CALVARY CHURCH of NEW PRAGUE effective as of the date set forth herein.

## Elder Candidates



Andrew Nelson



Dustin Sammons



Aron Yingling

## Dustin Sammons

I was fortunate to be born into a Christian family with God fearing parents. I was raised in the CMA church where I learned about Jesus at a young age. When I was 5 I prayed with my mom to accept Jesus as my savior. My faith continued to grow as I got older but really became my own faith during my years in youth group. Throughout my life I have faced a number of trials that have pushed me deeper in my relationship with the Lord.

When I was 5 I was diagnosed with Spinal Muscular Atrophy, which is a degenerative disease. As I lose more function I am learning to trust God more and more to be my strength both physically and mentally. In 2004 I was blessed to marry my best friend. Marriage really showed me a new level of God's love. Shortly after marriage Elizabeth began having health issues and was eventually diagnosed with heart failure and would need a heart transplant. In 2015 she received a new heart but had complications shortly after and began a wait for a new heart and kidney in 2019. In January of 2020 she passed away while waiting for a donor.

In all the moments through the good and bad I have learned to trust the Lord but it's in the hardest moments I have grown the most. My faith is something that continues to grow and shape as the Lord leads me! I am so thankful for God's unconditional love that never leaves me.

## Aron Yingling

Having grown up as a missionary kid in central Mexico, my childhood was saturated with a knowledge of the gospel. There was never a time when I didn't believe, cognitively, that Jesus is God and that He died on the cross to pay for my sins. For me, salvation was never about believing the right facts; it was all about acting on those facts and surrendering the Lordship (or steering wheel) of my life to Him.

My first expression of that surrender came about when I was seven years old. I had been struggling with some hatred towards one of my siblings, and the Lord graciously used the struggle to convict and call me into His flock. Surrendering life's many struggles to the Good Shepherd is a practice that is ongoing.

Throughout my life, I have faced struggles of depression, anxiety, lust, impatience, and pride--to name a few. I can testify, through it all, that the Lord will always be that Good Shepherd. My story is marked by the endless grace and faithfulness of a loving Savior. Who am I that You are mindful of me, Lord? And yet, I need only look as far as cross to know the richness of Your love for me! All glory and praise to His name!

## Andrew Nelson

I grew up in a Christian home therefore I know I'm a car and have fire insurance. I kid. Here's a bit about me. My parents were missionaries in Costa Rica and Honduras. I accepted Christ as my personal savior several times at several VBSs since I was around 5yrs old. I was baptized when I was around 9.

I'm grateful that I grew up in a home that loved Christ and dedicated to reaching others. Looking back there was a big portion were I was going through the motions and mindlessly accepting Biblical teachings (from family and local church).

When I was around 16yr, I starting owning my relationship with Christ. Did I just believe this because this is what my parents and pastors say? I realized I'm called to learn from others but more importantly to intentionally pursue Christ myself.

I don't believe the purpose of being saved is to go to Heaven. That's a symptom of having a personal relationship with God, choosing to follow Christ, and allowing the Holy Spirit (I might be bilingual but don't believe I speak in tongues) to work through us to help the lost and hurting till Christ returns.

## Worship

	Baptisms	New Members	Total Members	Worship Attendance Average
2017-2018	7	29	76	144
2018-2019	1	7	79	152
2019-2020	1	8	100	143
2020-2021	3	10	96	122
2021-2022	8	2	81	133
2022-2023	10	22	103	132
2023-2024	11	11	107	114





## Calvary Church Budget 2024-2025

	2023/24	2024/25
<b>Revenues:</b>		
Tithes & Offerings	\$350,000	\$355,100
Ministry Income	0	0
Building Income (to fund)	0	0
General Fund Reserves	\$21,045	<b>\$28,403</b>
<b>Total Revenue:</b>	<b>\$371,045</b>	<b>\$383,503</b>
<b>Expenses:</b>		
Personnel/Ministry	\$220,587	\$239,807
Missions/Outreach	\$119,758	\$114,656
Buildings/Facilities		
General	\$30,700	\$29,040
<b>Total Expenses:</b>	<b>\$371,045</b>	<b>\$383,503</b>

