

# 5 MAIN CONSTITUTION

2016-2017

**B**E IT KNOWN THAT DAUGHTERS OF OUR LIVING LORD & SAVIOR IS A MINISTRY FOR YOUNG WOMEN FOCUSED ON BRINGING GOD GLORY THROUGH THE MAKING OF DISCIPLES BY:

1. BRINGING THOSE SEPARATED FROM GOD TO A RECONCILED RELATIONSHIP WITH HIM THROUGH THE GOSPEL OF JESUS CHRIST.
2. MODELING LIVES MOTIVATED BY THE GOSPEL AS WE LIVE OBEDIENTLY TO JESUS AS OUR LORD.
3. EQUIPPING YOUNG BELIEVERS TO BE LEADERS FOR THE PURPOSE OF THE GOSPEL.

The Apostle Paul says in 2 Corinthians 8:21 (NIV) *"For we are taking pains to do what is right, not only in the eyes of the Lord but also in the eyes of men."* Or, as the NSB puts it in verses 20 and 21, *"taking precaution that no one should discredit us in our administration of this generous gift, for we have regard for what is honorable, not only in the sight of the Lord, but also in the sight of men."* The Standards expressed in this constitution, drawn directly from Scripture, are fundamental to leading a DOLLS chapter with integrity.

## Article 1: Walking the Walk

Officers will always do their best to remain in the perfect Will of God for the Christian life. This includes submitting to the 10 commandments, in addition to other commands given throughout the Bible. Officers will avoid engaging in actions that would misrepresent the Lord we serve or the ministry of DOLLS. They shall represent God and the ministry with a Christ-like attitude, actions, words, and behavior. Officers must be aware that people; believers and non-believers, guys and girls, DOLLS members and non-members, will be watching your every move with a very critical eye. While we understand that perfection in this life can only be achieved by Christ Himself, and we know that as hard as we strive for holiness we will inevitably miss the mark, God has still called us to aim for this standard none-the-less.

## Article 2: Honoring Your Leadership

Officers are expected to demonstrate honor for all authorities in their lives, including but not limited to parents, teachers, and spiritual mentors, sponsors, and DOLLS Headquarters staff. *"Obey your leaders and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden for that would be of no advantage to you."* Hebrews 13:17 (See also Romans 13:1-2).

## Article 3: Dating

While DOLLS does not take a stance on whether or not officers should engage in dating relationships, viewing this as a decision to be made at the discretion of our officer's parents, we wholeheartedly insist that, if dating, any public displays of affection (PDA) remain at a God-honoring level. An officer should not engage in inappropriate PDA, whether on or off campus.

## Article 4: Spiritual Growth

All officers of DOLLS are expected to be in constant pursuit of a deeper relationship with our Heavenly Father. Scripture insists that one of our responsibilities as believers is to "never forsake the assembling of ourselves together" (Hebrews 10:25). Therefore, DOLLS insists that our officers remain actively involved with a local body of believers throughout their service as a 5 Main. "Active Involvement" is constituted by regular attendance to weekly Sunday services. "Involvement" does not include attendance at services hosted by parachurch organizations including the gatherings of such ministries as DOLLS, YoungLife, FCA, and the like. While these services can be deeply edifying, they should never replace the local church, which Scripture defines as the "pillar and foundation of truth." (1 Timothy 3:15) The local church is God's plan for the building up of the saints to do the work of ministry, feeding believers spiritual truth, and protecting believers from false doctrine and teaching. (Ephesians 4:11-12)

### *Article 5: Malicious Discontent*

No officer shall ever put down a fellow officer, sponsor, member, or DOLLS HQ representative, in words or actions. If there is a problem, the officer must approach the other person to discuss the offense in an effort to reach a resolution, just as stated in [Matthew 18:15](#); "If another believer sins against you, go privately and point out the offense. If the other person listens and confesses it, you have won that person back." Bitterness between friends and colleagues is a breeding ground for the enemy to wreak havoc on the entire DOLLS organization, so all those in leadership must work diligently to protect against it.

### *Article 6: Modesty in Dress*

Officers will always dress as a Daughter of the Lord. They shall avoid wearing anything on campus, to a DOLLS meeting/event, or out in a public setting, that will jeopardize their integrity as His Daughter and misrepresent that for which this club stands. This is stated in [1 Timothy 2:9-10](#); "I also want women to dress modestly, with decency and propriety...with good deeds, appropriate for women who profess to worship God."

### *Article 7: DOLLS Protocol & Procedure*

Officers are expected to be enforcers of the operational protocol set in place for this ministry in order to accurately represent the ministry on their campus. Maintaining brand continuity between each of our chapters is of primary importance to our organization. Failure to uphold protocol will be received as noncompliance. Officers must respect that protocol that has been designed for DOLLS with the "big picture" in mind. If a standard is in question, officers are invited and encouraged to appeal to Headquarters for clarification regarding why such standards exist. DOLLS Headquarters reviews policy on an annual basis and reserves negotiations over ministry protocol for the final months of the school year. Officers should resist requests to change practices that would require this ministry to compromise in areas of precedence and continuity, or involve making special allowances for certain chapters.

### *Article 8: Professionalism*

DOLLS Headquarters requires that officers operate at a professional level at all times.

1. DOLLS Headquarters does not make a habit of communicating about the operations, expectations, or engagements of the ministry directly with parents. Parents are advised to allow their daughter to reap the full benefit of their experience in leadership and permit them to navigate this opportunity on their own, learning maturity, professionalism, and integrity of character.
2. Officers are expected to check email regularly and respond to messages within 48 hours of the time the sender submits the email. If the officer is currently unsure of the appropriate response to a message, the expectation is that she will reply to the communication by saying, "I have received your message and I will follow up with an answer by "date." If group messages are sent, each recipient must respond to the entire team to ensure that the group communicates clearly.
3. Phone calls or text messages need to be answered as quickly as possible and within a 24 hour timeline.
4. Action items assigned to officers must be completed by their scheduled due date. If it becomes impossible for an officer to fulfill an action she has been assigned, she must personally find someone who is available to take control of that task on her behalf in order to meet the deadline. Failure to fulfill the action is not an option.
5. Officers are expected to arrive first and leave last to all events.
6. Officers are expected to be diligent stewards of their time, remaining constantly aware of their commitment made to DOLLS. Proficient time management skills are a requirement of this job. It is unacceptable for an officer to forget a DOLLS commitment/obligation.
7. DOLLS Headquarters representatives will be available to officers primarily during operating office hours (10am-6pm). Officers will be given the personal contact information of Headquarters staff; however, this information must be guarded at all times. By no means should an officer share such information with club members, pastors, parents, etc. If in doubt, officers may give out email information and encourage outside parties to contact DOLLS Headquarters through this avenue instead. Additionally, if sponsors choose to share personal contact information with their officers, this information must be guarded with the same respect.

## Article 9: Fulfillment of Position Responsibilities

Officers must remain committed to accomplishing all tasks assigned to their position throughout the duration of their time in service. See the [5 Main Officer Position Responsibilities](#) document for a detailed list of your responsibilities. If any responsibilities are neglected, poorly executed, or ignored, the other officers must immediately bring the concern to the HQ's attention to protect the operations of the club. The officers, HQ, and the sponsor reserve the right to question the offending officer's commitment to the goals of their ministry. If an officer becomes incapable of meeting the requirements of her job, she will need to step down from her position and allow another club member who is willing and qualified to fulfill the requirements to step in.

## Article 10: Respecting Division of Positions

Officers have been assigned certain positions based on their spiritual gifts. Within each position comes a host of allocated responsibilities specific to that position. Officers must be granted the freedom and trust to fulfill their own duties without interference from other officers. No other officer should attempt to permanently take on the responsibilities of a position that is not assigned to them, unless a circumstance arises where it will be necessary for a temporary allotment of time or if the team has agreed to permanently re-allocate certain duties for the purpose of putting the most qualified team member over a specific task. Please refer to the official [5 Main Officer Position Responsibilities](#) document for a complete listing of each position's assigned duties. (See [Romans 12:3-8](#), [1 Peter 4:10](#), [1 Cor. 12](#))

## Article 11: Officer Attendance

As an officer, attendance to ALL meetings (ALL-Member meetings, officer meetings, DOLLS events, charity outreaches, fundraisers, etc.) is required. Attendance constitutes being present for at least 80% of the meeting or event including preparation and clean up time. If an officer has a conflict and cannot make it, she must alert the sponsor and fellow 5 Main to the absence at least one week in advance of the date. If an officer becomes unexpectedly sick or has a family emergency, she must alert the sponsor or president via phone call or e-mail at least 24-hours prior to the event or meeting. The following guidelines have been set in regards to the attendance of each individual officer:

*\*Extreme circumstances will be taken into consideration by the sponsors, fellow 5 Main, and DOLLS HQ.*

### **All-Member Meetings: 3 Excused Absences Permitted**

Each officer may miss three All-Member Meetings without facing dismissal from their position. A 4<sup>th</sup> absence may constitute dismissal from her position.\*

### **5 Main Meetings: 3 Excused Absences Permitted**

An officer may miss no more than three 5 Main meetings. She understands that when these meetings are missed, decisions might be made that she potentially may not agree with, and her vote may not be considered. A 4<sup>th</sup> absence may constitute dismissal from their position.\*

### **Chapter Events: 1 Excused Absence Permitted**

Each officer may miss one event without facing dismissal from their position. Officers understand that they are required to arrive 30 minutes early and will leave 30 minutes late for every event their chapter hosts. It will not represent the 5 Main well if officers leave early while members are left with the clean-up. Officers need to arrive early to assist with set up, check-in, money collections, etc.

### **HQ Sponsored Events: Officers may be eligible for absence waivers**

Each officer is expected to attend Headquarters Sponsored events. These events include but are not limited to: Golf Tournament, Parent Banquet, Night of Worship, 5 Main Boot Camp, Betrothal Banquet, 5K, & Christmas Parades. In the event that an absence is unavoidable, officers may apply for absence waivers. Headquarters reserves the right to deny any waiver. Understand that if an officer has used multiple absence waivers during their service as a 5 Main, their commitment to this ministry may be called into question. \*Please note that this waiver may not be used for 5 Main Conference, as Conference is mandatory for all officers.

## Article 12: Meeting Behavior

Officers will remain serious and focused during meetings so as to prepare their own heart to be used by God for ministry. They will model for their members appropriate worship behavior that will allow the Holy Spirit to move during the meeting. They will not talk on their cell phone or text message, or talk to other people during devotionals or worship time. They will commit to mingling with all members, not just their normal group of friends. Officers are expected to greet and spend time with guests and members during meetings and not with the other officers. Meetings are to be member-focused which includes allowing members to respond to questions and tell their stories before an officer tells hers. *"Contribute to the needs of the saints and seek to show hospitality."* Romans 12:13. During the business portion of meetings, officers are permitted only to speak during their allocated segment of business and should never speak over another officer. Officers also need to be generating excitement for upcoming chapter events and HQ sponsored events as to keep the members interested and involved.

## Article 13: Headquarters Events

Events sponsored by Headquarters are designed to bring all chapters and members together for the purpose of glorifying God, uniting us closer as a sisterhood of believers, and supporting the continuance of our ministry at large. They include such events as Betrothal Banquet, Nights of Worship, Christmas Parades, 5 Main Year-End Reception, Golf Tournaments, and Spirit Nights. Officers are expected to promote all Headquarters sponsored events during their chapter meetings and to personally participate on a regular basis. Excused absences will be granted for such things as family emergencies, illnesses, or life events (weddings/births). Obligations to work, homework, and friends are all commitments that can be scheduled around Headquarters events and therefore do not constitute an excused absence. See Article 11: Officer Attendance for more information on absences. Officers, being the girls selected to carry on the vision of our organization, need to be on-board and enthusiastic towards the things this ministry is doing, and failure to make Headquarters events a priority would communicate the contrary.

## Article 14: Confidentiality

Officers understand that anything discussed at an officer meeting, shared in a private prayer request, or brought to them in confidence by a member, officer, sponsor, or DOLLS HQ representative must remain private and confidential between the leadership team. *"A gossip betrays a confidence but a trustworthy man keeps a secret."* Proverbs 11:13. All communication will remain confidential, with the following exceptions:

- When a direct and tangible threat is present and the individual or other parties may be endangered.
- When the provisions of existing contracts, laws or regulations require disclosure.
- When other circumstances, as determined by the campus sponsor, make disclosure the most appropriate choice.

## Article 15: Grades

As an officer, all grades must be kept up to a passing average during each grading period. Colossians 3:23 says, *"Whatever you do, work at it with all your heart, as working for the Lord, not for men."* If an officer is failing she will be given a chance to bring up the grade through temporary suspension from their position. During that time the other 5 main will step forward to fulfill her duties. Repeated failures within a school year will be reviewed by the sponsor and DOLLS Headquarters and can result in an officer's dismissal from their position, as that officer's repeated suspension from the team is a detriment to the club. It may be necessary to relieve that officer of her duties in order to better meet the needs of this organization and to allow the officer to focus on her schooling.

### *Article 16: Gossip*

Officers will not spread rumors or engage in gossip. This includes gossip regarding girls on the officer team, DOLLS members or sponsors, or any other students from throughout the school or from other campuses. The Bible has very strong things to say about this matter and officers especially need to model self-control in this area. See [Proverbs 16:28, 18:8, 20:19, 26:20](#). This includes involvement in conversations about other people, regardless if the officer is verbally contributing to the conversation or not. Officers are expected to stand firmly behind God's Word and attempt to put an end to such talk. [Ephesians 4:29](#) says, "Do not let any unwholesome talk come out of your mouths, but only that which is helpful for building others up according to their needs, that it may benefit those who listen."

### *Article 17: Consumption of Illegal Substances*

Officers will hold fast to living a life free of illegal substance consumption, including but not limited to prescription and non-prescription drugs, alcohol, and tobacco products. As minors, all of these things are forbidden under the laws set forth by our country's government and failure to honor the law set by the authority placed over officers is a violation of God's command over their life and a great misrepresentation of what it means to be a follower of Christ. See [Romans 13: 1-2](#). Likewise, our bodies are to be a temple of the Lord. Substance abuse is dishonoring towards the Holy Spirit dwelling inside each of us.

### *Article 18: Internet/Social Media*

No officer is permitted to have any inappropriate or provocative content on their social networking sites such as pictures, words, music, inappropriate language, links to questionable pages, et cetera. This includes even those things posted by other individuals involving officers. The officer is expected to remove anything inappropriate as soon as they become aware of it. As an officer, they will represent a "Daughter of the King" with grace on the internet. This is stated in [Ephesians 5:3-4](#) "But among you there must not be even a hint of sexual immorality, or of any kind of impurity, or of greed, because these are improper for God's holy people. Nor should there be obscenity, foolish talk or coarse joking, which are out of place, but rather thanksgiving." Officers should view their social networking sites as an extension of their ministry platform. All social media platforms utilized by an officer must be reported to DOLLS Headquarters at the beginning of the officer's year of service. DOLLS Headquarters will monitor officer pages closely throughout the year. If a DOLLS Headquarters representative contacts an officer with concerns about page content, the situation must be corrected immediately.

### *Article 19: Sexual Purity*

God desires His children to lead pure lives of holiness as stated in [Ephesians 5:1-5](#). DOLLS as a ministry is submissive to the authority of scripture over all matters, including sexuality. The Bible is clear in its teaching on sexual sin, including sex outside of marriage and homosexual behavior. ([1 Corinthians 6: 12-20](#))

DOLLS holds firmly that sex is a gift from God to be enjoyed within what the Bible defines a marriage relationship to be. We believe that term "marriage" has only one meaning; namely that it is a sacred union sanctioned by God which joins one man and one woman in a single, exclusive relationship, as prescribed in Scripture. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. God has commanded abstinence from any form of sexual activity outside of a marriage between one man and one woman. We believe that participation in any activity related to fornication, pornography, homosexuality, bisexuality, bestiality, incest, and/or adultery is a sinful perversion of God's gift of sex. (Additionally, see [Romans 1](#) and [1 Cor. 6:9-10](#).)

We believe that God created human beings male and female; therefore we hold the distinction between the two sexes to be sacred. Rejection of one's biological gender is a rejection of the image

of God within that person. We believe that God disapproves of and forbids any attempt to change the appearance of one's sex by hormones, surgery, or any other means. (Romans 1:18–32)

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 every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with scripture nor the principles of this ministry.

We believe that in order to preserve the function and integrity of the DOLLS ministry as a Biblically-faithful organization, and to provide a biblical example to our young members and the community, it is imperative that all persons serving in leadership in any capacity should abide by and agree to this Sexual Purity Statement and conduct themselves accordingly. DOLLS officers will be held firmly accountable to evading an impure lifestyle and resisting sexual temptation of all forms in their lives. We are called to be "self-controlled and pure" as stated in [Titus 2:5](#). Likewise, officers are expected to promote and endorse pure and holy lifestyles in accordance with scripture. DOLLS' desire is to encourage individuals to trust in Jesus and turn away from any impure lifestyle.

#### *Article 20: Conflict Management*

Conflict will inevitably occur at some point throughout the school year. Officers will be expected to practice what scripture teaches us in [Matthew 18: 15-17](#), keeping in sight the end goal of glorifying God. In the event of a disagreement, the offended officer must first go to her sister to point out the transgression. If she remains unresponsive, the officer will alert 1-2 of the other officers and the group will approach their sister in a Christ-like manner about the offense, remembering that we have all sinned and fall short. If the offense continues, officers are to involve their sponsor. Officers should strive towards working things out peacefully as a team, involving the Sponsor only if the situation reaches a point where additional, unbiased guidance is needed. While Headquarters encourages officers to seek the advice and guidance of trusted elders, such as parents, pastors, or mentors, by no means should those parties involve themselves in the conflict. They must allow officers the experience of managing such a conflict in an adult-like, biblical fashion. Headquarters expects that all officers should be of a level of maturity and humility that handling these difficult situations on their own is completely feasible. Officers may involve their Sponsor only after they have completed each one of the steps designated in Matthew 18, documenting in writing all attempts to reconcile. Such documentation will be pivotal if the situation reaches a point where it becomes necessary to reorganize the team due to an irreconcilable situation. Only after all efforts to reach an understanding have been exhausted within a chapter may the officers ask the Sponsor to involve DOLLS Headquarters.

#### *Article 21: Accountability*

It is each officer's duty to keep her fellow 5 Main accountable to each of the standards set forth by this Constitution, in addition to all other standards set forth by Scripture. If a violation of any of these standards occurs, officers are expected to report the violation immediately to their sponsor. Failure to report known violations will constitute insubordination to this constitution on the part of the knowing officer and will also be grounds for dismissal from the officer team ([Ezekiel 3:20-21](#)). After a violation has been reported, the sponsor will approach the offending officer with one final verbal warning. If the violation continues, the 5 Main, in conjunction with the sponsor, will make an appeal to their DOLLS Headquarters representative for consideration of the removal of the officer in question from her position. The Bible is clear that leaders are expected to be above reproach. Officers struggling with an area of sin will be counseled by DOLLS Headquarters. A decision will be made by the DOLLS Board of Directors to determine if that officer will need to step down from their leadership position in order to focus on re-entering a right relationship with the Father through repentance, accountability, and Godly counsel.

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I, \_\_\_\_\_, do hereby affirm the following:

As an officer, I will be accountable to the other officers, sponsors, and DOLLS Headquarters. I understand that if I am found being involved in a lifestyle that does not conform to the standards set forth by this constitution, and ultimately the Word of God, I will need to step down from my leadership position with DOLLS. This does not mean that I am a bad person or that DOLLS does not love me and want me involved; this is done in order to protect the integrity of the ministry and to protect the ones to which we are ministering.

I understand that if my participation as an officer is in question, I will have the opportunity to discuss any relevant defenses on my behalf with my fellow officers, sponsors, and the DOLLS Standards Committee, and will seek an appropriate resolution that best glorifies the Lord. As is says in Proverbs 28:13 "He who conceals his sins does not prosper, but whoever confesses and renounces them finds mercy." If, for any reason, I am unable to carry out the above pledges, I agree to resign my position as an officer.

In taking on the leadership position of an officer within the DOLLS organization, I understand that I am called to live my life to a high standard of excellence, always submitting to God's authority over my life. I am commanded to live righteously, as referenced in 1 Timothy 4:12 which states, "Don't let anyone look down on you because you are young, but set an example for believers in speech, in life, in love, in faith, and in purity."

Officer Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Parent Signature: \_\_\_\_\_ Date: \_\_\_\_\_

DOLLS HQ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

