

CONGREGATIONAL MODEL

This is a sample Bylaws for local assemblies wishing to follow the congregational model in their local church government.

BYLAWS for (local church name) (location)

These Bylaws of _____ (local church name), a local Christian Church, were adopted this _____ day of _____ in the year of our Lord _____.

Preamble

For the purpose of creating a loving, growing community of Spirit-filled believers actively engaged in worship, evangelism, discipleship, and ministries of compassion at the personal, small group and corporate levels, we, whose names appear upon the church roster under the above date, do hereby recognize ourselves as a local church, and adopt the following articles of church order, and submit ourselves to be governed by them. These articles shall always be subordinate to the Bible in the life and conduct of this church.

ARTICLE I. NAME

The name of this local church shall be _____
Street or Route _____
City _____ State _____ Zip _____

ARTICLE II. PREROGATIVES

Section 1. This church shall have the right to govern itself according to the standards of the New Testament Scriptures, making "... every effort to keep the unity of the Spirit through the bond of peace ... until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ." (Eph. 4:3, 13)

Section 2. In accordance therewith, or incidental thereto, it shall have the right to purchase or acquire by gift, bequest, or otherwise, either directly, or as trustee, and to own, hold in trust, use, sell, convey, mortgage, lease or otherwise dispose of any real estate or chattels as may be necessary for the furtherance of its purposes; all in accordance with its Bylaws or as the same may be hereafter modified or amended.

ARTICLE III. VOLUNTARY AFFILIATION

Section 1. While maintaining its inherent rights to sovereignty in the ownership of its property and the conduct of all of its own affairs, this church shall voluntarily enter into full cooperative fellowship with churches associated in the Alabama District Council and the General Council of the Assemblies of God with headquarters at Montgomery, Alabama and Springfield, Missouri, respectively. It shall actively participate with the other assemblies in completing the mission for which God has raised up this Fellowship. The members and ministers of this church shall recognize and respect the officers of the Section, District, and General Council. All subsequent references to "District" and "Section" in these Bylaws refer to the Alabama District Council and the Section within which this church is located, respectively, unless otherwise stated.

Section 2. This local church voluntarily enters into this affiliation, voluntarily remains in this affiliation, and may voluntarily end this affiliation. This church may terminate its affiliation with the Assemblies of God only through the following process:

- (a) The Pastor shall speak privately with the District Superintendent or his/her representative to inform him of the church's potential disaffiliation and to receive counsel.
- (b) Then, the Pastor shall invite the District Superintendent or his/her representative to attend a special business meeting of the church to address the congregation and present the benefits of continued affiliation with the Fellowship. A subsequent vote of three-fourths (75%) of the members present at the special business meeting would be required to withdraw from the Fellowship.

ARTICLE IV. TENETS OF FAITH

Section 1. The Holy Scriptures

This church shall accept the Holy Scriptures of the Christian Church as the revealed will of God, the all-sufficient rule of faith and practice. This church shall be guided in its understanding of Scripture by the teaching ministry of its Pastors.

Section 2. Statement of Fundamental Truths

For the purpose of maintaining general unity with our Fellowship, this church subscribes to the statement of faith found in the Constitution of the General Council of the Assemblies of God, Article V. Statement of Fundamental Truths.

Section 3. Morality, Marriage, Family, and Human Relationships

(a) We relate to each other as brothers and sisters committed to this family of God and we build strong biblical families in Jesus Christ, meeting the special needs of children, youth, adults, seniors, and godly families of every kind in Christ. Therefore, we value the monogamous marriage of one man to one woman, as defined in Scripture, as the only kind of marriage-like relationship God values or accepts. (Acts 16:31, Mt 19:13-14, Eph 5:22-6:4)

(b) Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the only acceptable channel of sexual expression according to the Bible, and the means for procreation of the human race.

(c) In the spirit of Christ, we oppose all attempts to define morality, marriage, family, human identity, and human relationships in ways other than those the Bible portrays as acceptable to God. We oppose all forms of sexual immorality, including adultery, incest, homosexuality, so-called same-sex marriage, transgendered relationships, and pornography.

(d) In the spirit of Christ, we oppose all forms of human trafficking, racism, exploitation, slavery, violence, greed, selfishness, oppression, and any other attitude, activity, or relationship that degrades humans, and denies them the dignity which they were created in the image of God to enjoy. We speak and work to provide for and protect the poor, the powerless, the child, the orphaned, the abused, the aged, the sick, and the unborn. We contend for the sanctity of all human life from conception to natural death. *Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15,17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9, 13-14;; Mark 10:6-12; Acts 16:31; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-6:4; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.*

ARTICLE V. PURPOSE

Section 1. Mission Statement

(a) **Our mission is to turn pre-Christian people into fully devoted, Spirit-filled followers of Jesus Christ.**

(b) Our Mission is the number one task God has commanded us to accomplish, the most important job He has given us to do. The Mission Statement is the *simplest possible expression of our number one job*.

(c) Fulfilling our mission requires both our own initiative and action, and partnering with other churches, in evangelism, missions and church planting.

(The local church should adopt a mission statement using this one and others as guides.)

Section 2. Vision Statement

(a) **We shall be a loving, growing community of Spirit-filled believers actively engaged in worship, evangelism, discipleship, and ministries of compassion at the personal, small group and corporate levels.**

(b) Our Vision is what God has shown us we must *become* in order to *accomplish* our Mission. Our Vision is the *context* from which we accomplish our Mission.

(The local church should adopt a vision statement using this one and others as guides.)

ARTICLE VI. GOVERNMENT

Section 1. The authority to lead this assembly in its ministry and mission of worship, evangelism, discipleship, and ministries of compassion shall be vested in the Pastor, staff and Leadership Team as described in these Bylaws.

Section 2. The government of this assembly in matters of pastoral call and property shall be vested in the active membership of the assembly, whose action by the majority vote (except when otherwise specified in the Bylaws) shall be decisive, its decisions to be executed by its duly selected officials, except where otherwise stated in these Bylaws.

Section 3. The authority to select lay leaders shall be shared by the Pastor, Leadership Team and active membership of the assembly, as described in these Bylaws.

ARTICLE VII. MEMBERSHIP

The members of this church will be those who have met the requirements for membership as stated in the Bylaws, have been received into membership, and have not been removed from the membership roll.

Section 1. Qualifications.

The standard of membership for this church shall be:

(a) Testimony and evidence of a genuine experience in regeneration and a consistent Christian life marked by the fruit of the Spirit, not the sins of the flesh (John 1:1-13, 3:3-8, 2 Cor 5:17, 1 Peter 1:18-25), (Matt 27:34, Rom 6:4, 8:12-13, 13:13-14, Eph 4:17-32, 5:1-2,15, 2 Tim 1:7, 1 John 1:6-7, 1 Cor 6:9-11, 2 Cor 7:1, Gal 5:19-25, Prov 20:1, 23:29-32, 1 Sam 15:22-23).

(b) Baptism in water by immersion unless prevented by age or physical infirmity (Matt. 28:19; Acts 10:47; Romans 6:4).

(c) To fully subscribe to the Tenets of Faith as set forth in these Bylaws, and to fully submit to be governed by these Bylaws, as they now exist or are later amended (Amos 3:3, 1 Cor 6:1-8, Phlp 1:27, 2:2).

(d) To be in agreement with, and active support of, the mission, vision, core values, philosophy of ministry and Pastoral leadership of this church (Phlp 2:12-14, Heb 13:17).

(e) To faithfully participate in the life and ministry of the church by regular attendance in all services of every kind, by tithing and giving, and by involvement in a ministry (Heb 10:25, Mal 3:8-10, 2 Cor 16:1-2, Eph 4:12, 16, James 2:17-18, 26).

(f) Successful completion of whatever teaching, study or interviews the Pastor deems necessary.

Section 2. Reception of Members

(a) All applicants for membership shall fill out the application prepared by the Leadership Team and submit it to the Pastor or his/her representative(s).

(b) Applicants for membership shall be interviewed by the Pastor or his/her representative(s) to determine readiness for membership.

(c) Those transferring from an Assemblies of God church must have a recommendation from that assembly, and we will seek to follow the same process with other fellowships as well. The appropriate leadership personnel from both churches shall communicate to verify the circumstances of the applicant's departure from the previous church and readiness for membership in this church. No one will be received

into membership who has left another church under questionable circumstances or under discipline until the matter is biblically resolved to the satisfaction of their previous Pastor and our Pastor. The Pastor, in consultation with the Leadership Team, shall render the final decision. This standard and process is a fundamental aspect of kingdom relationships and ministerial ethics.

(d) The Pastor and Leadership Team may require any or all applicants, including transfers, to successfully complete such courses as they deem necessary before approving them for membership.

Section 3. Ministerial Membership

By virtue of their positions, the Pastor, ministerial staff and their spouses may choose to be active adult members of this local church with all of the privileges of membership.

Section 4. Active Membership

Those individuals, 18 years of age and older, fulfilling the requirements of Section 1, having been received according to Section 2, and not having been removed, shall constitute the active voting membership of this church.

Section 5. Associate Membership

Associate non-voting membership may be granted by the Pastor and the Leadership Team to formerly active members who wish to maintain direct relationship to this church although presently prevented by legitimate cause from active attendance and participation.

Section 6. Inactive Membership

(a) Formerly active members who:

- i) no longer meet some qualification in Section 1.
- ii) in the opinion of the Pastor have without good cause for 30 days or more:
 1. not attended the services of this church and sat under the ministry of the Pastor; and / or
 2. not supported the church with their whole tithe and offerings.

(b) Inactive members lose all of the privileges of active membership.

(c) The Pastor in consultation with the Leadership Team may move active members to inactive status, and restore inactive members to active status at any time.

Section 7. Junior Membership

Those young people from the ages of 12 through 17, provided they meet the standards of membership other than age, may be enrolled as junior members upon their application and approval. They shall have none of the privileges of active membership, shall automatically move off the Junior role at age 18, at which point they must apply and be approved as would anyone else for active adult membership.

Section 8. Revision of Membership Roll

The Pastor in consultation with the Leadership Team, shall at least annually, and may at any time, revise the membership roll by moving from active to inactive, or by removing entirely, the names of those who have died, transferred, moved, voluntarily ceased attendance for at least 30 days from all services at which the Pastor is ministering, or are under discipline as described elsewhere in these Bylaws. Those moved or removed for cause shall be notified by the Secretary as directed by the Pastor.

Section 9. Transferral of Membership

A letter of transfer, signed by the Pastor and Secretary, shall be granted upon request, at the approval of the Pastor. The letter shall be addressed to the Pastor or Secretary of the receiving church and shall state whether the member is classified as active, inactive, associate or junior, and the overall status of the departing member.

Section 10. Waiver

Membership in this church shall be granted upon the condition that suspension or discipline of a member shall not give the suspended or disciplined member cause for legal action against the church, Pastor, staff or any member taking part in the suspension or disciplinary process. The acceptance and continuance of membership in the church shall be evidence of a waiver by the member of all rights of

action, any cause of action and all claims and demands against the church, or any member or officer of this church or the Assemblies of God, related to suspension, disciplinary proceedings, or removal from membership as described in these bylaws. This is an article of religious faith and practice for this church as a whole and every member in particular. (1 Cor 6:1-8)

ARTICLE VIII. LEADERSHIP:

QUALIFICATIONS, DUTIES, SELECTION, TERMS AND DISMISSAL

Section 1. Officers

The officers of this church shall be:

- (a) **The Lead Pastor** Chief Executive Officer, hereafter referred to as the Pastor;
- (b) **The Leadership Team** (the Official Board).

The Elders or Leadership Team is composed of the sitting lay elders and those ordained ministers on staff who have been deemed qualified and, subject to appointed as ordained elders by the Pastor, subject to ratification by two-thirds of the Leadership Team.

- (c) **The Secretary** (may be combined with the Treasurer at discretion of Leadership Team).
- (d) **The Treasurer** (may be combined with the Secretary at discretion of Leadership Team).

Section 2. Leadership Development

- (a) Leadership development shall be one of the primary functions of the Pastor, and those serving on the Leadership Team shall have proven themselves ready to his/her satisfaction.
- (b) The normal leadership discipling track progresses as follows: conversion / transfer, miscellaneous service, discipleship modules, servanthood training and service, teacher / small group leader, leadership training and service, lay elder, ordained elder (credentialed minister).

Section 3. The Lead Pastor

(a) QUALIFICATIONS

1. The Pastor of this church shall be a credentialed minister of the Assemblies of God with an up-to-date fellowship certificate. Any exception to this shall be approved in advance by the appropriate District officials as described in the District Bylaws and protocols. The Leadership Team shall be notified in writing by a District official
2. The Pastor is to be the shepherd of the flock, a servant of God and God's people, a student of the Word, a spiritual person of prayer, a Spirit-filled and Spirit-led leader who meets all biblical requirements as the Teaching Shepherd and Ruling Elder of this community of faith (Acts 2:4, 6:3, Rom 12:8, Eph 4:11f, 1 Thess 5:12, 1 Tim 3:1-7, 5:17,22, 2 Tim 4:1-2, Titus 1:5-9, 1 Peter 5:1-4).

(b) DUTIES - The Pastor is the spiritual overseer of the church and shall direct all of its activities.

1. The primary duty of the Pastor shall be prayer and the ministry of the Word. To that end, every other worker in this church serves as an extension of the Pastor's ministry, lightening his/her load, preserving him for prayer and the study and ministry of the Word (Acts 6:1-6).
2. The Pastor seeks God for the direction of the church and all of its ministries in order to fulfill our mission and vision. he/she communicates his/her vision to the Leadership Team and the rest of the body, creating, approving modifying or terminating ministries as necessary (Acts 10, 13:1-4, 16:6-10, 1 Peter 5:1-4).
3. Leadership development shall be one of the primary functions of the Pastor, as he/she works to develop those people he/she sees God gifting and raising up for ministry in the body. The Pastor shall mentor, disciple and season those persons, working with the Holy Spirit in equipping them to serve the body as servant-leaders who will disciple others and lead ministries. No person shall serve in any office or ministry of this church without The Pastor's approval (Mark 3:13-15, Eph 4:11-13).

4. The Pastor shall be the President of the corporation and shall act as chairperson of all of the business meetings of the church and of the Leadership Team, and shall, with the Secretary, sign all official papers for the corporation.
5. The Pastor shall be an ex-officio member of all departments and ministry teams.
6. The Pastor shall provide for all regular and special services of the church. No person shall be invited to minister in any way in any service, department, class, ministry or extension of the church without his/her prior approval.
7. All paid employees of any kind, ministerial, clerical, maintenance, etc., shall be under the general supervision of the Pastor. The Pastor or his/her representative(s) shall have all hiring, disciplining, promoting, demoting, employee salary setting and firing authority without appeal beyond the Pastor.
8. The Pastor shall develop or approve all policies and procedures of the church.

(c) SELECTION

1. If the Pastorate is vacant for any reason, the Leadership Team shall serve as a Pastoral Search Team. At his/her discretion, the Pastor departing in good standing shall appoint, or the Leadership Team shall elect from among the Leadership Team members, one interim chairperson to serve the Leadership Team.
2. The Pastor departing in good standing may recommend up to three Pastoral candidates for consideration by the Leadership Team.
3. The Leadership Team may contact the District Office for recommendations of Pastoral candidates, may receive suggestions from the congregation, and shall conduct such visits and in-depth interviews as they deem necessary.
4. The Leadership Team shall satisfy itself that potential Pastors agree with the mission, vision, core values and philosophy of ministry of this church, in word and in previous ministry.
5. At least a two-thirds (2/3) majority of the Leadership Team shall be required to choose one minister as a candidate for Pastor, call that person and their family in for ministry to, questions from, and fellowship with, the church. Given the seriousness of this decision, Leadership Team members dissenting in the call of a candidate should feel free to share their perspective at the congregational vote. If the minister is not a credentialed Assemblies of God minister with an up-to-date fellowship certificate, 100% approval by the Leadership Team is required as described above. In advance of their consideration, such ministers must also be approved by the appropriate District officials as described in the District Bylaws and protocols.
6. The candidate shall spend at least one weekend with the church, having opportunity to fellowship with the people, receive questions from the congregation, teach at least once and preach at least twice to the church.
7. The active members of the church shall vote on the candidate in a special business meeting chaired by the interim chairperson of the Leadership Team. Only one candidate at a time may be heard and voted on by the church. A two-thirds majority of all votes cast shall constitute an election.
8. The Pastor departing in good standing may ask any or all of the staff to resign or remain at any time after he/she has resigned but before his/her termination date. All staff and employees asked by the Pastor to remain shall continue to fulfill their portfolios until a new Pastor is installed, who will decide upon their retention or release.
9. While the pastorate is vacant the Leadership Team shall see that the pulpit is filled for every service by qualified persons other than potential Pastors. No person asked to serve as interim minister or pulpit supply may become a candidate for permanent pastor.

(d) TERM - The Pastor shall be elected for an indefinite period of time, and shall not be voted on again, unless otherwise specified, and agreed to by the candidate, at the time of election.

(e) DISMISSAL

1. The Pastor may be dismissed for reasons of violating in doctrine or lifestyle the biblical ministerial qualifications of the Assemblies of God, and the qualifications for active membership in this church.
2. To begin dismissal, charges must be brought by two or more witnesses to each offense, first to the Pastor, then to the Leadership Team, then to the District Officials (1 Tim 5:19-20).
3. The District Officials shall conduct an appropriate investigation according to their protocols, and shall render a final judgment. Removal of the Pastor's ministerial credentials shall constitute dismissal from the Pastorate of this church. Exoneration by the District officials means retention of the Pastorate of this church. The discipline of the credentialed ministers is in the hands of the appropriate Sectional, District and General Council ministers, not the local church. Any subsequent disciplinary or rehabilitation program will be the decision of the appropriate District and General Council body. The ultimate result of any denominational appeals process pursued by the disciplined minister will be accepted by the church and will be final. Restoration to ministry in this local church will be in accordance with provisions elsewhere in these Bylaws.
4. If the Pastor is not dismissed, but a majority of a secret ballot vote of the combined District Executive Committee, Sectional Committee and local Leadership Team feels it is in the best interest of the church to conduct a vote of confidence, this shall be done after appropriate notice to the active members. In a special business meeting chaired by the District Superintendent or his/her representative, two-thirds (2/3) of the members present must vote no confidence in order to dismiss the Pastor.
5. Upon exoneration of the Pastor, he/she may at his/her discretion through the ministry of church discipline seek repentance and restoration for those members and adherents of this community of faith who brought the charges, in accordance with these Bylaws.

Section 4. Ministerial Staff

The Ministerial Staff is composed of those credentialed ministers assisting the Pastor by serving and leading in whatever way requested, including but not limited to worship, evangelism, discipleship, children, youth, missions, seniors and administrative ministries. They oversee all lay workers and answer directly and only to the Pastor.

(a) QUALIFICATIONS –

1. The Ministerial Staff is chosen by the Pastor and shall be qualified as he/she requires.
2. They are to be the under-shepherds of the flock, servants of God, the Pastor and God's people, students of the Word, spiritual persons of prayer, Spirit-filled and Spirit-led leaders who could meet all biblical requirements as the Elders of this community of faith should they be so appointed (Acts 2:4, 6:3, Rom 12:8, Eph 4:11f, 1Thess 5:12, 1 Tim 3:1-7, 5:17,22, 2 Tim 4:1-2, Titus 1:5-9, 1 Peter 5:1-4).

(b) DUTIES –

1. The Ministerial Staff shall fulfill whatever duties assigned by the Pastor.
2. Under the Pastor's direction they shall direct the ministries of the church, answering directly and only to the Pastor.
3. When the Pastor judges that a staff member is sufficiently mature, seasoned, loyal, and otherwise qualified, after consulting with the Leadership Team he/she may appoint that staff member to the Leadership Team.
4. When the Pastor is to be away for a season, he/she may normally designate a staff member to serve as his/her temporary representative to make decisions in his/her stead should he/she be unable to be reached.

(c) SELECTION, TERM, DISMISSAL –

1. The Ministerial Staff is chosen by the Pastor, serves at the discretion of the Pastor, and is dismissed by the Pastor, without appeal.

Section 5. The Leadership Team

The Elders or Leadership Team (Official Board) is composed of the Pastor and the sitting lay elders, and any ordained elders (credentialed ministers) appointed subject to ratification by two-thirds of the Leadership Team.

(a) QUALIFICATIONS -

1. The Leadership Team shall be made up of people of spiritual depth and sensitivity, mature Christian experience, stability, faithfulness, sound judgment, loyalty and humility (1 Tim 3:1-13).
2. They should be baptized in the Holy Spirit and currently living a Spirit-filled life, spiritually gifted to serve as lay elders (Acts 2:4, 6:3, 1 Tim 3:1-13, 5:22, Titus 1:5-9, 1 Peter 5:1-5, 1 John 4:7-8).
3. We understand the phrase “one woman man” in 1 Timothy 3:2 and Titus 1:6 to mean “faithful to his wife,” a description of one’s current lifestyle not of one’s past, and having no reference to a previous divorce or remarriage. The Leadership Team shall satisfy itself that all potential lay elders are now living above reproach and able to serve.
4. We affirm that women may serve in all levels of leadership (Rom 16, 1 Cor 11:5, Acts 18:24-28).
5. They shall have been active members for at least 12 months, fulfilling all of the membership requirements in an exemplary fashion, not under 23 years of age.
6. They shall publicly and privately be in full agreement with, and active support of, the mission, vision and philosophy of ministry of the Pastor and church, following the Pastor and staff in a loyal and loving relationship, faithful to all of the regular and special services of the church. Any attitude, speech, or behavior that creates dissension, in any way to any degree, disqualifies one from service as a lay elder (2 Cor 2:9, 7:12, 8:8, 12:18).
7. They shall have been proven and prepared by completing whatever discipling, training, and ministry experience the Pastor deems necessary.
8. They must be actively serving in the church in some capacity before and during their service on the Leadership Team.
9. The Pastor shall decide when these qualifications have or have not been met and kept as he/she is led by the Holy Spirit. (1 Cor 12, 14, Rom 12)

(b) DUTIES - The Leadership Team shall serve with the Pastor in the leadership, oversight and spiritual watch-care of the church.

1. They shall meet at least quarterly or as requested by the Pastor, and never without his/her presence, except with his/her permission or when the Pastorate is vacant.
2. They shall serve as needed by the Pastor to extend his/her ministry and fulfill the mission, vision and philosophy of ministry of this Pastor and church, actively promoting love, unity, sound doctrine and holy living.
3. They shall serve as advisors to the Pastor in matters of ministry initiation, evaluation, development and termination, leadership training, special projects and planning, redefining mission, vision, philosophy of ministry, etc.
4. They shall act as trustees for the church in all business and legal matters, handling such matters at the direction of the Pastor or church membership as specified in these Bylaws.
5. They shall serve as the finance team for the church, reviewing financial reports on a monthly basis, advising the Pastor when necessary in the receiving and disbursing of funds, reviewing and raising the Pastor’s salary at least annually after receiving his/her salary proposal and, at the Pastor’s request, consulting with outside advisers to insure the raises and remuneration package are sufficient. The salaries of all paid staff are determined by the Pastor, in consultation with the Leadership Team.
6. They shall assist the Pastor as needed in providing leadership to all ministries, departments, programs, projects, etc., leading by involvement and example as role models for the church.
7. They shall continue to receive whatever discipleship, equipping, and training which the Pastor deems necessary during their tenure on the Leadership Team.

8. They shall serve in addition to the ministerial staff as advisors to, and accountability partners for, the Pastor. If, in their opinion, the Pastor has acted questionably in some way less than that requiring formal charges or dismissal, but serious enough to merit ministerial counsel, having first spoken with the Pastor without an appropriate response, the Leadership Team may then contact Sectional or District officials or other appropriate professionals to request counsel for themselves and the Pastor.

(c) SELECTION

1. When the Pastor judges that an ordained staff member is sufficiently mature, seasoned, loyal, and otherwise qualified to serve as an elder, with the approval of two-thirds of the Leadership Team, he/she may appoint that staff member to the Leadership Team, renewable annually at the Pastor's discretion. There shall not be more pastoral staff members than lay members of the Leadership Team, unless qualified lay members are not available.
2. To choose a lay elder, beginning at least one month before an Annual or Special Business Meeting, active members may submit to the existing Leadership Team nominations for lay elder. Any member of the Leadership Team may also submit nominations.
3. Lay members of the Leadership Team shall normally be chosen from the pool of people having previously served and those gifted, equipped, and apprenticed in preparation for potential service. (1 Tim 3:6, 10)
4. The Pastor and Leadership Team shall examine nominations to ensure their qualification and readiness. Two-thirds of the Leadership Team, including the Pastor, must approve a name before it is presented to the congregation for consideration. No name shall be presented to the congregation for consideration without the Pastor's approval.
5. The names of the approved nominee(s) shall be voted on by the active adult members of the congregation in a business meeting called as described in these bylaws. Two-thirds of the votes cast for a nominee on a ballot shall be required for election. Failure to elect an approved nominee(s) after five ballots empowers the Pastor, after consulting the Leadership Team, to appoint an approved nominee(s).
6. There shall be at least three or more lay members on the Leadership Team, depending on the need and the availability of qualified people.
7. The normal selection process shall be conducted annually, with terms running approximately concurrent to the calendar year.
8. If an emergency need for additional lay elders arises, the Pastor in consultation with the Leadership Team may waive the one month nomination period and appoint qualified lay elders as needed.

(d) TERMS

1. Ministerial staff appointed to the Leadership Team serve for one year and are reappointed at the Pastor's discretion.
2. At the initial selection of the lay elders for the Leadership Team, one shall be selected to serve for 3 years, one for 2 years and one for 1 year. Thereafter, one or more shall be selected each year to serve for 3 years. This shall be a revolving team.
3. No lay member(s) should normally succeed themselves in office until at least 1 year has elapsed since their last term of service, unless no properly qualified and prepared candidates are available.
4. Exceptions: when deemed necessary by the Pastor, any lay elder may be asked by the Pastor, in consultation with the Leadership Team, to extend their term on an annual basis.

(e) DISMISSAL -

1. When in the Pastor's judgment any elder on the Leadership Team has failed to maintain the qualifications, fulfill the duties, or respond to restoration as described above, the Pastor may either suspend or remove them from the Leadership Team.

2. The suspension or removal of a lay elder must be ratified by a majority of the Leadership Team present at a properly called meeting of the Leadership Team. The suspension or removal of an ordained elder (credentialed minister) appointed by the Pastor does not require Leadership Team consultation ratification.
3. The Leadership Team will work with the Pastor in any restoration ministry for a suspended or removed elder deemed appropriate by the Pastor.
4. The suspended or removed elder will be notified of his/her suspension personally, and officially by a letter.
5. Suspended lay elders may be returned to the Leadership Team to finish their term only at the initiative of the Pastor, and ratification by a majority of the Leadership Team. Suspended ordained elders may be returned to the Leadership Team only at the initiative of the Pastor, after consulting with the Leadership Team.

Section 6. Secretary

(a) QUALIFICATIONS - The Secretary shall normally be an existing member of the Leadership Team, but if not, shall be similarly qualified.

(b) SELECTION - The Secretary shall be appointed by the Pastor subject to ratification by a majority of the Leadership Team.

(c) DUTIES

1. The Secretary shall record and keep the minutes from the meetings of the Leadership Team and business meetings of the church, sign all business and legal documents of the church as necessary and directed, and perform any other work necessary to the discharge of his/her duties.

(d) TERM - The term shall be 1 year, with succession in office permitted.

(e) DISMISSAL - Subject to ratification by a majority of the Leadership Team, the Pastor may dismiss the Secretary when in his/her judgment the Secretary has failed to maintain the qualifications, fulfill the duties, or respond to restoration as described above. The Pastor will notify the dismissed officer of his/her termination personally, and officially by a letter.

Section 7. Treasurer

(a) QUALIFICATIONS - The Treasurer may or may not be chosen from among members of the Leadership Team, but shall be similarly qualified.

(b) SELECTION - The Treasurer shall be appointed by the Pastor, subject to ratification by a majority of the Leadership Team.

(c) DUTIES

1. The Treasurer shall see that all funds received by the church are deposited in a responsible bank, in the name of the church, and shall see to the disbursement of the same by check as authorized by the Pastor, or by the Pastor and Leadership Team.
2. He/she shall present an itemized monthly financial report to the members of the Leadership Team, and a summarized annual financial report for distribution to the members of the church.
3. His/her accounts may be audited annually under the direction of the Pastor and Leadership Team.

(d) TERM - The Treasurer shall serve for 1 year, with succession in office permitted.

(e) DISMISSAL - Subject to ratification by a majority of the Leadership Team, the Pastor may dismiss the Treasurer when in his/her judgment the Treasurer has failed to maintain the

qualifications, fulfill the duties, or respond to restoration as described above. The Pastor will notify the dismissed treasurer of his/her termination personally, and officially by a letter.

Section 8. The Servanthood Team

The Deacons or Servanthood Team is composed of people who have proven themselves specially gifted by the Holy Spirit as servants to the body (Rom 12, 1 Tim 3). The Servanthood Team also serves as a proving place for those of its members recognized as potentially gifted for service on the Leadership Team.

(a) QUALIFICATIONS

1. The ministry of deacon is a function / ministry that one performs as the Holy Spirit enables them, not an office one holds (Rom 12:7).
2. The deacons ministry consists of people specially gifted by the Holy Spirit to minister as church servants, growing in their Christian walk, exhibiting a servant's heart and lifestyle, actively serving in a spirit of harmony, humility and love flowing from a proven Christian character (1 Tim 3:1-13).
3. They should be baptized in the Holy Spirit and currently living a Spirit-filled life, or earnestly seeking this experience, (Acts 2:4, 6:3, 1 Tim 3:1-13, 5:22, Titus 1:5-9, 1 Peter 5:1-5, 1 John 4:7-8).
4. They shall have been active members for at least 12 months, fulfilling all of the membership requirements in an exemplary fashion, not under 21 years of age.
5. They shall be in full agreement with, and active support of, the mission, vision and philosophy of ministry of the Pastor and church, following the Pastor and staff in a loyal and loving relationship, faithful to all of the regular and special services of the church (2 Cor 2:9, 7:12, 8:8, 12:18).
6. They shall have been proven and prepared by completing whatever discipling, equipping and ministry experience the Pastor deems necessary (1 Tim 3, Titus 1).
7. The Pastor shall decide when these qualifications have or have not been met and kept (1 Tim 3, Titus 1).

(b) DUTIES

1. They shall serve however needed by the Pastor to fulfill the mission, vision, and philosophy of ministry of this Pastor and church.
2. They shall continue whatever discipleship, equipping, and training the Pastor deems necessary.
3. The team shall meet as requested by the Pastor, and never without his/her presence, except with his/her permission or when the Pastorate is vacant.
4. They shall be under the supervision of the Leadership Team during a vacancy in the Pastorate.

(c) SELECTION

1. As led by the Holy Spirit, the Pastor shall recognize as deacons those individuals in whom he/she sees the Spirit's gifting, people who are already effectively serving the church in meaningful way (Rom 12:6-7, 1 Tim 3:10).
2. After consulting the Leadership Team the Pastor shall appoint qualified individuals to the Servanthood Team.
3. From among those deacons who serve especially well, who continue to grow spiritually and show potential gifting for additional servant leadership responsibility, members may be selected for mentoring as potential lay elders, for possible service on the Leadership Team.

(d) TERMS AND DISMISSAL

1. Deacons shall serve for one year and may or may not be re-appointed by the Pastor.
2. As led by the Holy Spirit, the Pastor may dismiss any deacon who fails to meet the qualifications and fulfill the duties described above.

ARTICLE IX. VACANCIES

Section 1. Pastorate

- (a) Vacancy in the Pastorate for any reason shall be filled according to the Bylaws above.
- (b) Should the Pastor resign, he/she shall give the Leadership Team a minimum of 30 days notice before his/her resignation is effective.
- (c) Should the Pastor fail to sustain a vote of confidence as described above, or should he/she resign, he/she shall, upon the last day of service, receive severance pay of 1 week of his/her current gross pay for each year of service, or 1 month's current gross pay, whichever is greater.
- (d) Should the Pastor be dismissed for moral failure the church is not required to pay any severance.

Section 2. Leadership Team

Vacancies may be created or filled at any time as described elsewhere in these Bylaws under "Leadership Team."

Section 3. Others

All other offices, ministries and positions are approved or appointed by the Pastor, some in consultation with the Leadership Team, and may be declared vacant by the Pastor in consultation with the Leadership Team as described in these Bylaws.

ARTICLE X. MEETINGS

Section 1. Worship Services

- (a) Corporate services for worship, evangelism and discipleship shall be held each Lord's Day and during the week as deemed best by the Pastor and Leadership Team.
- (b) All other meetings of any kind, including those for ministries of compassion, shall be held as deemed best by the Pastor and Leadership Team.

Section 2. Business Meetings

- (a) An Annual Business meeting may be held if needed for the election of lay elders and conduct of business at a time approved by the Pastor and Leadership Team.
- (b) Special Business Meetings of the church may be called as deemed necessary by the Pastor or by a two-thirds (2/3) majority of the Leadership Team. (Acts 15)
- (c) All business meetings shall be announced at the service(s) in 2 Sundays prior to the meeting, or with the approval of two-thirds of the Leadership Team, at any one corporate worship service prior to the business meeting.

Section 3. Leadership Meetings

The Leadership Team shall meet at least quarterly per year, or as often as deemed necessary by the Pastor. No meeting of the Leadership Team or Servanthood Team may be held without the Pastor's presence or permission.

Section 4. Other Ministry Teams

All ministry teams shall meet as often as deemed necessary by the Pastor or team leader. All ministry teams shall be subordinate to, and receive direction from, Pastor and Leadership Team.

ARTICLE XI. FINANCES

Section 1. Contributions

All funds for the operation and ministries of the church shall be provided by the tithes, offerings and contributions of members and friends. All funds shall be received at such times and in such ways as agreed upon by the Pastor and Leadership Team. All funds shall be disbursed by

the Treasurer as directed by the Pastor, or by the Leadership Team in consultation with the Pastor. (Mal. 3:10, Luke 6:38, 1 Cor 16:1-2, 2 Cor 9:6-8)

Section 2. Reports

(a) A copy of the Monthly Financial Report prepared by the Treasurer for the Leadership Team shall be available for review by any active adult member who asks the church office for such a review, and any active adult member may address any questions arising from the reports to the Pastor and Leadership Team.

(b) An Annual Financial Report shall be prepared by the Treasurer for the Leadership Team no later than two months after fiscal year-end. After the Leadership Team has accepted the report, it shall be released to the active adult members of this church for review. Active adult may address any questions arising from the report to the Pastor and Leadership Team.

Section 3. Finance Team

The Leadership Team shall serve as Finance Team with duties as outlined in these Bylaws.

ARTICLE XII. PROPERTY

Section 1. This church shall be incorporated under the laws of the State of Alabama. All property of this church shall be deeded to this church and held in its corporate name.

Section 2. Should this local church's affiliation with the Assemblies of God ever be terminated, either through its own voluntary action according to these Bylaws or by the action of the Assemblies of God, the majority of the membership of this local church shall retain ownership of all of the church's property, real and chattel.

Section 3. In the event this church ceases to function as a Christian church, then its property, real or chattel, shall be voluntarily given to the Alabama District Council of the Assemblies of God, Inc., whose headquarters are located in Montgomery, Alabama. The Alabama District Council of the Assemblies of God shall immediately have full authority to use or dispose of the property at their discretion. In the event of the sale of the property by the Alabama District Council of the Assemblies of God, the proceeds derived shall be used by the Alabama District Council in furtherance of the gospel of Jesus Christ.

Section 4. Real or chattel property of the church valued up to thirty percent of the church's previous year's income may be bought, sold, leased, mortgaged or otherwise alienated by a two-thirds vote of the Leadership Team at a special Leadership Team meeting called in accordance with these Bylaws. Transactions valued above 30% of the church's previous years income must be authorized by a majority vote of the church membership present at a special business meeting.

ARTICLE XIII. DISCIPLINE

Section 1. Discipline of Members

(a) In order to preserve the peace and purity of this community of faith, this church recognizes its accountability to the Pastor and Leadership Team in matters of scriptural conduct and discipline. All decisions regarding discipline as described in this section shall be prayerfully made and administered by the Pastor and Leadership Team, according to the Scriptures, with an ultimate goal of repentance and restoration (Matt 18:15-20, Rom 16:17-18, 1 Cor 5:9-13, 2 Thess 3:11-15, Gal 1:8-9, Titus 3:1-15, etc.)

(b) Violation of the scriptural standards of doctrine and lifestyle described in Article "Membership," Section "Qualifications" shall be the reason for disciplinary ministry. All members of this community of faith, whether or not they have officially joined as active members of the church, shall by their participation among us be subject to the disciplinary ministry of the Pastor and Leadership Team. (Heb 13:17)

(c) Rebellion, division, dissension, slander, gossip, faction and strife are recognized as especially heinous sins in regard to the body as a whole, and will not be tolerated in this church (1 Sam 15:22-23, Prov 6:16-19, Rom 13:13, 16:17-18, 1 Cor 3:16-17, 5:11, 6:9-11, Gal 5:19f, Eph 4:29-32, Phlp 2:1-4,14, James 3:6-18, 2 Thess 3:6,14, etc.).

(d) Discipline may include such scriptural actions as deemed necessary, including, but not limited to, removing from all ministry, moving from active to inactive membership, or removing from all membership, and requesting departure from this community of faith (Matt 16:19, John 20:23, Acts 5:1-11, 1 Cor 5:4,7, 2 Cor 2:9, 1 Tim 1:20, Titus 3:10, 2 Thess 3:6,14, 1 Tim 1:19-20).

(e) Restoration shall be prayerfully administered, including such return to a particular ministry or membership as the Pastor deems appropriate, following evidence of genuine repentance and a time of proving (Luke 3:8, Acts 26:20, Gal 6:1, 2 Cor 2:9-10, 7:8-12).

(f) While scripture provides opportunity for individuals, small groups and the church as a whole to participate in correction and discipline when appropriate, the final authority for deciding and directing discipline rests with the Pastor in consultation with the Elders, and the community of faith is expected to carry out its leaders instructions (Matt 16:19, 18:15-20, John 20:23, Acts 5:1-11, 1 Cor 5:3-5, 2 Cor 2:5-11, 7:8-16, Heb 13:17, 2 Tim 3:2).

(g) Any appeals from the disciplinary ministry must come from the disciplined individual(s) and must be directed first to the Pastor and Leadership Team, then to the Sectional Committee, and then to the combined Sectional Committee and District Executive Committee, the latter two committees having power to review and recommend, but not require, changes in the disciplinary ministry of the Pastor and Leadership Team.

(h) This church hereby fully empowers the Leadership Team to use any legal means necessary to prevent disciplined or otherwise troublesome or disruptive persons from entering church property at any time under any circumstances.

(i) All matters in this section, Discipline of Members, are articles of religious faith for us.

Section 2. Discipline of Ministers

(a) The discipline of ministers credentialed with the Assemblies of God is in the hands of the appropriate Sectional, District, and General Council officials, not the local church. Members may bring such doctrinal or lifestyle failures of their ministers as require disciplinary action to the attention of the Sectional and District Council officials.

(b) The discipline of any ministers credentialed other than with the Assemblies of God shall be in the hands of the Pastor and Leadership Team. They shall use the guidelines of this local church and Assemblies of God ministerial disciplinary and rehabilitation protocols, adjusting them as is necessary.

(c) The restoration of any disciplined and rehabilitated minister to ministry in this local church shall be at the Pastor's discretion, following the appropriate guidelines of this local church and of the Assemblies of God. If the Pastor was the disciplined minister, his/her return to ministry in this local church shall require the approval of two-thirds of the Leadership Team.

ARTICLE XIV. QUORUMS

Section 1. Leadership Team

(a) -The majority of Leadership Team members actually present at any properly called Leadership Team meeting shall constitute a quorum for that meeting.

Section 2. Church Business Meetings

(a) Given proper notification, at least one-fifth (1/5) of the active adult members of the church must be present to constitute a quorum and conduct an official business meeting.

(b) Failure to achieve or maintain a quorum for a church business meeting shall empower the Pastor and Leadership Team to properly call a Leadership Team meeting and conduct whatever business was on the agenda for that church business meeting.

Section 3. Absentee Ballots

No absentee ballots shall be accepted in Leadership Team or church business meetings.

ARTICLE XV. DEPARTMENTS AND MINISTRIES

Section 1. The Pastor, or the Pastor and Leadership Team, shall approve, create, staff, evaluate, modify, and terminate such departments and ministries as they deem necessary to enable this church to

fulfill our mission and vision of worship, evangelism, discipleship, and ministries of compassion in the most effective manner possible.

Section 2. All departments, ministries, and workers shall be under the direction of the Pastor and his/her representatives. All departments, ministries, and workers shall be in agreement with and fully supportive of the core values, mission, vision, philosophy of ministry and biblical standards of this church and its Pastoral leadership. They shall serve together in an integrated manner, in unity and harmony.

Section 3. The departments and ministries of this church may include, but shall not be limited to, the following: Christian education, small groups, worship, children's, youth, women's, men's, singles, seniors, compassion, and missions.

Section 4. Service of any kind, in any degree, in any department or ministry, is a privilege, not a right. All workers shall be disciplined and trained to the satisfaction of the Pastor, Leadership Team, and their representatives, and may be appointed or removed as the Pastor, Leadership Team, and their representatives see fit.

ARTICLE XVI. ORDER OF BUSINESS

Any Leadership Team or special business meeting of the church where parliamentary order is extremely important for legal or other reasons shall be conducted according to the most current edition of Roberts Rules of Order Newly Revised, as modified by the spirit of Christian love, the leading of the Holy Spirit, under the supreme authority of the Bible. A possible order of business is:

1. Devotional and Prayer
2. Reading of Previous Minutes by Secretary
3. Financial Report of the Treasurer
4. Report of Teams or Committees
5. Unfinished Business
6. New Business
7. Adjournment

ARTICLE XVII. AMENDMENTS

Section 1. Substantive changes to these Bylaws must be made in the form of amendments. Amendments to these Bylaws may be submitted by any active adult member of the church to the Pastor and Leadership Team. If after analysis the amendment is approved by the Pastor and at least two-thirds of the Leadership Team it shall be made available to the members, a special business meeting shall be called where a majority vote of members present may adopt the amendment.

Section 2. The Pastor and Leadership Team should consult the District Superintendent before amending Article III of these Bylaws in any substantial way, and the Pastor and Leadership Team may then decide to approve or disapprove any changes to Article III.

Section 3. When the need arises for non-substantive Bylaws changes without a formal amendment, a Bylaws Editorial Team shall be appointed by the Pastor from the membership of the Leadership Team. Members should be selected on the basis of their familiarity with the Bylaws and their editorial skills. The editorial team shall have the power to recommend such revisions to these Bylaws as are, in its judgment, non-substantive modifications or clarifications, reorganization or renumbering, or revisions made necessary because of punctuation, spelling, or other errors of grammar or expression. The recommended revisions must be approved by the Leadership Team by a majority vote, after which they become effective immediately and shall be permanent subject to revocation by the membership of the Leadership Team at any duly called meeting.

ELDER-LED MODEL

This is a sample Bylaws for local assemblies wishing to follow the Elder Led model in their local church government.

BYLAWS for (local church name) (location)

These Bylaws of _____ (local church name), a local Christian Church, were adopted this _____ day of _____ in the year of our Lord _____.

Preamble

For the purpose of creating a loving, growing community of Spirit-filled believers actively engaged in worship, evangelism, discipleship, and ministries of compassion at the personal, small group and corporate levels, we, whose names appear upon the church roster under the above date, do hereby recognize ourselves as a local church, and adopt the following articles of church order, and submit ourselves to be governed by them. These articles shall always be subordinate to the Bible in the life and conduct of this church.

ARTICLE I. NAME

The name of this local church shall be _____
Street or Route _____
City _____ State _____ Zip _____

ARTICLE II. PREROGATIVES

Section 1. This church shall have the right to govern itself according to the standards of the New Testament Scriptures, making "... every effort to keep the unity of the Spirit through the bond of peace ... until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ." (Eph. 4:3, 13)

Section 2. In accordance therewith, or incidental thereto, it shall have the right to purchase or acquire by gift, bequest, or otherwise, either directly, or as trustee, and to own, hold in trust, use, sell, convey, mortgage, lease or otherwise dispose of any real estate or chattels as may be necessary for the furtherance of its purposes; all in accordance with its Bylaws or as the same may be hereafter modified or amended.

ARTICLE III. VOLUNTARY AFFILIATION

Section 1. While maintaining its inherent rights to sovereignty in the ownership of its property and the conduct of all of its own affairs, this church shall voluntarily enter into full cooperative fellowship with churches associated in the Alabama District Council and the General Council of the Assemblies of God with headquarters at Montgomery, Alabama and Springfield, Missouri, respectively. It shall actively participate with the other assemblies in completing the mission for which God has raised up this Fellowship. The members and ministers of this church shall recognize and respect the officers of the Section, District, and General Council. All subsequent references to "District" and "Section" in these Bylaws refer to the Alabama District Council and the Section within which this church is located, respectively, unless otherwise stated.

Section 2. This local church voluntarily enters into this affiliation, voluntarily remains in this affiliation, and may voluntarily end this affiliation. This church may terminate its affiliation with the Assemblies of God only through the following process:

(a) The Pastors shall speak privately with the District Superintendent or his representative to inform him of the church's potential disaffiliation and to receive counsel.

(b) Then, the Pastors shall invite the District Superintendent or his representative to attend a special business meeting of the church to address the congregation and present the benefits of continued affiliation with the Fellowship. A subsequent vote of three-fourths (75%) of the members present at the special business meeting would be required to withdraw from the Fellowship.

ARTICLE IV. TENETS OF FAITH

Section 1. The Holy Scriptures

This church shall accept the Holy Scriptures of the Christian Church as the revealed will of God, the all-sufficient rule of faith and practice. This church shall be guided in its understanding of Scripture by the teaching ministry of its Pastors.

Section 2. Statement of Fundamental Truths

For the purpose of maintaining general unity with our Fellowship, this church subscribes to the statement of faith found in the Constitution of the General Council of the Assemblies of God, Article V. Statement of Fundamental Truths.

Section 3. Morality, Marriage, Family, and Human Relationships

(a) We relate to each other as brothers and sisters committed to this family of God and we build strong biblical families in Jesus Christ, meeting the special needs of children, youth, adults, seniors, and godly families of every kind in Christ. Therefore, we value the monogamous marriage of one man to one woman, as defined in Scripture, as the only kind of marriage-like relationship God values or accepts. (Acts 16:31, Mt 19:13-14, Eph 5:22-6:4)

(b) Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the only acceptable channel of sexual expression according to the Bible, and the means for procreation of the human race.

(c) In the spirit of Christ, we oppose all attempts to define morality, marriage, family, human identity, and human relationships in ways other than those the Bible portrays as acceptable to God. We oppose all forms of sexual immorality, including adultery, incest, homosexuality, so-called same-sex marriage, transgendered relationships, and pornography.

(d) In the spirit of Christ, we oppose all forms of human trafficking, racism, exploitation, slavery, violence, greed, selfishness, oppression, and any other attitude, activity, or relationship that degrades humans, and denies them the dignity which they were created in the image of God to enjoy. We speak and work to provide for and protect the poor, the powerless, the child, the orphaned, the abused, the aged, the sick, and the unborn. We contend for the sanctity of all human life from conception to natural death. *Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15,17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9, 13-14;; Mark 10:6-12; Acts 16:31; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-6:4; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.*

ARTICLE V. PURPOSE

Section 1. Mission Statement

(a) **Our mission is to turn pre-Christian people into fully devoted, Spirit-filled followers of Jesus Christ.**

(b) Our Mission is the number one task God has commanded us to accomplish, the most important job He has given us to do. The Mission Statement is the *simplest possible expression of our number one job*.

(c) Fulfilling our mission requires both our own initiative and action, and partnering with other churches, in evangelism, missions and church planting.

(The local church should adopt a mission statement using this one and others as guides.)

Section 2. Vision Statement

(a) **We shall be a loving, growing community of Spirit-filled believers actively engaged in worship, evangelism, discipleship, and ministries of compassion at the personal, small group and corporate levels.**

(b) Our Vision is what God has shown us we must *become* in order to *accomplish* our Mission. Our Vision is the *context* from which we accomplish our Mission.

(The local church should adopt a vision statement using this one and others as guides.)

ARTICLE VI. GOVERNMENT

Section 1. The authority to govern this assembly shall be vested in those called, gifted and equipped according to the scriptures to serve by governing: the Leadership Team (Eph 4, Rom 12, 1 Tim, 2 Tim, Titus, Acts 14, 15, Heb 13). The Leadership Team consists of the Elders, also called the Pastors, of this church. This is an article of religious faith for us.

Section 2. The government of this assembly in matters of pastoral call and property shall be shared by the Leadership Team and active membership of the assembly, as described in these Bylaws.

ARTICLE VII. MEMBERSHIP

The members of this church will be those who have met the requirements for membership as stated in the Bylaws, have been received into membership, and have not been removed from the membership roll.

Section 1. Qualifications.

The standard of membership for this church shall be:

(a) Testimony and evidence of a genuine experience in regeneration and a consistent Christian life marked by the fruit of the Spirit, not the sins of the flesh (John 1:1-13, 3:3-8, 2 Cor 5:17, 1 Peter 1:18-25), (Matt 27:34, Rom 6:4, 8:12-13, 13:13-14, Eph 4:17-32, 5:1-2,15, 2 Tim 1:7, 1 John 1:6-7, 1 Cor 6:9-11, 2 Cor 7:1, Gal 5:19-25, Prov 20:1, 23:29-32, 1 Sam 15:22-23).

(b) Baptism in water by immersion unless prevented by age or physical infirmity (Matt. 28:19; Acts 10:47; Romans 6:4).

(c) To fully subscribe to the Tenets of Faith as set forth in these Bylaws, and to fully submit to be governed by these Bylaws, as they now exist or are later amended (Amos 3:3, 1 Cor 6:1-8, Phlp 1:27, 2:2).

(d) To be in agreement with, and active support of, the mission, vision, core values, philosophy of ministry and Pastoral leadership of this church (Phlp 2:12-14, Heb 13:17).

(e) To faithfully participate in the life and ministry of the church by regular attendance in all services of every kind, by tithing and giving, and by involvement in a ministry (Heb 10:25, Mal 3:8-10, 2 Cor 16:1-2, Eph 4:12, 16, James 2:17-18, 26).

(f) Successful completion of whatever teaching, study or interviews the Leadership Team deems necessary.

Section 2. Reception of Members

(a) All applicants for membership shall fill out the application prepared by the Leadership Team and submit it to them.

(b) Applicants for membership shall be interviewed by a Pastor or representative(s) to determine readiness for membership.

(c) Those transferring from an Assemblies of God church must have a recommendation from that assembly, and we will seek to follow the same process with other fellowships as well. The appropriate leadership personnel from both churches shall communicate to verify the circumstances of the applicant's departure from the previous church and readiness for membership in this church. No one will be received into membership who has left another church under questionable circumstances or under discipline until the matter is biblically resolved to the satisfaction of their previous Pastor and our Pastors. This standard and process is a fundamental aspect of kingdom relationships and ministerial ethics.

(d) The Leadership Team may require any or all applicants, including transfers, to successfully complete such courses as they deem necessary before approving them for membership.

Section 3. Ministerial Membership

By virtue of their positions, the Pastors and their spouses shall be active adult members of this local church with all of the privileges of membership.

Section 4. Active Membership

Those individuals, 18 years of age and older, fulfilling the requirements of Section 1, having been received according to Section 2, and not having been removed, shall constitute the active voting membership of this church.

Section 5. Associate Membership

Associate non-voting membership may be granted by the Pastors and the Leadership Team to formerly active members who wish to maintain direct relationship to this church although presently prevented by legitimate cause from active attendance and participation.

Section 6. Inactive Membership

(a) Formerly active members who:

- i) no longer meet some qualification in Section 1.
- ii) in the opinion of the Pastors have without good cause for 30 days or more:
 1. not attended the services of this church and sat under the ministry of the Pastors; and / or
 2. not supported the church with their whole tithe and offerings.

(b) Inactive members lose all of the privileges of active membership.

(c) The Leadership Team may move active members to inactive status, and restore inactive members to active status at any time.

Section 7. Junior Membership

Those young people from the ages of 12 through 17, provided they meet the standards of membership other than age, may be enrolled as junior members upon their application and approval. They shall have none of the privileges of active membership, shall automatically move off the Junior role at age 18, at which point they must apply and be approved as would anyone else for active adult membership.

Section 8. Revision of Membership Roll

The Leadership Team, shall at least annually, and may at any time, revise the membership roll by moving from active to inactive, or by removing entirely, the names of those who have died, transferred, moved, voluntarily ceased attendance for at least 30 days from all services at which the Pastors are ministering, or are under discipline as described elsewhere in these Bylaws. Those moved or removed for cause shall be notified by the Secretary as directed by the Pastors.

Section 9. Transferral of Membership

A letter of transfer, signed by a Pastor and the Secretary, shall be granted upon request, at the approval of the Pastors. The letter shall be addressed to the Pastor or Secretary of the receiving church and shall state whether the member is classified as active, inactive, associate or junior, and the overall status of the departing member.

Section 10. Waiver

Membership in this church shall be granted upon the condition that suspension or discipline of a member shall not give the suspended or disciplined member cause for legal action against the church, Pastors, staff or any member taking part in the suspension or disciplinary process. The acceptance and continuance of membership in the church shall be evidence of a waiver by the member of all rights of action, any cause of action and all claims and demands against the church, or any member or officer of this church or the Assemblies of God, related to suspension, disciplinary proceedings, or removal from membership as described in these bylaws. This is an article of religious faith and practice for this church as a whole and every member in particular. (1 Cor 6:1-8)

ARTICLE VIII. LEADERSHIP:

QUALIFICATIONS, DUTIES, SELECTION, TERMS AND DISMISSAL

Section 1. Officers

The officers of this church shall be:

- (a) **The Lead Pastor** Chief Executive Officer, hereafter referred to as the Pastor. This person is an equal member of the Leadership Team chosen by the other Team members to serve in this capacity only to meet official requirements;
- (b) **The Leadership Team** (the Official Board).
The Elders or Pastors (hereafter referred to as Pastors) comprise the Leadership Team. This Team is composed of those ordained ministers on staff who have been deemed qualified and appointed by the original Leadership Team. The terms Pastor and Elder may be used interchangeably.
- (c) **The Secretary** (may be combined with the Treasurer at discretion of Leadership Team).
- (d) **The Treasurer** (may be combined with the Secretary at discretion of Leadership Team).

Section 2. Leadership Development

- (a) Leadership development shall be one of the primary functions of the Pastors, and those serving on his Leadership Team shall have proven themselves ready to the Team's satisfaction.
- (b) The normal leadership discipling track progresses as follows: conversion / transfer, miscellaneous service, discipleship modules, servanthood training and service, small group leader, leadership training and service, lay elder, Pastor (credentialed minister).
- (c) The Pastors may recognize some individuals as gifted, equipped, and proven sufficiently to be designated lay elders. These individuals shall be apprenticed to the Leadership Team, mentored by them, assisting the Pastors however needed in the spiritual care of the church, with the possibility of pursuing ministerial credentials.

Section 3. The Leadership Team (Elders / Pastors)

(a) QUALIFICATIONS

1. The Pastors / Elders (hereafter referred to as the Pastors) of this church shall be people who are called and gifted by the Holy Spirit, and equipped and released by qualified leaders, to serve in the Leadership Ministry gifts of Ephesians 4:11 as Pastors.
2. The Pastors of this church shall be credentialed ministers of the Assemblies of God with up-to-date fellowship certificates. Any exceptions to this shall be approved in advance by a majority of the appropriate District officials as described in the District Bylaws or other protocols.
3. The Pastors are to be the shepherds of the flock, servants of God and God's people, students of the Word, spiritual persons of prayer, Spirit-filled and Spirit-led leaders who meet all biblical requirements as the Spirit-gifted Teaching Shepherds and Ruling Elders of this community of faith (Acts 2:4, 6:3, Rom 12:8, Eph 4:11f, 1 Thess 5:12, 1 Tim 3:1-7, 5:17,22, 2 Tim 4:1-2, Titus 1:5-9, 1 Peter 5:1-4, 1 John 4:7-8).

4. They shall be people of spiritual depth and sensitivity, mature Christian experience, stability, faithfulness, sound judgment, loyalty and humility (1 Tim 3:1-13).
5. We understand the phrase “one woman man” in 1 Timothy 3:2 and Titus 1:6 to mean “faithful to his wife,” a description of one’s current lifestyle not of his past, and having no reference to a previous divorce or remarriage. The Leadership Team shall satisfy itself that all potential lay elders are now living above reproach and able to serve.
6. We affirm that women may serve in all levels of leadership (Rom 16, 1 Cor 11:5, Acts 18:24-28).
7. They shall publicly and privately be in full agreement with, and active support of, the mission, vision and philosophy of ministry of the Leadership Team and church, cooperating in loyal and loving relationship, faithful to all of the regular and special services of the church. Any attitude, speech or behavior which creates dissension, in any way to any degree, disqualifies one from service as a Pastor (2 Cor 2:9, 7:12, 8:8, 12:18).
8. They shall have been proven and prepared by completing whatever discipling, training and ministry experience the Team deems necessary.
9. They shall serve as equals on a ministry team in a spirit of loyalty, love, humility and submission, putting each other and the body before personal interests.
10. The Team as a whole, by majority vote if necessary, shall decide when these qualifications have or have not been met and kept as they are led by the Holy Spirit. (1 Cor 12, 14, Rom 12)

(b) DUTIES - The Pastors are the spiritual overseers of the church and shall direct all of its activities.

1. The primary duty of the Pastors shall be prayer and the ministry of the Word. To that end, every other worker in this church serves as an extension of the Pastors’ ministries, lightening their load, preserving them for prayer and the study and ministry of the Word (Acts 6:1-6).
2. The Pastors seek God for the direction of the church and all of its ministries in order to fulfill our mission and vision. They communicate their vision to the rest of the body, creating, approving modifying or terminating ministries as necessary (Acts 10, 13:1-4, 16:6-10, 1 Peter 5:1-4).
3. They shall agree among themselves on the areas of ministry in which they are most gifted and burdened, agree on the proper responsibility of each Pastor in each area of ministry and proceed to fulfill their ministries: preaching, teaching, worship, evangelism, discipleship, adults, youth, children, small groups, administration, etc.
4. Leadership development shall be one of the primary functions of the Pastors, as they work to develop those people they see God gifting and raising up for ministry in the body. They shall mentor, disciple and season those persons, working with the Holy Spirit in equipping them to serve the body as servant-leaders who will disciple others and lead ministries. No person shall serve in any office or ministry of this church without the Pastors approval (Mark 3:13-15, Eph 4:11-13).
5. They shall be an ex-officio member of all departments and ministry teams.
6. They shall provide for all regular and special services of the church. No person shall be invited to minister in any way in any service, department, class, ministry or extension of the church without their prior approval.
7. All paid employees of any kind, ministerial, clerical, maintenance, etc., shall be under the general supervision of the Pastors. They or their representative(s) shall have all hiring, disciplining, promoting, demoting, employee salary setting and firing authority without appeal beyond the Pastors.
8. They shall serve in matters of ministry initiation, evaluation, development and termination, leadership training, special projects and planning, redefining mission, vision, philosophy of ministry, etc.
9. They shall act as trustees for the church in all business and legal matters.
5. They shall serve as the finance team for the church, reviewing financial reports on a monthly basis, working together in the receiving and disbursing of funds, reviewing and

raising salaries of non-Leadership Team staff and employees at least annually, consulting with outside advisers to insure the raises and remuneration package are sufficient.

10. In matters of remuneration for the Elders who are credentialed ministers, the District Executive Committee, or a committee of at least 3 Assemblies of God ministers from beyond the local church, shall at least annually be furnished with all relevant financial reports and shall review and set the salaries of said Elders.

11. They shall work together as needed in providing leadership to all ministries, departments, programs, projects, etc., leading by involvement and example as role models for the church.

12. They shall continue whatever discipleship, equipping and training which the Team deems necessary.

13. They shall serve in addition to the ministerial staff as advisors to, and accountability partners for, each other. If, in their opinion, any Pastor has acted questionably in some way less than that requiring formal charges or dismissal, but serious enough to merit ministerial counsel, having first spoken with the Pastor without an appropriate response, the Leadership Team may then contact Sectional or District officials or other appropriate professionals to request counsel for themselves and the Pastor.

14. They shall develop or approve all policies and procedures of the church.

15. The Leadership Team may apportion any and all duties associated with the pastoral ministry and leadership of this church among the Pastors as it sees fit, matching the gifting, equipping, and willingness of each Pastor with the work to be done. Any Leadership Team function described in these Bylaws, not requiring the participation of the Leadership Team as a whole, may be so delegated to individual Team members.

(c) SELECTION

1. In a new church plant a Leadership Team may be formed by its own members, by a mothering church(es), or by the District CPD Committee. There shall consist of at least 3 people at all times. When there are not enough qualified people within the local church, the local Elders shall ask other Assemblies of God ministers to temporarily fill the needed positions.

2. An existing Leadership Team will select people as qualified above to join the Team as the need arises and they are led by the Holy Spirit to do so. They may follow such procedures as best meet the needs of each situation, including raising up laity into fulltime ministry.

3. If the position of primary preaching / teaching Pastor vacant for any reason, the Leadership Team shall serve as a Pastoral Search Team.

4. The Teaching Pastor departing in good standing may recommend candidates for consideration by the Leadership Team.

5. The Leadership Team may contact the District Office for recommendations of candidates, may receive suggestions from the congregation, and shall conduct such visits and in-depth interviews as they deem necessary.

6. The Leadership Team shall satisfy itself that potential Pastors agree with the mission, vision, core values and philosophy of ministry of this Leadership Team and church, in word and in previous ministry.

7. At least a two-thirds (2/3) majority of the Leadership Team shall be required to choose one minister as a candidate for Teaching Pastor, call that person and their family in for ministry to, questions from, and fellowship with, the church. Given the seriousness of this decision, Leadership Team members dissenting in the call of a candidate should feel free to share their perspective at the congregational vote. If the minister is a non-council minister, 100% approval by the Leadership Team is required as described above. Non-council ministers must be also approved in advance by the by the appropriate District officials as described in the District Bylaws and protocols.

8. The candidate shall spend at least one weekend with the church, having opportunity to fellowship with the people, receive questions from the congregation, teach at least once and preach at least twice to the church.

9. The active members of the church shall express their perspective on the candidate in a special meeting led by the Leadership Team. Only one candidate at a time may be heard and considered.

10. The Leadership Team shall meet later. A unanimous vote of the Team is required to call that individual to join the Team.

11. While the position of Teaching Elder/Pastor is vacant the Leadership Team shall see that the pulpit is filled for every service by qualified persons other than potential Teaching Pastor. No person asked to serve as interim minister or pulpit supply may become a candidate for permanent Teaching Pastor.

(d) TERM – All Pastors shall be selected for an indefinite period of time, and shall not be voted on by the Leadership Team again, unless otherwise specified, and agreed to by the candidate, at the time of selection.

(e) DISMISSAL

1. Pastors may be dismissed for reasons of violating in doctrine or lifestyle the biblical ministerial qualifications of the Assemblies of God, the qualifications for active membership in this church, or the qualifications required in an Pastor of this local church.

2. To begin dismissal, charges must be brought by two or more witnesses to each offense, first to the Leadership Team, then, if it is a matter affecting AG ministerial credentials, to the District Officials (1 Tim 5:19-20).

3. If the charges are handled by this Leadership Team, the proper investigation and consultation shall be done, and the unanimous decision of remaining Team members shall discipline the charged Pastor. Disciplinary protocols shall be prescribed in appropriate policy and procedure manuals.

4. When the matter affects ministerial credentials, the District Officials shall conduct an appropriate investigation according to their protocols, and shall render a final judgment. Removal of the Pastor's ministerial credentials shall constitute dismissal from the Eldership of this church. Exoneration by the District officials means retention of the Eldership of this church. The discipline of the credentialed ministers is in the hands of the appropriate Sectional, District and General Council ministers, not the local church. Any subsequent disciplinary or rehabilitation program will be the decision of the appropriate District and General Council body. The ultimate result of any denominational appeals process pursued by the disciplined minister will be accepted by the church and will be final. Restoration to ministry in this local church will be in accordance with provisions elsewhere in these Bylaws.

5. Upon exoneration of the Pastor, the Leadership Team may at their discretion, by a majority vote, through the ministry of church discipline seek repentance and restoration for those members and adherents of this community of faith who brought the charges, in accordance with these Bylaws.

Section 4. Ministerial Staff

The Ministerial Staff is composed of those credentialed ministers assisting the Pastors by serving and leading in whatever way requested, including but not limited to worship, evangelism, discipleship, children, youth, missions, seniors and administrative ministries. They oversee all lay workers and answer directly and only to the Pastors.

(a) QUALIFICATIONS –

1. The Ministerial Staff is chosen by the Pastors and shall be qualified as they require.

2. They are to be the under-shepherds of the flock, servants of God, the Pastors and God's people, students of the Word, spiritual persons of prayer, Spirit-filled and Spirit-led leaders who could meet all biblical requirements as the Pastors of this community of faith should they be so appointed (Acts 2:4, 6:3, Rom 12:8, Eph 4:11f, 1Thess 5:12, 1 Tim 3:1-7, 5:17,22, 2 Tim 4:1-2, Titus 1:5-9, 1 Peter 5:1-4).

(b) DUTIES –

1. The Ministerial Staff shall fulfill whatever duties assigned by the Pastors.
2. Under the Pastors' direction they shall direct the ministries of the church, answering directly and only to the Pastors, or to a specific Pastor.
3. When the Pastors judge that a staff member is sufficiently mature, seasoned, loyal, and otherwise qualified, they may make that ministerial staff member a Pastor/Elder, and appoint them to the Leadership Team.

(c) SELECTION, TERM, DISMISSAL –

1. The Ministerial Staff is chosen by the Pastors, serves at the discretion of the Pastors, and is dismissed by a majority vote of the entire Pastors Team at a meeting called for that purpose.

Section 5. Secretary

(a) QUALIFICATIONS - The Secretary shall normally be an existing member of the Leadership Team, but if not, shall be similarly qualified.

(b) SELECTION - The Secretary shall be appointed by the Leadership Team.

(c) DUTIES

1. The Secretary shall record and keep the minutes from the meetings of the Leadership Team and business meetings of the church, sign all business and legal documents of the church as necessary and directed, and perform any other work necessary to the discharge of his duties.

(d) TERM - The term shall be 1 year, with succession in office permitted.

(e) DISMISSAL - The Leadership Team may dismiss the Secretary for failure to maintain the qualifications, fulfill the duties, or respond to restoration as described above. The Team will notify the dismissed officer of his/her termination personally, and officially by a letter.

Section 6. Treasurer

(a) QUALIFICATIONS - The Treasurer may or may not be chosen from among members of the Leadership Team, but shall be similarly qualified.

(b) SELECTION - The Treasurer shall be appointed by the Leadership Team.

(c) DUTIES

1. The Treasurer shall see that all funds received by the church are deposited in a responsible bank, in the name of the church, and shall see to the disbursement of the same by check as authorized by the Pastor, or by the Pastors and Leadership Team.
2. He/she shall present an itemized monthly financial report to the members of the Leadership Team, and a summarized annual financial report for distribution to the members of the church.
3. His/her accounts may be audited annually under the direction of the Pastors and Leadership Team.

(d) TERM - The Treasurer shall serve for 1 year, with succession in office permitted.

(e) DISMISSAL - The Leadership Team may dismiss the Treasurer for failure to maintain the qualifications, fulfill the duties, or respond to restoration as described above. The Team will notify the dismissed treasurer of his termination personally, and officially by a letter.

Section 7. The Servanthood Team

The Deacons or Servanthood Team is composed of people who have proven themselves specially gifted by the Holy Spirit as servants to the body (Rom 12, 1 Tim 3). The Servanthood Team also serves as a proving place for those of its members recognized as potentially gifted for service on the Leadership Team.

(a) QUALIFICATIONS

1. The ministry of deacon is a function / ministry that one performs as the Holy Spirit enables them, not an office one holds (Rom 12:7).
2. The deacons ministry consists of people specially gifted by the Holy Spirit to minister as church servants, growing in their Christian walk, exhibiting a servant's heart and lifestyle, actively serving in a spirit of harmony, humility and love flowing from a proven Christian character (1 Tim 3:1-13).
3. They should be baptized in the Holy Spirit and currently living a Spirit-filled life, or earnestly seeking this experience, (Acts 2:4, 6:3, 1 Tim 3:1-13, 5:22, Titus 1:5-9, 1 Peter 5:1-5, 1 John 4:7-8).
4. They shall have been active members for at least 12 months, fulfilling all of the membership requirements in an exemplary fashion, not under 21 years of age.
5. They shall be in full agreement with, and active support of, the mission, vision and philosophy of ministry of the Pastors and church, following the Pastors and staff in a loyal and loving relationship, faithful to all of the regular and special services of the church (2 Cor 2:9, 7:12, 8:8, 12:18).
6. They shall have been proven and prepared by completing whatever discipling, equipping and ministry experience the Pastors deem necessary (1 Tim 3, Titus 1).
7. The Pastors shall decide when these qualifications have or have not been met and kept (1 Tim 3, Titus 1).

(b) DUTIES

1. They shall serve however needed by the Pastors to fulfill the mission, vision and philosophy of ministry of this Leadership Team and church.
2. They shall continue whatever discipleship, equipping and training the Pastors deem necessary.
3. The team shall meet as requested by the Pastors.

(c) SELECTION

1. As led by the Holy Spirit, the Pastors shall recognize as deacons those individuals in whom they see the Spirit's gifting, people who are already effectively serving the church in meaningful way (Rom 12:6-7, 1 Tim 3:10).
2. The Pastors shall appoint qualified individuals to the Servanthood Team.
3. From among those deacons who serve especially well, who continue to grow spiritually and show potential gifting for additional servant leadership responsibility, members may be selected for mentoring and service in apprenticeships to the Pastors.

(d) TERMS AND DISMISSAL

1. Deacons shall serve for one year and may or may not be re-appointed by the Pastors.
2. As led by the Holy Spirit, the Pastors may dismiss any deacon who fails to meet the qualifications and fulfill the duties described above.

ARTICLE IX. VACANCIES

Section 1. Eldership / Pastorate

- (a) Vacancy in the Pastorate for any reason shall be filled according to the Bylaws above.
- (b) Should a Pastor resign, he/she shall give the Leadership Team a minimum of 30 days notice before his resignation is effective. he/she shall, upon his last day of service, receive severance pay of 1 week of his current gross pay for each year of service, or 1 month's current gross pay, whichever is greater.

(c) Should a Pastor be dismissed for moral failure the church is not required to pay any severance.

Section 2. Others

All other offices, ministries and positions are approved or appointed by the Leadership Team, and may be declared vacant by the Leadership Team as described in these Bylaws.

ARTICLE X. MEETINGS

Section 1. Worship Services

(a) Corporate services for worship, evangelism and discipleship shall be held each Lord's Day and during the week as deemed best by the Leadership Team.

(b) All other meetings of any kind, including those for ministries of compassion, shall be held as deemed best by the Leadership Team.

Section 2. Business Meetings

(a) Special Business Meetings of the church may be called as deemed necessary by a two-thirds (2/3) majority of the Leadership Team. (Acts 15)

(b) All business meetings shall be announced at the service(s) in 2 Sundays prior to the meeting, or with the approval of two-thirds of the Leadership Team, at any one corporate worship service prior to the business meeting.

Section 3. Leadership Meetings

The Leadership Team shall meet at least quarterly per year, or as often as deemed necessary by the majority of the Team.

Section 4. Other Ministry Teams

All ministry teams shall meet as often as deemed necessary by the Pastors or ministry team leader. All ministry teams shall be subordinate to, and receive direction from, the Leadership Team.

ARTICLE XI. FINANCES

Section 1. Contributions

All funds for the operation and ministries of the church shall be provided by the tithes, offerings and contributions of members and friends. All funds shall be received at such times and in such ways as agreed upon by the Leadership Team. All funds shall be disbursed by the Treasurer as directed by the Leadership Team or by individual Pastors according to their portfolio and prior consent of the entire Team. (Mal. 3:10, Luke 6:38, 1 Cor 16:1-2, 2 Cor 9:6-8)

Section 2. Reports

(a) A copy of the Monthly Financial Report prepared by the Treasurer for the Leadership Team shall be available for review by any active adult member who asks the church office for such a review, and any active adult member may address any questions arising from the reports to the Leadership Team.

(b) An Annual Financial Report shall be prepared by the Treasurer for the Leadership Team no later than two months after fiscal year-end. After the Leadership Team has accepted the report, it shall be released to the active adult members of this church for review. Active adult may address any questions arising from the report to the Leadership Team.

Section 3. Finance Team

The Leadership Team shall serve as Finance Team with duties as outlined in these Bylaws.

ARTICLE XII. PROPERTY

Section 1. This church shall be incorporated under the laws of the State of Alabama. All property of this church shall be deeded to this church and held in its corporate name.

Section 2. Should this local church's affiliation with the Assemblies of God ever be terminated, either through its own voluntary action according to these Bylaws or by the action of the Assemblies of God, the majority of the membership of this local church shall retain ownership of all of the church's property, real and chattel.

Section 3. In the event this church ceases to function as a Christian church, then its property, real or chattel, shall be voluntarily given to the Alabama District Council of the Assemblies of God, Inc., whose headquarters are located in Montgomery, Alabama. The Alabama District Council of the Assemblies of God shall immediately have full authority to use or dispose of the property at their discretion. In the event of the sale of the property by the Alabama District Council of the Assemblies of God, the proceeds derived shall be used by the Alabama District Council in furtherance of the gospel of Jesus Christ.

Section 4. Real or chattel property of the church valued up to thirty percent of the church's previous year's income may be bought, sold, leased, mortgaged or otherwise alienated by a two-thirds vote of the Leadership Team at a special Leadership Team meeting called in accordance with these Bylaws. Transactions valued above 30% of the church's previous years income must be authorized by a majority vote of the church membership present at a special business meeting.

ARTICLE XIII. DISCIPLINE

Section 1. Discipline of Members

(a) In order to preserve the peace and purity of this community of faith, this church recognizes its accountability to the Leadership Team in matters of scriptural conduct and discipline. All decisions regarding discipline as described in this section shall be prayerfully made and administered by the Leadership Team, according to the Scriptures, with an ultimate goal of repentance and restoration (Matt 18:15-20, Rom 16:17-18, 1 Cor 5:9-13, 2 Thess 3:11-15, Gal 1:8-9, Titus 3:1-15, etc.)

(b) Violation of the scriptural standards of doctrine and lifestyle described in Article "Membership," Section "Qualifications" shall be the reason for disciplinary ministry. All members of this community of faith, whether or not they have officially joined as active members of the church, shall by their participation among us be subject to the disciplinary ministry of the Leadership Team. (Heb 13:17)

(c) Rebellion, division, dissension, slander, gossip, faction and strife are recognized as especially heinous sins in regard to the body as a whole, and will not be tolerated in this church (1 Sam 15:22-23, Prov 6:16-19, Rom 13:13, 16:17-18, 1 Cor 3:16-17, 5:11, 6:9-11, Gal 5:19f, Eph 4:29-32, Phlp 2:1-4,14, James 3:6-18, 2 Thess 3:6,14, etc.).

(d) Discipline may include such scriptural actions as deemed necessary, including, but not limited to, removing from all ministry, moving from active to inactive membership, or removing from all membership, and requesting departure from this community of faith (Matt 16:19, John 20:23, Acts 5:1-11, 1 Cor 5:4,7, 2 Cor 2:9, 1 Tim 1:20, Titus 3:10, 2 Thess 3:6,14, 1 Tim 1:19-20).

(e) Restoration shall be prayerfully administered, including such return to a particular ministry or membership as the Pastors deem appropriate, following evidence of genuine repentance and a time of proving (Luke 3:8, Acts 26:20, Gal 6:1, 2 Cor 2:9-10, 7:8-12).

(f) While scripture provides opportunity for individuals, small groups and the church as a whole to participate in correction and discipline when appropriate, the final authority for deciding and directing discipline rests with the Pastors, and the community of faith is expected to carry out its leaders instructions (Matt 16:19, 18:15-20, John 20:23, Acts 5:1-11, 1 Cor 5:3-5, 2 Cor 2:5-11, 7:8-16, Heb 13:17, 2 Tim 3:2).

(g) Any appeals from the disciplinary ministry must come from the disciplined individual(s) and must be directed first to the Leadership Team, then to the Sectional Committee, and then to the combined Sectional Committee and District Executive Committee, the latter two committees having power to review and recommend, but not require, changes in the disciplinary ministry of the Leadership Team.

(h) This church hereby fully empowers the Leadership Team to use any legal means necessary to prevent disciplined or otherwise troublesome or disruptive persons from entering church property at any time under any circumstances.

(i) All matters in this section, Discipline of Members, are articles of religious faith for us.

Section 2. Discipline of Ministers

(a) The discipline of ministers credentialed with the Assemblies of God is in the hands of the appropriate Sectional, District and General Council officials, not the local church. Members may bring such doctrinal or lifestyle failures of their ministers as require disciplinary action to the attention of the Sectional and District Council officials.

(b) The discipline of any ministers credentialed other than with the Assemblies of God shall be in the hands of the Leadership Team. They shall use the guidelines of this local church and Assemblies of God ministerial disciplinary and rehabilitation protocols, adjusting them as is necessary.

(c) The restoration of any disciplined and rehabilitated minister to ministry in this local church shall be at the Pastors' discretion, following the appropriate guidelines of this local church and of the Assemblies of God. If an Pastor was the disciplined minister, his return to ministry in this local church shall require the approval of two-thirds of the Leadership Team

ARTICLE XIV. QUORUMS

Section 1. Leadership Team

(a) The majority of Leadership Team members actually present at any properly called Leadership Team meeting shall constitute a quorum for that meeting.

Section 2. Church Business Meetings

(a) Given proper notification, at least one-fifth (1/5) of the active adult members of the church must be present to constitute a quorum and conduct an official business meeting.

(b) Failure to achieve or maintain a quorum for a church business meeting shall empower the Leadership Team to properly call a Leadership Team meeting and conduct whatever business was on the agenda for that church business meeting.

Section 3. Absentee Ballots

No absentee ballots shall be accepted in Leadership Team or church business meetings.

ARTICLE XV. DEPARTMENTS AND MINISTRIES

Section 1. The Leadership Team, shall approve, create, staff, evaluate, modify, and terminate such departments and ministries as they deem necessary to enable this church to fulfill our mission and vision of worship, evangelism, discipleship, and ministries of compassion in the most effective manner possible.

Section 2. All departments, ministries, and workers shall be under the direction of the Pastors and their representatives. All departments, ministries, and workers shall be in agreement with and fully supportive of the core values, mission, vision, philosophy of ministry and biblical standards of this church and its Pastoral leadership. They shall serve together in an integrated manner, in unity and harmony.

Section 3. The departments and ministries of this church may include, but shall not be limited to, the following: Christian education, small groups, worship, children's, youth, women's, men's, singles, seniors, compassion, and missions.

Section 4. Service of any kind, in any degree, in any department or ministry, is a privilege, not a right. All workers shall be disciplined and trained to the satisfaction of the Leadership Team and their representatives, and may be appointed or removed as the Leadership Team, and their representatives see fit.

ARTICLE XVI. ORDER OF BUSINESS

Any Leadership Team or special business meeting of the church where parliamentary order is extremely important for legal or other reasons shall be conducted according to the most current edition of Roberts Rules of Order Newly Revised, as modified by the spirit of Christian love, the leading of the Holy Spirit, under the supreme authority of the Bible. A possible order of business is:

1. Devotional and Prayer
2. Reading of Previous Minutes by Secretary
3. Financial Report of the Treasurer
4. Report of Teams or Committees
5. Unfinished Business
6. New Business
7. Adjournment

ARTICLE XVII. AMENDMENTS

Section 1. Substantive changes to these Bylaws must be made in the form of amendments. Amendments to these Bylaws may be submitted by any member of the Leadership Team at any called meeting of the Team, providing every Team member is present or was aware of the proposed amendment to be considered. A simple majority of the Leadership Team is required to adopt it.

Section 2. The Leadership Team shall inform the District Superintendent before making any changes to these Bylaws affecting the articles on “Voluntary Affiliation” or “Property.” They shall receive counsel and then proceed according to these Bylaws.

Section 3. When the need arises for non-substantive Bylaws changes without a formal amendment, a Bylaws Editorial Team shall be appointed by the Leadership Team from among its membership. Members should be selected on the basis of their familiarity with the Bylaws and their editorial skills. The editorial team shall have the power to recommend such revisions to these Bylaws as are, in its judgment, non-substantive modifications or clarifications, reorganization or renumbering, or revisions made necessary because of punctuation, spelling, or other errors of grammar or expression. The recommended revisions must be approved by the Leadership Team by a majority vote, after which they become effective immediately and shall be permanent subject to revocation by the membership of the Leadership Team at any duly called meeting.

PASTOR-LED MODEL

This is a sample Bylaws for local assemblies wishing to follow the Pastoral or “Pastor-Led” model in their local church government.

BYLAWS for (local church name) (location)

These Bylaws of _____ (local church name), a local Christian Church, were adopted this _____ day of _____ in the year of our Lord _____.

Preamble

For the purpose of creating a loving, growing community of Spirit-filled believers actively engaged in worship, evangelism, discipleship, and ministries of compassion at the personal, small group and corporate levels, we, whose names appear upon the church roster under the above date, do hereby recognize ourselves as a local church, and adopt the following articles of church order, and submit ourselves to be governed by them. These articles shall always be subordinate to the Bible in the life and conduct of this church.

ARTICLE I. NAME

The name of this local church shall be _____
Street or Route _____
City _____ State _____ Zip _____

ARTICLE II. PREROGATIVES

Section 1. This church shall have the right to govern itself according to the standards of the New Testament Scriptures, making “... every effort to keep the unity of the Spirit through the bond of peace ... until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.” (Eph. 4:3, 13)

Section 2. In accordance therewith, or incidental thereto, it shall have the right to purchase or acquire by gift, bequest, or otherwise, either directly, or as trustee, and to own, hold in trust, use, sell, convey, mortgage, lease or otherwise dispose of any real estate or chattels as may be necessary for the furtherance of its purposes; all in accordance with its Bylaws or as the same may be hereafter modified or amended.

ARTICLE III. VOLUNTARY AFFILIATION

Section 1. While maintaining its inherent rights to sovereignty in the ownership of its property and the conduct of all of its own affairs, this church shall voluntarily enter into full cooperative fellowship with churches associated in the Alabama District Council and the General Council of the Assemblies of God with headquarters at Montgomery, Alabama and Springfield, Missouri, respectively. It shall actively participate with the other assemblies in completing the mission for which God has raised up this Fellowship. The members and ministers of this church shall recognize and respect the officers of the Section, District, and General Council. All subsequent references to “District” and “Section” in these

Bylaws refer to the Alabama District Council and the Section within which this church is located, respectively, unless otherwise stated.

Section 2. This local church voluntarily enters into this affiliation, voluntarily remains in this affiliation, and may voluntarily end this affiliation. This church may terminate its affiliation with the Assemblies of God only through the following process:

(a) The Pastor shall speak privately with the District Superintendent or his representative to inform him of the church's potential disaffiliation and to receive counsel.

(b) Then, the Pastor shall invite the District Superintendent or his representative to attend a special business meeting of the church to address the congregation and present the benefits of continued affiliation with the Fellowship. A subsequent vote of three-fourths (75%) of the members present at the special business meeting would be required to withdraw from the Fellowship.

ARTICLE IV. TENETS OF FAITH

Section 1. The Holy Scriptures

This church shall accept the Holy Scriptures of the Christian Church as the revealed will of God, the all-sufficient rule of faith and practice. This church shall be guided in its understanding of Scripture by the teaching ministry of its Pastors.

Section 2. Statement of Fundamental Truths

For the purpose of maintaining general unity with our Fellowship, this church subscribes to the statement of faith found in the Constitution of the General Council of the Assemblies of God, Article V. Statement of Fundamental Truths.

Section 3. Morality, Marriage, Family, and Human Relationships

(a) We relate to each other as brothers and sisters committed to this family of God and we build strong biblical families in Jesus Christ, meeting the special needs of children, youth, adults, seniors, and godly families of every kind in Christ. Therefore, we value the monogamous marriage of one man to one woman, as defined in Scripture, as the only kind of marriage-like relationship God values or accepts. (Acts 16:31, Mt 19:13-14, Eph 5:22-6:4)

(b) Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the only acceptable channel of sexual expression according to the Bible, and the means for procreation of the human race.

(c) In the spirit of Christ, we oppose all attempts to define morality, marriage, family, human identity, and human relationships in ways other than those the Bible portrays as acceptable to God. We oppose all forms of sexual immorality, including adultery, incest, homosexuality, so-called same-sex marriage, transgendered relationships, and pornography.

(d) In the spirit of Christ, we oppose all forms of human trafficking, racism, exploitation, slavery, violence, greed, selfishness, oppression, and any other attitude, activity, or relationship that degrades humans, and denies them the dignity which they were created in the image of God to enjoy. We speak and work to provide for and protect the poor, the powerless, the child, the orphaned, the abused, the aged, the sick, and the unborn. We contend for the sanctity of all human life from conception to natural death. *Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15,17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9, 13-14;; Mark 10:6-12; Acts 16:31; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-6:4; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.*

ARTICLE V. PURPOSE

Section 1. Mission Statement

(a) **Our mission is to turn pre-Christian people into fully devoted, Spirit-filled followers of Jesus Christ.**

(b) Our Mission is the number one task God has commanded us to accomplish, the most important job He has given us to do. The Mission Statement is the *simplest possible expression of our number one job*.

(c) Fulfilling our mission requires both our own initiative and action, and partnering with other churches, in evangelism, missions and church planting.

(The local church should adopt a mission statement using this one and others as guides.)

Section 2. Vision Statement

(a) **We shall be a loving, growing community of Spirit-filled believers actively engaged in worship, evangelism, discipleship, and ministries of compassion at the personal, small group, and corporate levels.**

(b) Our Vision is what God has shown us we must become in order to accomplish our Mission. Our Vision is the context from which we accomplish our Mission.

(The local church should adopt a vision statement using this one and others as guides.)

ARTICLE VI. GOVERNMENT

Section 1. The authority to govern this assembly shall be vested in those called, gifted and equipped to govern according to the scriptures: the Pastor and his Leadership Team (Eph 4, Rom 12, 1 Tim, 2 Tim, Titus, Acts 14, 15, Heb 13). This is an article of religious faith for us.

Section 2. The government of this assembly in matters of pastoral call and property shall be shared by the Pastor, Leadership Team and active membership of the assembly, as described in these Bylaws.

ARTICLE VII. MEMBERSHIP

The members of this church will be those who have met the requirements for membership as stated in the Bylaws, have been received into membership, and have not been removed from the membership roll.

Section 1. Qualifications.

The standard of membership for this church shall be:

(a) Testimony and evidence of a genuine experience in regeneration and a consistent Christian life marked by the fruit of the Spirit, not the sins of the flesh (John 1:1-13, 3:3-8, 2 Cor 5:17, 1 Peter 1:18-25, Matt 27:34, Rom 6:4, 8:12-13, 13:13-14, Eph 4:17-32, 5:1-2,15, 2 Tim 1:7, 1 John 1:6-7, 1 Cor 6:9-11, 2 Cor 7:1, Gal 5:19-25, Prov 20:1, 23:29-32, 1 Sam 15:22-23).

(b) Baptism in water by immersion unless prevented by age or physical infirmity (Matt. 28:19; Acts 10:47; Romans 6:4).

(c) To fully subscribe to the Tenets of Faith as set forth in these Bylaws, and to fully submit to be governed by these Bylaws, as they now exist or are later amended (Amos 3:3, 1 Cor 6:1-8, Phlp 1:27, 2:2).

(d) To be in agreement with, and active support of, the mission, vision, core values, philosophy of ministry and Pastoral leadership of this church (Phlp 2:12-14, Heb 13:17).

(e) To faithfully participate in the life and ministry of the church by regular attendance in all services of every kind, by tithing and giving, and by involvement in a ministry (Heb 10:25, Mal 3:8-10, 2 Cor 16:1-2, Eph 4:12, 16, James 2:17-18, 26).

(f) Successful completion of whatever teaching, study or interviews the Pastor deems necessary.

Section 2. Reception of Members

(a) All applicants for membership shall fill out the application prepared by the Leadership Team and submit it to the Pastor or his representative(s).

(b) Applicants for membership shall be interviewed by the Pastor or his representative(s) to determine readiness for membership.

(c) Those transferring from an Assemblies of God church must have a recommendation from that assembly, and we will seek to follow the same process with other fellowships as well. The appropriate leadership personnel from both churches shall communicate to verify the circumstances of the applicant's departure from the previous church and readiness for membership in this church. No one will be received into membership who has left another church under questionable circumstances or under discipline until the matter is biblically resolved to the satisfaction of their previous Pastor and our Pastor. The Pastor, in consultation with the Leadership Team, shall render the final decision. This standard and process is a fundamental aspect of kingdom relationships and ministerial ethics.

(d) The Pastor and Leadership Team may require any or all applicants, including transfers, to successfully complete such courses as they deem necessary before approving them for membership.

Section 3. Ministerial Membership

By virtue of their positions, the Pastor, ministerial staff and their spouses may choose to be active adult members of this local church with all of the privileges of membership.

Section 4. Active Membership

Those individuals, 18 years of age and older, fulfilling the requirements of Section 1, having been received according to Section 2, and not having been removed, shall constitute the active voting membership of this church.

Section 5. Associate Membership

Associate non-voting membership may be granted by the Pastor and the Leadership Team to formerly active members who wish to maintain direct relationship to this church although presently prevented by legitimate cause from active attendance and participation.

Section 6. Inactive Membership

(a) Formerly active members who:

- i) no longer meet some qualification in Section 1.
- ii) in the opinion of the Pastor have without good cause for 30 days or more:
 1. not attended the services of this church and sat under the ministry of the Pastor; and / or
 2. not supported the church with their whole tithe and offerings.

(b) Inactive members lose all of the privileges of active membership.

(c) The Pastor in consultation with the Leadership Team may move active members to inactive status, and restore inactive members to active status at any time.

Section 7. Junior Membership

Those young people from the ages of 12 through 17, provided they meet the standards of membership other than age, may be enrolled as junior members upon their application and approval. They shall have none of the privileges of active membership, shall automatically move off the Junior role at age 18, at which point they must apply and be approved as would anyone else for active adult membership.

Section 8. Revision of Membership Roll

The Pastor in consultation with the Leadership Team, shall at least annually, and may at any time, revise the membership roll by moving from active to inactive, or by removing entirely, the names of those who have died, transferred, moved, voluntarily ceased attendance for at least 30 days from all services at which the Pastor is ministering, or are under discipline as described elsewhere in these Bylaws. Those moved or removed for cause shall be notified by the Secretary as directed by the Pastor.

Section 9. Transferal of Membership

A letter of transfer, signed by the Pastor and Secretary, shall be granted upon request, at the approval of the Pastor. The letter shall be addressed to the Pastor or Secretary of the receiving church and shall state whether the member is classified as active, inactive, associate or junior, and the overall status of the departing member.

Section 10. Waiver

Membership in this church shall be granted upon the condition that suspension or discipline of a member shall not give the suspended or disciplined member cause for legal action against the church, Pastor, staff or any member taking part in the suspension or disciplinary process. The acceptance and continuance of membership in the church shall be evidence of a waiver by the member of all rights of action, any cause of action and all claims and demands against the church, or any member or officer of this church or the Assemblies of God, related to suspension, disciplinary proceedings, or removal from membership as described in these Bylaws. This is an article of religious faith and practice for this church as a whole and every member in particular. (1 Cor 6:1-8)

ARTICLE VIII. LEADERSHIP:

QUALIFICATIONS, DUTIES, SELECTION, TERMS AND DISMISSAL

Section 1. Officers

The officers of this church shall be:

- (a) **The Lead Pastor** / Chief Executive Officer, hereafter referred to as the Pastor;
- (b) **The Leadership Team** (the Official Board).

The Elders or Leadership Team is composed of the sitting *lay* elders and those ordained ministers on staff who have been deemed qualified and appointed as *ordained* elders by the Pastor, subject to ratification by a majority of the Leadership Team.

- (c) **The Secretary** (may be combined with the Treasurer at discretion of Leadership Team).
- (d) **The Treasurer** (may be combined with the Secretary at discretion of Leadership Team).

Section 2. Leadership Development

- (a) Leadership development shall be one of the primary functions of the Pastor, and those serving on his Leadership Team shall have proven themselves ready to his satisfaction.
- (b) The normal leadership discipling track progresses as follows: conversion / transfer, miscellaneous service, discipleship modules, servanthood (deacon) training and service, teacher / small group leader, leadership training and service, lay elder, ordained elder (credentialed minister).

Section 3. The Lead Pastor

(a) QUALIFICATIONS

1. The Pastor of this church shall be a credentialed minister of the Assemblies of God with an up-to-date fellowship certificate. Any exception to this shall be approved in advance by the appropriate District officials as described in the District Bylaws or protocols.
2. The Pastor is to be the shepherd of the flock, a servant of God and God's people, a student of the Word, a spiritual person of prayer, a Spirit-filled and Spirit-led leader who meets all biblical requirements as the Teaching Shepherd and Ruling Elder of this community of faith (Acts 2:4, 6:3, Rom 12:8, Eph 4:11f, 1Thess 5:12, 1Tim 3:1-7, 5:17,22, 2 Tim 4:1-2, Titus 1:5-9, 1 Peter 5:1-4).

(b) DUTIES - The Pastor is the spiritual overseer of the church and shall direct all of its activities.

1. The primary duty of the Pastor shall be prayer and the ministry of the Word. To that end, every other worker in this church serves as an extension of the Pastor's ministry, lightening his load, preserving him for prayer and the study and ministry of the Word (Acts 6:1-6).
2. The Pastor seeks God for the direction of the church and all of its ministries in order to fulfill our mission and vision. He/she communicates his/her vision to the Leadership Team and the rest of the body, creating, approving modifying or terminating ministries as necessary (Acts 10, 13:1-4, 16:6-10, 1 Peter 5:1-4).
3. Leadership development shall be one of the primary functions of the Pastor, as he/she works to develop those people he/she sees God gifting and raising up for ministry in the body. The Pastor shall mentor, disciple and season those persons, working with the Holy

Spirit in equipping them to serve the body as servant-leaders who will disciple others and lead ministries. No person shall serve in any office or ministry of this church without the Pastor's approval (Mark 3:13-15, Eph 4:11-13).

4. The Pastor shall be the President of the corporation and shall act as chairperson of all of the business meetings of the church and of the Leadership Team, and shall, with the Secretary, sign all official papers for the corporation.
5. The Pastor shall be an ex-officio member of all departments and ministry teams.
6. The Pastor shall provide for all regular and special services of the church. No person shall be invited to minister in any way in any service, department, class, ministry or extension of the church without his/her prior approval.
7. All paid employees of any kind, ministerial, clerical, maintenance, etc., shall be under the general supervision of the Pastor. The Pastor or his/her representative(s) shall have all hiring, disciplining, promoting, demoting, employee salary setting and firing authority without appeal beyond the Pastor.
8. The Pastor shall develop or approve all policies and procedures of the church.

(c) SELECTION

1. If the Pastorate is vacant for any reason, the Leadership Team shall serve as a Pastoral Search Team. At his/her discretion, the Pastor departing in good standing shall appoint, or the Leadership Team shall elect from among the Leadership Team members, one interim chairperson to serve the Leadership Team.
2. If the departing Pastor had a significant ministry and tenure in this community of faith and departs in good standing, the new Pastor will be chosen by one of three means.
 - (a) The departing Pastor may appoint the new Pastor subject to ratification by two-thirds of the Leadership Team, or 100% of the Team if the appointee is a non-Council minister. Non-council ministers must be also approved by the appropriate District officials as described in the District Bylaws or protocols, and no appointment can be made until that approval is received.
 - (b) The departing Pastor may recommend a series of candidates to the Leadership Team. His recommendations shall be made known to the entire congregation. His recommendation(s) for potential Pastors shall be contacted, interviewed, permitted to preach and voted on by the congregation before other applicants are considered.
 - (c) If said departing Pastor recommends no candidates, the pastoral search shall proceed as follows.
3. The Leadership Team may contact the District Office for recommendations of Pastoral candidates, may receive suggestions from the congregation, and shall conduct such visits and in-depth interviews as they deem necessary.
4. The Leadership Team shall satisfy itself that potential Pastors agree with the mission, vision, core values and philosophy of ministry of this church, in word and in previous ministry.
5. At least a two-thirds (2/3) majority of the Leadership Team shall be required to choose one minister as a candidate for Pastor, call that person and their family in for ministry to, questions from, and fellowship with, the church. Given the seriousness of this decision, Leadership Team members dissenting in the call of a candidate should feel free to share their perspective at the congregational vote. If the minister is not a credentialed Assemblies of God minister with an up-to-date fellowship certificate, 100% approval by the Leadership Team is required as described above. In advance of their consideration, such ministers must also be approved by the appropriate District officials as described in the District Bylaws and protocols.
6. The candidate shall spend at least one weekend with the church, having opportunity to fellowship with the people, receive questions from the congregation, teach at least once and preach at least twice to the church.
7. The active members of the church shall vote on the candidate in a special business meeting chaired by the interim chairperson of the Leadership Team. Only one candidate

at a time may be heard and voted on by the church. A two-thirds majority of all votes cast shall constitute an election.

8. The Pastor departing in good standing may ask any or all of the staff to resign or remain at any time after he/she has resigned but before his termination date. All staff and employees asked by the Pastor to remain shall continue to fulfill their portfolios until a new Pastor is installed, who will decide upon their retention or release.

9. While the pastorate is vacant, the Leadership Team shall see that the pulpit is filled for every service by qualified persons other than potential Pastors. No person asked to serve as interim minister or pulpit supply may become a candidate for permanent pastor.

(d) TERM - The Pastor shall be elected for an indefinite period of time, and shall not be voted on again, unless otherwise specified, and agreed to by the candidate, at the time of election.

(e) DISMISSAL

1. The Pastor may be dismissed for reasons of violating in doctrine or lifestyle the biblical ministerial qualifications of the Assemblies of God, and the qualifications for active membership in this church.

2. To begin dismissal, charges must be brought by two or more witnesses to each offense, first to the Pastor, then to the Leadership Team, then to the District Officials (1 Tim 5:19-20).

3. The District Officials shall conduct an appropriate investigation according to their protocols, and shall render a final judgment. Removal of the Pastor's ministerial credentials shall constitute dismissal from the Pastorate of this church. Exoneration by the District officials means retention of the Pastorate of this church. The discipline of the credentialed ministers is in the hands of the appropriate Sectional, District and General Council ministers, not the local church. Any subsequent disciplinary or rehabilitation program will be the decision of the appropriate District and General Council body. The ultimate result of any denominational appeals process pursued by the disciplined minister will be accepted by the church and will be final. Restoration to ministry in this local church will be in accordance with provisions elsewhere in these Bylaws.

4. If the Pastor is not dismissed, but a majority of a secret ballot vote of the combined District Executive Committee, Sectional Committee and local Leadership Team feels it is in the best interest of the church to conduct a vote of confidence, this shall be done after appropriate notice to the active members. In a special business meeting chaired by the District Superintendent or his representative, two-thirds (2/3) of the members present must vote no confidence in order to dismiss the Pastor.

5. Upon exoneration of the Pastor, he may at his discretion through the ministry of church discipline seek repentance and restoration for those members and adherents of this community of faith who brought the charges, in accordance with these Bylaws.

Section 4. Ministerial Staff

The Ministerial Staff is composed of those credentialed ministers assisting the Pastor by serving and leading in whatever way requested, including but not limited to secretary, treasurer, worship, evangelism, discipleship, children, youth, missions, seniors and administrative ministries. They oversee all lay workers and answer directly and only to the Pastor.

(a) QUALIFICATIONS –

1. The Ministerial Staff is chosen by the Pastor and shall be qualified as he/she requires.
2. They are to be the under-shepherds of the flock, servants of God, the Pastor and God's people, students of the Word, spiritual persons of prayer, Spirit-filled and Spirit-led leaders who could meet all biblical requirements as the Elders of this community of faith should they be so appointed (Acts 2:4, 6:3, Rom 12:8, Eph 4:11f, 1Thess 5:12, 1 Tim 3:1-7, 5:17,22, 2 Tim 4:1-2, Titus 1:5-9, 1 Peter 5:1-4).

(b) DUTIES –

1. The Ministerial Staff shall fulfill whatever duties assigned by the Pastor.

2. Under the Pastor's direction they shall direct the ministries of the church, answering directly and only to the Pastor.
3. When the Pastor judges that an ordained staff member is sufficiently mature, seasoned, loyal, and otherwise qualified, after consulting with the Leadership Team he may appoint that staff member to the Leadership Team.
4. When the Pastor is to be away for a season, he may normally designate a staff member to serve as his temporary representative to make decisions in his stead should he be unable to be reached.

(c) **SELECTION, TERM, DISMISSAL** –

1. The Ministerial Staff is chosen by the Pastor, serves at the discretion of the Pastor, and is dismissed by the Pastor, without appeal.

Section 5. The Leadership Team

The Elders or Leadership Team (Official Board) is composed of the sitting lay elders and those ordained ministers on staff who have been deemed qualified and appointed as ordained elders by the Pastor, subject to ratification by a majority of the Leadership Team. The Pastor, and the ordained ministers appointed by the Pastor, are full members of the Leadership Team, with all privileges associated therewith.

(a) **QUALIFICATIONS** -

1. The Leadership Team shall be made up of people of spiritual depth and sensitivity, mature Christian experience, stability, faithfulness, sound judgment, loyalty and humility (1 Tim 3:1-13).
2. They should be baptized in the Holy Spirit and currently living a Spirit-filled life, spiritually gifted to serve as lay elders (Acts 2:4, 6:3, 1 Tim 3:1-13, 5:22, Titus 1:5-9, 1 Peter 5:1-5, 1 John 4:7-8).
3. We understand the phrase “one woman man” in 1 Timothy 3:2 and Titus 1:6 to mean “faithful to his wife,” a description of one’s current lifestyle not of his past, and having no reference to a previous divorce or remarriage. The Leadership Team shall satisfy itself that all potential lay elders are now living above reproach and able to serve.
4. We affirm that women may serve in all levels of leadership (Rom 16, 1 Cor 11:5, Acts 18:24-28).
5. They shall have been active members for at least 12 months, fulfilling all of the membership requirements in an exemplary fashion, not under 23 years of age.
6. They shall publicly and privately be in full agreement with, and active support of, the mission, vision and philosophy of ministry of the Pastor and church, following the Pastor and staff in a loyal and loving relationship, faithful to all of the regular and special services of the church. Any attitude, speech, or behavior that creates dissension, in any way to any degree, disqualifies one from service on the Leadership Team (2 Cor 2:9, 7:12, 8:8, 12:18).
7. They shall have been proven and prepared by completing whatever discipling, training and ministry experience the Pastor deems necessary.
8. They must be actively serving in the church in some capacity before and during their service on the Leadership Team.
9. The Pastor shall decide when these qualifications have or have not been met and kept as he/she is led by the Holy Spirit. (1 Cor 12, 14, Rom 12)

(b) **DUTIES** - The Leadership Team shall serve with the Pastor in the leadership, oversight and spiritual watch-care of the church.

1. They shall meet at least quarterly or as requested by the Pastor, and never without his presence, except with his permission or when the Pastorate is vacant.
2. They shall serve as needed by the Pastor to extend his ministry and fulfill the mission, vision and philosophy of ministry of this Pastor and church, actively promoting love, unity, sound doctrine and holy living.

3. They shall serve as advisors to the Pastor in matters of ministry initiation, evaluation, development and termination, leadership training, special projects and planning, redefining mission, vision, philosophy of ministry, etc.
4. They shall act as trustees for the church in all business and legal matters, handling such matters at the direction of the Pastor or church membership as specified in these Bylaws.
5. They shall serve as the finance team for the church, reviewing financial reports on a monthly basis, advising the Pastor when necessary in the receiving and disbursing of funds, reviewing and raising the Pastor's salary at least annually after receiving his salary proposal and, at the Pastor's request, consulting with outside advisers to insure the raises and remuneration package are sufficient. The salaries of all paid staff are determined by the Pastor, in consultation with the Leadership Team.
6. They shall assist the Pastor as needed in providing leadership to all ministries, departments, programs, projects, etc., leading by involvement and example as role models for the church.
7. They shall continue to receive whatever discipleship, equipping, and training that the Pastor deems necessary throughout their tenure as elders.
8. They shall serve in addition to the ministerial staff as advisors to, and accountability partners for, the Pastor. If, in their opinion, the Pastor has acted questionably in some way less than that requiring formal charges or dismissal, but serious enough to merit ministerial counsel, having first spoken with the Pastor without an appropriate response, the Leadership Team may then contact Sectional or District officials or other appropriate professionals to request counsel for themselves and the Pastor.

(c) SELECTION

1. When the Pastor judges that an ordained staff member is sufficiently mature, seasoned, loyal, and otherwise qualified to serve as an elder, after consulting with the Leadership Team he may appoint that staff member to the Leadership Team.
2. Lay members of the Leadership Team shall normally be chosen from the pool of people having previously served and those apprenticed in preparation for potential service. (1 Tim 3:6, 10)
3. They shall be nominated by the Pastor and Leadership Team. Their names shall be made known to the church for one month. If a written, signed objection to their service from an active member of the church is given to the Pastor, the Pastor shall investigate the matter in consultation with the Leadership Team and render a judgment. If there is no such objection, they shall be appointed by the Pastor, and the action made known to the church.
4. There shall be at least three or more lay members on the Leadership Team, depending on the need and the availability of qualified people.
5. The normal selection process shall be conducted annually, with terms running approximately concurrent to the calendar year.
6. If an emergency need for additional lay elders arises, the Pastor in consultation with his Leadership Team may waive the one month nomination period and appoint lay elders as needed.

(d) TERMS

1. Ministerial staff appointed to the Leadership Team serve for one year and are reappointed at the Pastor's discretion.
2. At the initial selection of the lay elders for the Leadership Team, one shall be selected to serve for 3 years, one for 2 years and one for 1 year. Thereafter, one or more shall be selected each year to serve for 3 years. This shall be a revolving team.
3. No lay member(s) should normally succeed themselves in office until at least 1 year has elapsed since their last term of service, if other properly qualified and prepared potential replacements are available.
4. Exceptions: when deemed necessary by the Pastor, any lay elder may be asked by the Pastor to extend their term on an annual basis.

(e) DISMISSAL -

1. When in the Pastor's judgment any elder on the Leadership Team has failed to maintain the qualifications, fulfill the duties, or respond to restoration as described above, the Pastor, after consulting the Leadership Team, may either suspend or remove them from the Leadership Team.
2. The suspension of an elder suspends all of his/her rights, privileges, and authority as an elder, and requires no approval by the Leadership Team.
3. The removal of a lay elder must be ratified by a majority of the Leadership Team present at a properly called meeting of the Leadership Team. The suspension or removal of an ordained elder (credentialed minister) appointed by the Pastor does not require Leadership Team consultation or ratification.
4. The Leadership Team will work with the Pastor in any restoration ministry for a suspended or removed elder deemed appropriate by the Pastor.
5. The suspended or removed elder will be notified of his/her suspension personally.
6. Suspended elders may be returned to the Leadership Team to finish their term only at the initiative of the Pastor, after consultation with the Leadership Team.

Section 6. Secretary

(a) QUALIFICATIONS - The Secretary shall normally be an existing member of the Leadership Team, but if not, shall be similarly qualified. The same person may or may not serve as both Secretary and Treasurer.

(b) SELECTION - The Secretary shall be appointed by the Pastor after consulting the Leadership Team.

(c) DUTIES

1. The Secretary shall record and keep the minutes from the meetings of the Leadership Team and business meetings of the church, sign all business and legal documents of the church as necessary and directed, and perform any other work necessary to the discharge of his/her duties.

(d) TERM - The term shall be 1 year, with succession in office permitted.

(e) DISMISSAL - After consulting the Leadership Team the Pastor may dismiss the Secretary for failure to maintain the qualifications, fulfill the duties, or respond to restoration as described above. The Pastor will notify the dismissed officer of his termination personally, and officially by a letter.

Section 7. Treasurer

(a) QUALIFICATIONS - The Treasurer may or may not be chosen from among members of the Leadership Team, but shall be similarly qualified. The same person may or may not serve as both Secretary and Treasurer.

(b) SELECTION - The Treasurer shall be appointed by the Pastor, after consulting with the Leadership Team.

(c) DUTIES

1. The Treasurer shall see that all funds received by the church are deposited in a responsible bank, in the name of the church, and shall see to the disbursement of the same by check as authorized by the Pastor, or by the Pastor and Leadership Team.

2. He/she shall present an itemized monthly financial report to the members of the Leadership Team, and a summarized annual financial report for distribution to the members of the church.
3. His/her accounts may be audited annually under the direction of the Pastor and Leadership Team.

(d) TERM - The Treasurer shall serve for 1 year, with succession in office permitted.

(e) DISMISSAL - After consulting the Leadership Team the Pastor may dismiss the Treasurer for failure to maintain the qualifications, fulfill the duties, or respond to restoration as described above. The Pastor will notify the dismissed treasurer of his/her termination personally, and officially by a letter.

Section 8. The Servanthood Team

The Deacons or Servanthood Team is composed of people who have proven themselves specially gifted by the Holy Spirit as servants to the body, and who have been equipped and appointed by the Pastor and Leadership Team (Rom 12, 1 Tim 3). The Servanthood Team also serves as a proving place for those of its members recognized as potentially gifted for service on the Leadership Team.

(a) QUALIFICATIONS

1. The ministry of deacon is a function / ministry that one performs as the Holy Spirit enables them, not an office one holds (Rom 12:7).
2. The deacons ministry consists of people specially gifted by the Holy Spirit to minister as church servants, growing in their Christian walk, exhibiting a servant's heart and lifestyle, actively serving in a spirit of harmony, humility and love flowing from a proven Christian character (1 Tim 3:1-13).
3. They should be baptized in the Holy Spirit and currently living a Spirit-filled life, or earnestly seeking this experience, (Acts 2:4, 6:3, 1 Tim 3:1-13, 5:22, Titus 1:5-9, 1 Peter 5:1-5, 1 John 4:7-8).
4. They shall have been active members for at least 12 months, fulfilling all of the membership requirements in an exemplary fashion, not under 21 years of age.
5. They shall be in full agreement with, and active support of, the mission, vision and philosophy of ministry of the Pastor and church, following the Pastor and staff in a loyal and loving relationship, faithful to all of the regular and special services of the church (2 Cor 2:9, 7:12, 8:8, 12:18).
6. They shall have been proven and prepared by completing whatever discipling, equipping, and ministry experience the Pastor deems necessary (1 Tim 3, Titus 1).
7. The Pastor shall decide when these qualifications have or have not been met and kept (1 Tim 3, Titus 1).

(b) DUTIES

1. They shall serve however needed by the Pastor to fulfill the mission, vision, and philosophy of ministry of this Pastor and church.
2. They shall continue whatever discipleship, equipping, and training the Pastor deems necessary.
3. The team shall meet as requested by the Pastor, and never without his presence, except with his permission or when the Pastorate is vacant.
4. They shall be under the supervision of the Leadership Team during a vacancy in the Pastorate.

(c) SELECTION

1. As led by the Holy Spirit, the Pastor shall recognize as deacons those individuals in whom he sees the Spirit's gifting, people who are already effectively serving the church in meaningful way (Rom 12:6-7, 1 Tim 3:10).

2. After consulting the Leadership Team the Pastor shall appoint qualified individuals to the Servanthood Team.
3. From among those deacons who serve especially well, who continue to grow spiritually and show potential gifting for additional servant leadership responsibility, members may be selected for mentoring as potential lay elders, for possible service on the Leadership Team.

(d) TERMS AND DISMISSAL

1. Deacons shall serve for one year and may or may not be re-appointed by the Pastor.
2. As led by the Holy Spirit, the Pastor may dismiss any deacon who fails to meet the qualifications and fulfill the duties described above.

ARTICLE IX. VACANCIES

Section 1. Pastorate

- (a) Vacancy in the Pastorate for any reason shall be filled according to the Bylaws above.
- (b) Should the Pastor resign, he shall give the Leadership Team a minimum of 30 days notice before his resignation is effective.
- (c) Should the Pastor fail to sustain a vote of confidence as described above, or should he resign, he shall, upon his last day of service, receive severance pay of 1 week of his current gross pay for each year of service, or 1 month's current gross pay, whichever is greater.
- (d) Should the Pastor be dismissed for moral failure the church is not required to pay any severance.

Section 2. Leadership Team

Vacancies may created or filled at any time as described elsewhere in these Bylaws under "Leadership Team."

Section 3. Others

All other offices, ministries and positions are approved or appointed by the Pastor, some in consultation with the Leadership Team, and may be declared vacant by the Pastor in consultation with the Leadership Team as described in these Bylaws.

ARTICLE X. MEETINGS

Section 1. Worship Services

- (a) Corporate services for worship, evangelism and discipleship shall be held each Lord's Day and during the week as deemed best by the Pastor and Leadership Team.
- (b) All other meetings of any kind, including those for ministries of compassion, shall be held as deemed best by the Pastor and Leadership Team.

Section 2. Special Business Meetings

- (a) Special Business Meetings of the church may be called as deemed necessary by the Pastor or by a two-thirds (2/3) majority of the Leadership Team. (Acts 15)
- (b) Such meetings shall be announced at the service(s) on 2 Sundays prior to the meeting, or with the approval of two-thirds of the Leadership Team, at one corporate worship service prior to the meeting.

Section 3. Leadership Meetings

The Leadership Team shall meet at least quarterly per year, or as often as deemed necessary by the Pastor. No meeting of the Leadership Team or Servanthood Team may be held without the Pastor's presence or permission.

Section 4. Other Ministry Teams

All ministry teams shall meet as often as deemed necessary by the Pastor or team leader. All ministry teams shall be subordinate to, and receive direction from, Pastor and Leadership Team.

ARTICLE XI. FINANCES

Section 1. Contributions

All funds for the operation and ministries of the church shall be provided by the tithes, offerings and contributions of members and friends. All funds shall be received at such times and in such ways as agreed upon by the Pastor and Leadership Team. All funds shall be disbursed by the Treasurer as directed by the Pastor, or by the Leadership Team in consultation with the Pastor. This is a matter of religious faith for us. (Mal. 3:10, Luke 6:38, 1 Cor 16:1-2, 2 Cor 9:6-8)

Section 2. Reports

(a) A copy of the Monthly Financial Report prepared by the Treasurer for the Leadership Team shall be available for review by any active adult member who asks the church office for such a review, and any active adult member may address any questions arising from the reports to the Pastor and Leadership Team.

(b) An Annual Financial Report shall be prepared by the Treasurer for the Leadership Team no later than two months after fiscal year-end. After the Leadership Team has accepted the report, it shall be released to the active adult members of this church for review. Active adult may address any questions arising from the report to the Pastor and Leadership Team.

Section 3. Finance Team

The Leadership Team shall serve as Finance Team with duties as outlined in these Bylaws.

ARTICLE XII. PROPERTY

Section 1. This church shall be incorporated under the laws of the State of Alabama. All property of this church shall be deeded to this church and held in its corporate name.

Section 2. Should this local church's affiliation with the Assemblies of God ever be terminated, either through its own voluntary action according to these Bylaws or by the action of the Assemblies of God, the majority of the membership of this local church shall retain ownership of all of the church's property, real and chattel.

Section 3. In the event this church ceases to function as a Christian church, then its property, real or chattel, shall be voluntarily given to the Alabama District Council of the Assemblies of God, Inc., whose headquarters are located in Montgomery, Alabama. The Alabama District Council of the Assemblies of God shall immediately have full authority to use or dispose of the property at their discretion. In the event of the sale of the property by the Alabama District Council of the Assemblies of God, the proceeds derived shall be used by the Alabama District Council in furtherance of the gospel of Jesus Christ.

Section 4. Real or chattel property of the church valued up to thirty percent of the church's previous year's income may be bought, sold, leased, mortgaged or otherwise alienated by a two-thirds vote of the Leadership Team at a special Leadership Team meeting called in accordance with these Bylaws. Transactions valued above 30% of the church's previous years income must be authorized by a majority vote of the church membership present at a special business meeting.

ARTICLE XIII. DISCIPLINE

Section 1. Discipline of Members

(a) In order to preserve the peace and purity of this community of faith, this church recognizes its accountability to the Pastor and Leadership Team in matters of scriptural conduct and discipline. All

decisions regarding discipline as described in this section shall be prayerfully made and administered by the Pastor and Leadership Team, according to the Scriptures, with an ultimate goal of repentance and restoration (Matt 18:15-20, Rom 16:17-18, 1 Cor 5:9-13, 2 Thess 3:11-15, Gal 1:8-9, Titus 3:1-15, etc.)

(b) Violation of the scriptural standards of doctrine and lifestyle described in Article “Membership,” Section “Qualifications” shall be the reason for disciplinary ministry. All members of this community of faith, whether or not they have officially joined as active members of the church, shall by their participation among us be subject to the disciplinary ministry of the Pastor and Leadership Team. (Heb 13:17)

(c) Rebellion, division, dissension, slander, gossip, faction and strife are recognized as especially heinous sins in regard to the body as a whole, and will not be tolerated in this church (1 Sam 15:22-23, Prov 6:16-19, Rom 13:13, 16:17-18, 1 Cor 3:16-17, 5:11, 6:9-11, Gal 5:19f, Eph 4:29-32, Phlp 2:1-4,14, James 3:6-18, 2 Thess 3:6,14, etc.).

(d) Discipline may include such scriptural actions as deemed necessary, including, but not limited to, removing from all ministry, moving from active to inactive membership, or removing from all membership, and requesting departure from this community of faith (Matt 16:19, John 20:23, Acts 5:1-11, 1 Cor 5:4,7, 2 Cor 2:9, 1 Tim 1:20, Titus 3:10, 2 Thess 3:6,14, 1 Tim 1:19-20).

(e) Restoration shall be prayerfully administered, including such return to a particular ministry or membership as the Pastor deems appropriate, following evidence of genuine repentance and a time of proving (Luke 3:8, Acts 26:20, Gal 6:1, 2 Cor 2:9-10, 7:8-12).

(f) While scripture provides opportunity for individuals, small groups, and the church as a whole to participate in correction and discipline when appropriate, the final authority for deciding and directing discipline rests with the Pastor in consultation with the Elders, and the community of faith is expected to carry out its leaders instructions (Matt 16:19, 18:15-20, John 20:23, Acts 5:1-11, 1 Cor 5:3-5, 2 Cor 2:5-11, 7:8-16, Heb 13:17, 2 Tim 3:2).

(g) Any appeals from the disciplinary ministry must come from the disciplined individual(s) and must be directed first to the Pastor and Leadership Team, then to the Sectional Committee, and then to the combined Sectional Committee and District Executive Committee, the latter two committees having power to review and recommend, but not require, changes in the disciplinary ministry of the Pastor and Leadership Team.

(h) This church hereby fully empowers the Pastor or Leadership Team to use any legal means necessary to prevent disciplined or otherwise troublesome or disruptive persons from entering church property at any time under any circumstances.

(i) All matters in this section, Discipline of Members, are articles of religious faith for us.

Section 2. Discipline of Ministers

(a) The discipline of ministers credentialed with the Assemblies of God is in the hands of the appropriate Sectional, District, and General Council officials, not the local church. Members may bring such doctrinal or lifestyle failures of their ministers as require disciplinary action to the attention of the Sectional and District Council officials.

(b) The discipline of any ministers credentialed other than with the Assemblies of God shall be in the hands of the Pastor and Leadership Team. They shall use the guidelines of this local church and Assemblies of God ministerial disciplinary and rehabilitation protocols, adjusting them as is necessary.

(c) The restoration of any disciplined and rehabilitated minister to ministry in this local church shall be at the Pastor’s discretion, following the appropriate guidelines of this local church and of the Assemblies of God. If the Pastor was the disciplined minister, his return to ministry in this local church shall require the approval of two-thirds of the Leadership Team.

ARTICLE XIV. QUORUMS

Section 1. Leadership Team

(a) The majority of Leadership Team members actually present at any properly called Leadership Team meeting shall constitute a quorum for that meeting.

Section 2. Church Business Meetings

(a) Given proper notification, at least one-fifth (1/5) of the active adult members of the church must be present to constitute a quorum and conduct an official business meeting.

(b) Failure to achieve or maintain a quorum for a church business meeting shall empower the Pastor and Leadership Team to properly call a Leadership Team meeting and conduct whatever business was on the agenda for that church business meeting.

Section 3. Absentee Ballots

No absentee ballots shall be accepted in Leadership Team or church business meetings.

ARTICLE XV. DEPARTMENTS AND MINISTRIES

Section 1. The Pastor, or the Pastor and his Leadership Team, shall approve, create, staff, evaluate, modify, and terminate such departments and ministries as they deem necessary to enable this church to fulfill our mission and vision of worship, evangelism, discipleship, and ministries of compassion in the most effective manner possible.

Section 2. All departments, ministries, and workers shall be under the direction of the Pastor and his representatives. All departments, ministries, and workers shall be in agreement with and fully supportive of the core values, mission, vision, philosophy of ministry and biblical standards of this church and its Pastoral leadership. They shall serve together in an integrated manner, in unity and harmony.

Section 3. The departments and ministries of this church may include, but shall not be limited to, the following: Christian education, small groups, worship, children's, youth, women's, men's, singles, seniors, compassion, and missions.

Section 4. Service of any kind, in any degree, in any department or ministry, is a privilege, not a right. All workers shall be disciplined and trained to the satisfaction of the Pastor, Leadership Team, and their representatives, and may be appointed or removed as the Pastor, Leadership Team, and their representatives see fit.

ARTICLE XVI. ORDER OF BUSINESS

Any Leadership Team or special business meeting of the church where parliamentary order is extremely important for legal or other reasons shall be conducted according to the most current edition of Roberts Rules of Order Newly Revised, as modified by the spirit of Christian love, the leading of the Holy Spirit, under the supreme authority of the Bible. A possible order of business is:

1. Devotional and Prayer
2. Reading of Previous Minutes by Secretary
3. Financial Report of the Treasurer
4. Report of Teams or Committees
5. Unfinished Business
6. New Business
7. Adjournment

ARTICLE XVII. AMENDMENTS

Section 1. Substantive changes to these Bylaws must be made in the form of amendments. Amendments to these Bylaws may be submitted by any member of the Leadership Team at any called meeting of the Team. If the Pastor is in favor of the amendment, a simple majority of the Leadership Team is required to adopt it. If the Pastor is opposed to the amendment, the amendment will be tabled for prayer until a subsequent meeting. If the Pastor remains opposed, a unanimous vote of the Leadership Team is required to adopt the amendment.

Section 2. The Pastor and Leadership Team shall inform the District Superintendent before making any changes to these Bylaws affecting the articles on “Voluntary Affiliation” or “Property.” They shall receive counsel and then proceed according to these Bylaws.

Section 3. When the need arises for non-substantive Bylaws changes without a formal amendment, a Bylaws Editorial Team shall be appointed by the Pastor from the membership of the Leadership Team. Members should be selected on the basis of their familiarity with the Bylaws and their editorial skills. The editorial team shall have the power to recommend such revisions to these Bylaws as are, in its judgment, non-substantive modifications or clarifications, reorganization or renumbering, or revisions made necessary because of punctuation, spelling, or other errors of grammar or expression. The recommended revisions must be approved by the Leadership Team by a majority vote, after which they become effective immediately and shall be permanent subject to revocation by the membership of the Leadership Team at any duly called meeting.