

**CONSTITUTION & BYLAWS  
REAL LIFE CHURCH – GOSHEN CAMPUS  
OF THE ASSEMBLIES OF GOD**

**WHEREAS** it is the express purpose of God to call a saved people who shall constitute the Body or Church of our Lord Jesus Christ, established upon the foundation of the Apostles and Prophets, Jesus Christ Himself being the Chief Cornerstone: and, God has ordained that His Universal Church should find expression in and through local churches, to assemble for worship, fellowship, counsel, and instruction in the Word of God, to do the works of ministry, and exercise spiritual gifts and offices as provided in the New Testament.

**THEREFORE**, this corporation is formed to propagate the Gospel of Jesus Christ, according to the Holy Bible, in fellowship with The General Council of the Assemblies of God, a Missouri Nonprofit Corporation, as a local church under the headship of the Lord Jesus Christ, with customs and traditions of Evangelical Pentecostal Christianity; and, in these premises, the following Constitution and Bylaws are adopted:

1 **CONSTITUTION**

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3 **ARTICLE ONE – NAME**

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5 The name of this corporation is **REAL LIFE CHURCH – GOSHEN CAMPUS** hereinafter referred to simply as "church" or "corporation",  
6 though this Corporation may by special resolution of the Church Board adopt other and fictitious names for the  
7 purposes of doing business through its various departments and programs, as deemed necessary, convenient, or  
8 expedients, and in such manner as to be following the law.

9  
10 **ARTICLE TWO - FOUNDATIONAL CONSIDERATIONS, PRINCIPLES,**  
11 **PURPOSES, AND TENETS OF FAITH**  
12

13 **Section One: Supreme Authority of the Holy Bible**

14 This church holds the Bible, the Holy Word of God, to be supreme in all matters governing this church, the ultimate  
15 authority for rules of order, in keeping with the Spirit of Christ; and, that every born-again Christian should  
16 endeavor to keep the unity of the Spirit in the Bond of Peace..."till we all come in the unity of the faith, and of the  
17 knowledge of the Son of God, unto a perfect man, unto the measure of the stature of the fullness of Christ".  
18 [Ephesians 4:13]  
19

20 **Section Two: Purposes – Worship, Evangelism, and Fellowship**

21 The purposes for which this corporation is formed are to establish and maintain a place of worship of Almighty  
22 God, our Father, and the Lord Jesus Christ, His only begotten Son, through the Holy Spirit, and promotion of  
23 Christian fellowship and edification, to conduct business as a church, under guidance of the Holy Scriptures, and to  
24 do the work of evangelism in home and foreign fields, obedient to the Great Commission of the Lord Jesus Christ.  
25  
26

27 **Section Three: Tenets of Faith**

28 As Tenets of Faith, this church accepts the Holy Bible as the inspired and revealed Will of God, the all-sufficient rule  
29 of faith and practice, and for the purpose of maintaining general unity, adopts the Statement of Fundamental  
30 Truths of the General Council of the Assemblies of God, as same is now and from time to time may be revised,  
31 and as recited in the copy thereof which follows as an addendum to this code of Constitution and Bylaws, by  
32 reference here incorporated as though set forth in full.  
33

34 **ARTICLE THREE - STANDARDS, PREROGATIVES, AND POWERS**  
35

36 **Section One: Standards and Church Government Prerogatives**

37 It shall be a standard and responsibility of this church to preserve scriptural order in all matters affecting its life  
38 and ministry, reserving the right of self-government, the prerogatives to choose its own Pastor, and, by action of  
39 its membership or Church Board to elect its officers and directors, to establish and maintain standards of  
40 membership and discipline, to acquire and hold title to property, and to transact all other business pertaining to its  
41 life and conduct as a local church, according to Holy Scriptures and as hereinafter in this Constitution and Bylaws  
42 provided.  
43

44 **Section Two: General Powers**

45 This corporation shall have and is empowered to exercise all rights, powers and privileges generally accorded to  
46 corporations of this kind, including the power to contract, to acquire, hold, buy, sell, lease, mortgage, pledge as  
47 security, or otherwise encumber, and to dispose of in any way, real and personal property of all kinds and

descriptions, and to conduct all business which is lawful, necessary, or expedient, in promoting the purposes of the corporation, including the power to issue, purchase, redeem, receive, take, or otherwise acquire, own, sell, lend, exchange, transfer or otherwise dispose of, pledge, use or otherwise deal in property of any kind, including its own bonds, debentures, notes, and debt securities.

#### **ARTICLE FOUR - RELATIONSHIP WITH THE ASSEMBLIES OF GOD**

##### **Section One: Affiliation**

While recognizing inherent right to sovereignty in the conduct of its own business affairs, this church has voluntarily entered into full cooperative fellowship with and as a member of **The General Council of the Assemblies of God**, a Missouri Nonprofit Corporation, Springfield, Missouri, and likewise in fellowship with and as a member of **Oregon Ministries Network**, an Oregon Corporation, and subject to their superior authority in matters of doctrine and conduct, which corporations are hereinafter referred to as "General Council" and "District Council", respectively, or collectively referred to simply as "Assemblies of God". This affiliation may be amended in accordance with the Bylaws of this corporation and shall be subject to approval or rejection, by majority vote, by the District Presbytery of the Assemblies of God, Oregon Ministry Network.

##### **Section Two: Privileges, Responsibilities, Representation**

This church shall share in privileges and assume responsibilities enjoined by affiliations mentioned above, in accordance with the Constitution & Bylaws of each the General Council and the District Council, as such regulations are now and may from time to time be amended, including representation at both the General Council and the District Council business sessions, through its delegates who have been selected by the membership of this church or its Church Board.

##### **Section Three: Dedication, Dissolution and Disaffiliation**

**A.** The property of this corporation is irrevocably dedicated to nonprofit religious purposes of the Corporation. No part of the net earnings of the Corporation shall inure to the benefit of its directors, officers or to any other individuals, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered, and to make payments in the furtherance of the nonprofit religious purposes of the Corporation.

**B.** In the event that this corporation ceases to function as an Assemblies of God church (disaffiliation) or is dissolved for any reason, its assets shall be distributed to the Oregon District of the Assemblies of God (dba Oregon Ministry Network), provided it qualifies at such time for exemption as an organization described in Section 501(c)(3) of the Internal Revenue Code of 1954, as amended, or a successor statute. In the event that the Oregon District of the Assemblies of God (dba Oregon Ministry Network) does not so qualify, the assets of this corporation shall be distributed to The General Council of the Assemblies of God, provided it so qualifies as delineated above.

**C.** The property assets of this church have been purchased with restricted funds which were donated by congregational members of an Assemblies of God Church with the specific intent to establish an Assemblies of God Church having (1) a perpetual existence; and (2) a permanent relationship with the Assemblies of God, Oregon District of the Assemblies of God (dba Oregon Ministry Network).

Therefore, these property assets are irrevocably dedicated for use by the Assemblies of God, Oregon District of the Assemblies of God (dba Oregon Ministry Network), and congregational members of its churches.

D. This Section Three may be amended in accordance with the Bylaws of this Corporation and shall be subject to approval or rejection, by majority vote, by the District Presbytery of the Assemblies of God, Oregon District of the Assemblies of God (dba Oregon Ministry Network), is no longer in existence the amendment of this article shall be subject to the approval, by majority vote, of the General Presbytery of The General Council of the Assemblies of God (Springfield, Missouri). Title of all real property now owned or thereafter acquired by the Assembly shall be held in trust in favor of the General Counsel of the Assemblies of God, and the Oregon Ministry Network of the Assembly of God. In the event the Assembly shall be divided over doctrinal or any other issue, or shall vote to disaffiliate from the Assemblies of God, all property of the assembly shall remain with those members, whatever their number, desiring continued affiliation with the Assembly of God and adhering to its Statement of Fundamental Truths. The determination of which group of members desires continued affiliation with the Assemblies of God and adheres to its Statement of Fundamental Truths shall be arbitrated by the Network Presbytery of the Oregon Ministry Network of the Assemblies of God and its decision shall be final and binding. If all the members of the assembly shall vote to disaffiliated from the Assemblies of God for doctrinal or any other reason, then all of property of such assembly shall revert to said Ministry Network and shall be used by the Network as an Assemblies of God church if possible, and if not possible, the Network may sell the property and apply the proceeds in any manner consistent with its stated purpose.

#### **Section Four: Organizational Assistance**

If at any time this church encounters any internal or external problems, which cannot be reasonably and expeditiously resolved by action of the membership or the Church Board, the church shall seek the services and assistance of District Council or General Council, upon request of the Pastor or a majority of the Church Board, or upon petition of the membership. Such petition of the membership shall be in written form, shall require the signatures of at least twenty percent (20%) of the current regular membership of the church, addressed to District Council, and presented to the District Superintendent of District Council. Such petition shall specifically but briefly recite details of the matter for which assistance is requested, and particularly describe features of dispute or administrative frustrations. Upon such presentation to the District Council, it shall be deemed to be a petition on behalf of the church, as an initiative of the membership, whereupon the District Council, District Superintendent or Presbytery should take appropriate action or provide necessary services as are available. In event the membership of this church should become divided over doctrinal or other issues, in which individuals or factions might propose that this church should withdraw or disaffiliate from the Assemblies of God, such disputes shall not be put to a confirming vote, but shall be resolved according to provisions of these bylaws [Article Eleven, Resolution and Arbitration of Disputes, at Section Two].

#### **Section Five: District Council Assistance in Church Administration**

If at any time the business of this church cannot be adequately undertaken and performed by its administrators through the Church Board, or when a proper church board is not available or functioning, the church may, by request of its Church Board or at least fifty-one percent (51%) of its then current active regular membership, petition the Executive Presbytery of District Council to serve as the Church Board, to so serve until such time as the Executive Presbytery and the membership of this church agree that the membership should resume full responsibility for its affairs. Neither District Council nor the Executive Presbytery of District Council shall be deemed to assume any personal responsibility or liability for debt or other obligations of the church in taking such action as may be necessary in these premises, unless affirmatively so stated.

#### **Section Six: Minimum Standards for Viable Status**

If this church is at any time unable to meet all the criteria for affiliation as set forth in the Constitution of The General Council of the Assemblies of God, Article XI, Section 1(a), then this church shall seek the assistance of the district officers for help in maintaining the minimal requirements for General Council affiliation. The District Council may use all means lawful and expedient to protect this church and move it to a position of strength and viability within the Fellowship. If it is found that this church is not able to so maintain such viability, it shall automatically revert to district-affiliated status, and shall so remain until such time as it again meets the standard for a General-Council-affiliated church, having demonstrated its ability to assume full responsibility for restoration to that status. Unless otherwise arranged, there shall be no financial liability or other affirmative obligation by District Council in these premises.

1 **ARTICLE FIVE - BOARD OF DIRECTORS**

2  
3 **Section One: Board of Directors – Name, Number, Authority**

4 The Board of Directors of this church shall be known as the Church Board or the Board of Elders, and shall consist of a minimum  
5 of three (3) and a maximum of nine (9) natural persons, including the Pastor and officers elected to and serving for the terms and  
6 having powers and authority as hereinafter in the Bylaws provided. In the situation where multiple locations or PAC (Parent-  
7 Affiliated Church) campuses are in operation, members of the board must designate their campus of residence. The nomination  
8 process for elections and appointments for vacancies as indicated herein, must take the following criteria into consideration: up  
9 to one (1) official board member is permitted but not mandated, from each PAC campus. In the event a PAC campus does not  
10 have an elected representative on the Church Board, the board may appoint by majority vote of its members a non-voting  
11 representative from a given campus for a one-year term. This representative, presented to the board by the campus pastor in  
12 consultation with the lead pastor, will be called a Campus Representative. The Church Board may also appoint other individuals  
13 as non-voting representatives as it seems beneficial. All official and business powers, activities, and affairs, of this corporation  
14 shall be exercised and conducted under authority and ultimate direction of the Church Board.

15  
16 **ARTICLE SIX - AMENDMENTS TO THE CONSTITUTION**

17  
18 Amendments to this Constitution may be made only by vote of the active regular members at a regular Annual Business Meeting, or  
19 at a Special Business Meeting of the membership of this church specially called and notice at least 2 Sundays prior to such meeting,  
20 and as here in after in the by-laws provided the proposed amendment text posted and hard copy made available at weekend  
21 service, at least 14 days prior to such business meeting at which the amendment is to be considered. If you wish to receive the  
22 proposed via regular mail you can contact the church office to be placed on the regular mailing list. Amendments to this Constitution  
23 shall require a three-fourths (3/4) affirmative vote of those active regular members present and voting at such Business Meeting,  
24 after a quorum is established.

25  
26 **BYLAWS**

27  
28 **ARTICLE ONE - PARLIAMENTARY LAW 3**

29  
30 In order to expedite the work of this church and to avoid confusion in its deliberations, all meetings of the Church Board, all Annual  
31 Business Meetings, and all Special Business Meetings of the membership of this church, shall be conducted under established rules  
32 of order, or otherwise governed by the parliamentary authority of the current edition of **Roberts Rules of Order Newly Revised**, in  
33 keeping with the spirit of Christian love and fellowship, under the guidance of the Holy Spirit of God.

34  
35 **ARTICLE TWO – MEMBERSHIP**

36  
37 **Section One: Members**

38 There shall be but one class of regular membership of this church, the qualifications and acceptance of same being subject to  
39 approval of the Church Board, as hereinafter in these Bylaws provided. Membership will be commonly referred to as Partnership,  
40 and members as Partners, this in harmony with a biblical understanding of what it means to be a committed part of a church body.

41  
42 **Section Two: Standards for Voting Membership**

43  
44 The Standards for voting membership in this church shall be:

- 45 **A.** Evidence of a born-again experience in Jesus Christ (regeneration) [John 3:3-7, 1:12, 13, 1 Peter 1:18-25]  
46 **B.** Water Baptism by immersion [Matthew 28:19, Colossians 2:12]

- 1 C. Evident pursuit of a consistent Christian life [Romans 6:4, 13:13, Ephesians 4:17-31, 5:2, 15, 1 John 1:6-7]
- 2 D. Personal subscription to the Tenets of Faith as set forth in the Constitution of this church.
- 3 E. Personal willingness to contribute regularly to the support of the church with tithe, and offerings according to his or her ability
- 4 F. Regular attendance and support of the services of the church for at least three consecutive months immediately prior to application for membership.
- 5 G. Physical age of at least eighteen (18) years.
- 6 H. Agreement to be governed by the Constitution & Bylaws of this church, and the Constitution & Bylaws of the General Council and District Council, as they are now and may be from time to time amended.

### 9 **Section Three: Application for Voting Membership, Church Board Review**

10 Applicants for voting membership shall present a written application to the Pastor, who shall examine the applicant in accordance  
11 with the standards of membership, and upon the Pastor's recommendation the Church Board shall consider their written  
12 applications on forms approved by the Church Board, and the names of those approved for such membership shall be added to the  
13 roster of active regular membership of the church, and they shall be recognized publicly as members at the earliest convenient  
14 meeting of the congregation. No applicant for membership shall be accepted as a member within thirty (30) days before any annual  
15 or special business meeting of the membership.

### 17 **Section Four: Ex-Officio Membership of Pastor, Pastoral Staff, and Spouses**

18 The Pastoral staff of this church and their respective spouse shall by virtue of election and acceptance into its ministries be deemed  
19 to become and be active voting members of this church.  
20 Such ex-officio church membership terminates with termination from the respective office.

### 22 **Section Five: Voluntary Termination of Membership by Member**

23 Active regular members in good standing may sever their relationship with this church by voluntary termination, or be transferred to  
24 some other congregation. A transferring member may apply to the Corporate Secretary of this church for a Certificate of Good  
25 Standing or Letter of Transfer, which shall be granted on approval of the Pastor and the Church Board and shall be signed by both  
26 the Pastor and the Corporate Secretary. If a member tenders resignation while under charges that could otherwise bring about  
27 discipline from the Church Board, such resignation shall not deprive the Church Board from hearing and making disciplinary  
28 determinations of the charges, as deemed necessary or proper by the Church Board, for the record.

### 30 **Section Six: Inactive Membership, Church Board Review, Notification**

31 The Church Board is empowered to periodically review the church membership roster and place on the inactive list those who have  
32 become disqualified from membership, including those who shall without good cause absent themselves from services and  
33 programs of this church for a period of three consecutive months or more, or who cease to contribute to its support, or who shall be  
34 under charges of misconduct or under condemnation for sinful or worldly practices. When the Church Board places the name of a  
35 a member on the inactive membership list, that member shall be notified in writing of such action, and the reasons therefore, by the  
36 Corporate Secretary of the church. Such notice shall be given to such inactive member by regular mail sent to that person's address  
37 of record in the files of the church. If such member so notified does not in writing formally request restoration to active status within  
38 thirty (30) days from the date of mailing of notice of inactive status, he or she shall be automatically terminated from membership of  
39 the church, without further notice required. For good cause shown, the Church Board may restore a member to active status at any  
40 time prior to actual termination of membership.

### 42 **Section Seven: Termination of Membership by Action of the Board**

43 The Church Board is empowered to remove from membership rosters the names of those who are deceased, those who no longer  
44 meet the standard of membership, those who may have voluntarily withdrawn from the church, those who may have been granted  
45 severance and Certificate of Good Standing or letter of Transfer, and those whose names have been on the inactive membership list  
46 for at least thirty (30) days without requesting restoration to active status, and those dismissed for disciplinary reasons.

**Section Eight: Honorary and Special Memberships**

The Church Board, by its special resolution, is empowered to and may provide for Honorary or Special memberships, having no rights of membership notwithstanding such designation as members, for youth and superannuated persons, handicapped persons, individuals that are absent from the area and unable to take part in the programs of the church, and others deemed by the Church Board to be deserving of such consideration on such criteria as the Church Board deems reasonable. Such Honorary or Special memberships shall have only those particular rights and benefits as shall be bestowed by such special resolution of the Church Board. Rights and benefits of Honorary or Special memberships need not be uniform over the entire class. It is intended that honorary and Special memberships shall not be members within the meaning of any law granting rights to members. Honorary and Special memberships shall have no right to notice of or participation or vote in any meeting of the membership of this church, nor to participate in any way in amending the bylaws of this church or in vote to dissolve or merge. Honorary and Special members shall have no vested rights in their respective memberships, and the Church Board, by further special resolution, may with or without notice terminate or revise terms, conditions, or classes of Honorary and Special memberships, at any time and for any reason, for cause or without cause and may likewise dissolve the entire class or classification.

**Section Nine: Unauthorized Activities**

No member of this church shall promote personal crusades or support private campaigns, programs, enterprises, or activities to involve this church or the membership of this church, on the church campus or elsewhere, unless such have been approved in advance by the Pastor. If additional services or programs are desired beyond those provided, services and programs must first have the approval of the Pastor, and be under the Pastor's general authority and supervision, and the Pastor's approval may be withdrawn at any time without notice, for any reason. In the event church is temporarily without a Pastor; such activities must first have the approval of the Church Board. Violation of the provisions of this section shall constitute good cause to have the violator expelled from church campus and facilities and shall be grounds for discipline of a member by the Church Board.

**ARTICLE THREE - DISCIPLINE OF MEMBERS**

**Section One: Disciplinary Authority of the Church Board**

All discipline of regular members shall be prayerfully administered according to the Scriptures, under authority of the Church Board. [Matthew 18:15-17, 1 Corinthians 5:9-13, 2 Thessalonians 3:11-15, Romans 16:17] The Pastor shall be under the exclusive ecclesiastical authority of District Council and General Council, which have sole powers of discipline over credentialed ministers.

**Section Two: Sanctity of Marriage**

We believe that marriage, as described in Scripture, is a covenant and consummate relationship between one man and one woman. [Genesis 2:24; Romans 7:2; 1 Corinthians 7:10; and Ephesians 5:22-23]

**A.** We believe that God has commanded that "no intimate sexual activity be engaged in outside of marriage between one man and one woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God's gift of sex. [Genesis 2:24, 19:5 & 13. Leviticus 18:1-30; Romans 1:26-29; 1 Corinthians 5:1; 6:9; 1 Thessalonians 4:1-8; Hebrews 13:4]

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**B.** As such are our scripturally held principles, and as an Assemblies of God church with Assemblies of God ministers, each mandating its adherents to this standard, it is the policy of the church to deny pre-marriage & marriage counseling, and wedding services for individuals who exhibit a lifestyle not in alignment with the biblical definition of marriage. This includes, not just sacerdotal duties, but facility use as well.

**Section Three: Suspension and Restoration**

With exception of term and authority of the Pastor, the Church Board is empowered to suspend from active regular membership and place on inactive status those regular members who shall be under charges for misconduct, or who have fallen under condemnation through sinful or worldly practices. The Church Board is likewise empowered to restore to active membership those whom it finds are not guilty as charged, and those who through repentance and adjustment have again attained to the standard for active membership.

**Section Four: Requests for Restoration, Hearings and Appeals**

**A.** If a member has been removed from voting membership because of charges of misconduct or condemnation through sinful or worldly practices, he or she may request restoration to voting membership and demand a hearing before the Pastor and a majority of the Church Board, to be held within thirty (30) days of receipt of such request and demand, which shall be in writing and particularly specifying all defenses to each charge so made, which written request and demand must be received by the Pastor or the Corporate Secretary within the thirty (30) days after date of mailing notice of removal from active membership. The Church Board shall encourage a proper attitude on the part of those in question and proceed carefully to press for final decision in each case. When the Church Board has rendered its final decision, the member shall be notified of the decision and of his or her right of appeal of an adverse decision, and he or she may appeal from that decision directly to the membership of the church as hereinafter in this section provided.

**B.** In event such disciplined suspended person desires to further appeal the suspension beyond determination of the Church Board, such appeal shall be in writing specifying each contention and defense felt pertinent to the matter, and received by the Pastor or Corporate Secretary of the church within thirty (30) days after date of mailing notice of adverse decision of the Church Board, further demanding a Special Meeting of the membership to be called for hearing of the cause, which Special Meeting should then be scheduled to be held within thirty (30) days thereafter. Only voting members may attend such a meeting. Action taken by the membership on such appeal shall require a majority vote to overrule the underlying action of the Church Board, and that decision of the membership shall be final for all purposes, from which there shall be no further appeal.

**ARTICLE FOUR - QUALIFICATIONS, DUTIES, AND POWERS  
OF OFFICERS, EMPLOYEES, AND VOLUNTEERS**

**Section One: Qualifications**

**A. Pastor** – Because the church recognizes the leadership of the Pastor under the Lord Jesus Christ, and because the Pastor is a representative of this church, he or she shall be a person of good report, and shall manage his or her personal affairs, financial and otherwise, so that no discredit shall come to the cause of Christ through his or her actions. His or her life and conduct shall conform to the following Scriptures: 1 Timothy 3:2-7, Titus 1:6-9, 1 Peter 5:2-3. The Pastor must have and maintain current ministerial credentials with the Assemblies of God.

**B. Pastoral Staff** – The Church Board may by special resolution provide for a Pastoral Staff to serve in administration of the programs of this church, and they shall serve on the Church Council. The Candidates for service on the Pastoral Staff shall be selected by the Pastor, subject to confirmation by the Church Board, and shall serve as assistants to the Pastor and under his or her direct supervision. They shall not be eligible to serve on the Church Board. In event an individual serving on the Pastoral Staff is a non-ministerial role, he or she should alternatively qualify themselves by a showing of training and experience in the particular field for which they have been so engaged.



1 **C. Church Board** – All members of the Church Board, and other officers of the church, shall be mature persons full of the Holy  
2 Spirit, whose faithfulness shall have been in evidence and whose lives and conduct shall conform to the following Scriptures:  
3 Acts 6:3, 1 Timothy 3:8-12. Members of the Church Board must be active regular members of the church, in good standing,  
4 twenty-one (21) years of age, two (2) year attendance at Real Life Church, and shall consist of such  
5 persons as are appointed or elected to serve, and of their successors subsequently selected from time to time, who shall so serve  
6 until selection of their successors.

8 **D. Employees and Volunteers** – All employees and leaders in service to this church, in any of its departments, programs and  
9 ministries, must be mature persons, committed to the religious mission of the church, with a personal born-again experience in  
10 Jesus Christ, evidence of a consistent Christian life, and personally subscribing to the Tenets of Faith of this Church. All employees  
11 and volunteers accepted for employment or service within this corporation are part of the religious mission of this church, including  
12 custodians and groundskeepers, department and program leaders, teachers, receptionists, Pastoral Staff, and Senior Pastor, and  
13 every other person that is authorized to take part in the various departments, programs, and ministries of this church, and each is  
14 expected  
15 and required to comport themselves in their personal lives, on and off the job, on and off the church campus, in such a way as to  
16 complement the image and religious mission of this church. Any behavior that is viewed as immoral, sinful, disloyal, or antagonistic  
17 to or adversely reflecting on the church, will not be tolerated, and will be grounds for dismissal.

19 **E. No officer, director, employee or volunteer** in any department, program or ministry of this church shall have any sort of vested  
20 proprietary right or economic interest in the employment or service in this church, nor any legal right to continue in employment or  
21 service, nor any sort of legal rights for money damages or equitable relief upon termination of respective employment or service.  
22 Any disputes in this regard shall be resolved pursuant to arbitration provisions of these Bylaws, Article Eleven, Section Two. Such  
23 employment and volunteer service are subject to these continuing conditions.

## 25 **Section Two: Duties**

26 **A. Pastor** – The Pastor shall have general supervision of all activities of this church. The Pastor shall serve as President of the  
27 corporation and be Chairman of all meetings of the membership and the Church Board, and, with the Corporate Secretary of  
28 the church shall sign all official documents for the church. The Pastor shall be an ex-officio member and overseer of all committees,  
29 departments, and programs of the church. The Pastor shall provide for all the services of the church and arrange for all special  
30 meetings, giving due regard to the needs of the congregation. No person shall be invited to speak or preach before the congregation  
31 of this church without the Pastor's approval. The Pastor shall perform such other functions as are customary to the office of  
32 President, and as necessary to the proper discharge of his or her duties.

34 **B. Pastoral Staff** – All members of the Pastoral Staff are directly responsible to the Pastor for respective assignments or portfolios.  
35 They shall be amenable to the Pastor in all matters of faith and conduct, and shall perform such duties and carry such responsibilities  
36 as may be assigned by the Pastor.

38 **C. Vice-President** – When there is a vacancy in the office of Pastor (President), the Vice-President is authorized to act as Interim  
39 President and to exercise the official powers of the President, until the vacancy is filled. He or she shall also serve as Vice-Chairman  
40 of the Church Board, there acting as presiding officer in absence of the Chairman. The Vice-President shall perform such other  
41 functions as directed by the Church Board, and as customary to the office of Vice-President, and as necessary to the proper  
42 discharge of his or her duties.

44 **D. Corporate Secretary** – The Corporate Secretary shall preserve proper records of the membership of the church, of all  
45 communications and proceedings of the church, including the minutes of all membership business meetings, and the records of  
46 the proceedings of the Church Board and all authorized church committees, departments, and programs. The Corporate Secretary  
47 is the custodian of all legal documents and the official seal of the church. The Corporate Secretary shall together with the Pastor sign

church documents and affix the official seal, and shall perform such other functions as are customary to the office of Corporate Secretary and as may be directed by the Church Board, and any other clerical work necessary to the proper discharge of assigned duties.

**E. Treasurer** – The Treasurer is the chief financial officer of the church, and is entrusted with all the finances of the church as may be committed to him or her. He or she shall deposit all church funds in a federally insured financial institution, in the official name of the church, and shall disburse same as authorized by the Church Board. He or she shall preserve proper itemized accounts of all receipts and disbursements of the church, and make a financial report of same to the Church Board upon demand and at the Annual Business meeting of the membership. The Treasurer shall perform such other functions as are customary to the office of Treasurer and as may be directed by the Church Board, and any other clerical work necessary to the proper discharge of assigned duties.

**F. Church Board –**

**(1)** The Church Board shall act in an advisory capacity with the pastor in all matters pertaining to the spiritual life of the church, and in ministry of its ordinances. They shall serve as an Examining Committee in review of applications for membership, and as a principal forum for administration of discipline among the membership of the church. In event of vacancy in offices of both the Pastor (President) and Vice-President, they shall be empowered to provide for their own temporary Chairman from among their own number in order to transact interim church business.

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**(2)** Duties and powers of the Church Board shall be subject to limitations of the foundational articles of this corporation, the provisions of this code of Constitution & Bylaws as it now consists or may be from time to time amended, and the law of the State of Oregon and other places and jurisdictions where local laws might govern or restrict such powers; and,

**(3)** Without limiting the general powers of the Church Board, they shall have the following specific powers:

**(a)** With exception of the Pastor and Pastoral Staff, to select and remove all other officers, agents, and employees of the church, prescribe such powers and duties, regulations, and policies, for them as are not set by these Bylaws, consistent with law, the foundational articles of this corporation, and good business practices, and, as necessary, to require from them appropriate security for faithful service, and to fix compensation of all Pastors, Pastoral Staff, officers, agents, and employees of the church; and,

**(b)** To receive and authorize disbursement of funds; to borrow money and incur indebtedness in the course of business of this church, and for that purpose to cause to be executed and delivered in the name of this corporation, promissory notes, bonds, debentures, deeds of trust, mortgages, pledges, hypothecations, or other evidences of indebtedness or securities, subject to pertinent law and regulations, further subject to the provisions of this code of Constitution and Bylaws of this church.

**(c)** To take and hold as custodians for the use and benefit of the church all its property, being responsible for the maintenance and cleanliness of same for the use and benefit of this corporation, as necessary and as hereinafter in these Bylaws provided.

**G. Employees and Volunteers** - Employees and volunteers shall assume and perform duties as are assigned to them, according to respective job description and in compliance with department or program regulations and policies, under direct supervision and authority of their respective department or program supervisor, at all times subject to the superior authority of the Pastor and Church Board.

**ARTICLE FIVE - ELECTIONS AND VACANCIES**

**Section One: Pastor and Pastoral Staff**

**A.** In event of vacancy in the office of Pastor, the Church Board shall act as a pulpit committee, and after prayerfully seeking to know the mind of God and carefully choosing the best counsel available, shall select a scripturally qualified minister credentialed with the Assemblies of God as a nominee to the office of Pastor and present this name for the vote of the membership of this church. Any

active regular member of this church may suggest to the committee the name of an Assemblies of God minister in this regard. The

Church Board should seek the advice and counsel of the local Presbyter and Superintendent of District Council in these premises.

**B.** Election of the Pastor shall be by vote of the membership, and such elections shall require a two-thirds (2/3) majority vote by secret ballot of the membership present and voting at the meeting where such election is to be entertained, after a quorum has been established. The Pastor's term shall be for an indefinite period.

**C.** The Pastoral Staff shall not be elected by the membership of the church. They shall be engaged by a majority vote of the Church Board upon recommendation of the Pastor. In event of resignation or other departure of the Pastor, the members of the Pastoral Staff are expected to submit their respective resignations to the Church Board for the review of the incoming Pastor, in order to allow the incoming Pastor, the privilege of selecting his or her own Pastoral Staff. The services of any member of the Pastoral Staff may be terminated by the Pastor, for cause or without cause, on giving thirty (30) days written notice. Any such person may be suspended by the Pastor immediately without notice. There shall be no right of appeal from such termination or suspension.

#### **Section Two: Church Board**

**A.** Nominating Committee - In ordinary course, candidates for membership on the Church Board shall be nominated by a nominating committee. The Nominating Committee shall be appointed by the Pastor in consultation with the Church Board, and shall consist of at least five (5) persons, who shall be the Pastor and four (4) church members, not more than two (2) of which shall be members of the Church Board. Any voting member of this church may submit names to the nominating committee for their consideration up to four weeks prior to the meeting where such elections are to be considered. shall be properly announced via email or other digital means. In addition, made available to review at weekend service at least 30 days prior to such meeting. Posted change made available to members at least 14 days prior to the meeting where such elections board at least thirty (30) days prior to such meeting. The nominating committee shall review names submitted for consideration, and may add additional names not submitted, and shall investigate whether such persons are eligible, qualified, and willing to serve, and shall present one or more qualified candidates for each office to the membership for election. The names are to be considered. Additional nominations may not be submitted from the floor.

**B.** Members of the Church Board shall be elected by the membership, initially for staggered terms of one (1) year, two (2) years and three (3) years, and upon expiration of these initial terms, their successors shall be elected to serve for three (3)-year terms. All such elections shall be by simple majority, by secret ballot. Except for the Pastor, no member of the Church Board may succeed themselves in such office unless there are no other qualified members in the church willing to so serve.

**C.** Vacancies on the Church Board shall be filled by a vote of the majority of the remaining members of the Church Board. The successors shall serve for the unexpired term of their predecessors. Should the number of members of the Church Board fall below one-half of that number required by the Constitution and Bylaws, the remaining Church Board members shall call a Special Meeting of the membership for the purpose of filling these vacancies by the membership electoral process, as defined herein.

#### **Section Three: Vice-President**

The Vice-President shall be elected by the Church Board from among its own members, at the first meeting of the Church Board following the Annual Business Meeting, by a simple majority, on secret ballot. The term of office of the Vice-President shall be one (1) year, and he or she may succeed himself or herself in such office for the duration of their service as a member of the Church Board.

#### **Section Four: Secretary and Treasurer**

The Corporate Secretary and the Treasurer shall be elected by the Church Board from among its own members, at the first meeting of the Church Board following the Annual Business Meeting, by a simple majority, on secret ballot, for terms of office of one

year, and they may succeed themselves in such offices for the duration of their service on the Church Board. These offices

may be held by separate individuals, or one person may be elected to hold both offices of Corporate Secretary and Treasurer at the same time.

## **Section Five: Vacancies**

### **A. Pastor**

(1) If the Pastor has been called for a definite term, the tenure of his or her office shall end at the expiration of such term, or it may be terminated in manner provided in the paragraph following. Re-election of the Pastor shall be in accordance with provisions found elsewhere in these Bylaws.

(2) If the Pastor ceases to qualify as provided by either the Constitution or Bylaws of this church, or when his or her ministry ceases to be effective, or if good and sufficient cause exists to render his or her ministry unacceptable, or if other serious charges are preferred against him or her, power is vested in the Church Board at any time to ask for his or her resignation. If such request for his or her resignation is by him or her refused or ignored, the office of Pastor shall not be considered vacant until the action of the Church Board has been confirmed by vote of the regular membership. To terminate a Pastor before the end of his or her term, it shall require a majority vote of the active regular membership of the church present and voting at a Special Business Meeting of the membership duly called for that purpose, after a quorum is established, by secret ballot, the effect of which is to terminate the Pastor and create a vacancy in such office. Such a meeting called concerning status or termination of the Pastor should be presided over by an official representative of the District Council. In event the Pastor is so removed from office, a written report of such action shall be signed by at least two officers of the church and sent to the office of the Superintendent of District Council. The Pastor must have and maintain current ministerial credentials with the Assemblies of God, and in event such ministerial credentials are withdrawn by District Council or General Council, the Pastor's term is then immediately terminated. In event such ministerial credentials are restricted or suspended by action of District Council, District Superintendent or Presbytery, the Pastor's authority and duties within this local church shall be deemed likewise restricted or suspended, accordingly.

(3) In event of vacancy in the office of Pastor of this church, the Church Board shall arrange for others to minister to the congregation for the duration of such vacancy.

### **B. Other Officers and Directors**

(1) Any other office of service in the church may be declared vacant by an act of simple majority of the active regular membership or action of the Church Board at any of its regular or special meetings.

(2) A member of the Church Board or any other officer of this church may be removed from office before the end of his or her term, for cause or without cause, by a majority vote of the membership or the Church Board. Any removal of the Church Board must be ratified by the majority of the regular membership of the church at an Annual Business Meeting or Special Business Meeting of the membership to be held within three months of such removal if the individual so removed requests in writing such special vote on the issue of his or her removal. Such written request must be received by the pastor or Corporate Secretary of the church, registered mail, within thirty days of the time of removal, with copies thereof mailed to each of the other members of the Church Board by certified mail, return receipt requested, citing the reasons for such request, and giving recitals in support of reinstatement or against the action taken by the Church Board in causing such removal. Grounds for cause in declaring vacancy in such office may be any of the following: (a) unscriptural conduct, (b) departure from the Tenets of Faith, (c) contentious or uncooperative spirit, (d) abandonment or failure to fill the responsibilities of the office, (e) incompetence in office, or (f) any other good and sufficient cause. In the event the board member desires to appeal, such removal, the individual may submit a request for binding arbitration to the office of the District Superintendent.

**ARTICLE SIX - MEETINGS**

**Section One: Meetings of the Church Board**

**A. Place of Regular and Special Meetings**

(1) Regular Meetings of the Church Board may be held at any place within or outside the State of Oregon that has been designated from time to time by resolution of the Church Board or written consent of all the members of the Board. In the absence of such designated place being so set, regular meetings of the Church Board shall be held at the principal office of this church.

(2) Special Meetings of the Church Board may be held at the principal office of this church, or at any other reasonable place designated by resolution or consensus of the Church Board.

**B. Frequency of Regular Meetings of the Church Board**

The Church Board should meet monthly or more frequently as need may require. The frequency of Church Board meetings may be fixed by resolution of the Church Board or be as called by the Pastor or majority of members of the Church Board.

**C. Call, Time, and Notice of Special Meetings of the Church Board**

(1) Special Meetings of the Church Board, for any purpose, may be called by the Pastor or a majority of the members of the Church Board. Every member of the Church Board must be notified in advance of such Special Meeting, to allow reasonable opportunity to attend and participate.

(2) In emergency situations, Church Board meetings via telephone conference call shall be permitted, and record of any action taken entered into the minutes of the next meeting of the Church Board.

**D. Quorum** - Quorum for any meeting of the Church Board shall consist of at least a simple majority of the then current membership of the Church Board.

**Section Two: Business Meetings of the Membership**

**A. Annual Business Meetings** – Annual Business Meetings of the membership of this church shall be held at a date to be fixed by the Church Board, to take place during the first quarter of each year, at which time reports shall be given and the election of officers and directors shall take place, and as hereinafter in these Bylaws provided.

**B. Special Business Meetings** – Special Business Meetings of the membership of this church may be held as need arises, to conduct or implement the business of the church, and for other reasons mentioned elsewhere in this Constitution & Bylaws to be called by the Pastor or a majority of the Church Board, or by initiative of the membership, or by call of the District Superintendent of the District Council duly noticed and held as hereinafter in these Bylaws provided.

**C. Right of Initiative Reserved to Voting Members** – Special Business Meetings of the membership may also be demanded by petition of not less than twenty percent (20%) of the voting membership of the church. Such initiative petition shall be in writing and duly signed by those members requesting such meeting, and received by the Pastor or the Corporate Secretary of the church, whereupon the Church Board shall call and fix a date for such Special Business Meeting to be held within sixty (60) days thereafter, with due notice thereof being given as hereinafter in these Bylaws provided. Any initiative petitions relating to status of the Pastor shall be directed to the District Superintendent of the District Council, who shall arrange for a Special Business Meeting of the Membership to entertain that issue. There shall be not more than two Special Business Meetings of the membership called upon initiative of the membership in any one year.

1. **D. Notice of Such Business Meetings** – Notice of such business meetings of the membership shall be given by stating the time,
2. place and purpose of the meeting in a public announcement at the church sanctuary on two (2) Sundays prior to the meeting and
3. announcement to the active regular members of the church, via email sent to their address of record on file with the church, at
4. least fourteen (14) days prior to the time set for such meeting, which written notice shall be the responsibility of and so sent by
5. the Corporate Secretary or Acting Corporate Secretary.
- 6.
7. **E. Voting Constituency** – Voting Constituency at any Annual Business Meeting or Special Business Meeting of the membership
8. shall consist of all current voting members of the church, who attend such meeting.
- 9.
10. **F. Quorum** – Quorum for any Annual Business Meeting or Special Business Meeting of the membership of this church is
11. established by the presence of at least thirty-five percent (35%) of the voting membership of this church.
- 12.
13. **G. Proxy Voting and Absentee Balloting** – Proxy Voting and Absentee Balloting shall not be allowed in the conducting of
14. business at any meeting of the membership, nor any sort of representation of absentees for purpose of establishing a quorum.
15. Exceptions may be made by majority vote of the Church Board, in cases of military service and when a member is confined to
16. their home for health reasons. Application for such exceptions must be made to the church board at least two (2) weeks prior
17. to any scheduled business meeting.
- 18.
19. **H. Order of Business** – Order of business for the Annual Business Meeting of the membership of this church shall include the
20. following:
21. 1) Pastor's Report, 2) Election of Officers, 3) New Business, 4) Adjournment.
- 22.
23. **Section Three: Public Worship and Programs on Church Campus and Facilities**
24. **A.** Regular meetings for public worship and evangelism shall be held weekly as determined by the Pastor in consultation with
25. the Church Board.
- 26.
27. **B.** Special meetings for public worship, evangelism, and other purposes, may be called by the Pastor.
- 28.
29. **C.** Ordinarily, all persons willing to peacefully assemble for purposes of worship or attendance at or participation in church
30. programs shall be welcome to attend, subject to such reasonable restrictions or regulations as shall be made by the Pastor or
31. fixed by the Church Board.
- 32.

## ARTICLE SEVEN — COMMITTEES, DEPARTMENTS AND PROGRAMS

### Section One: Committees

36. **A. Standing Committees** – The Church Board may appoint standing committees for the conducting of business of the church, by
37. special resolution entered into the minutes of their meetings, fixing responsibilities and powers of such committees, their
38. duration, composition, and regulation; and, the Pastor shall serve ex-officio on all such committees. The chairman of each such
39. committee shall be designated by the Church Board, and such chairman shall set the time and place of meetings of his or her
40. committee and the agenda for business to be then and there conducted. Persons so appointed shall be selected from among
41. the active regular membership.
- 42.
43. **B. Special Committees** - The Pastor may appoint special committees, subject to approval of the Church Board, for inquiry and
44. counsel as is necessary, convenient, or expedient for the mission and purposes of the church, serving at pleasure and direction
45. of the Church Board, under supervision of the Pastor.
- 46.

### 1. Section Two: Departments and Programs

2. There may be departments and programs created by the Church Board to function as distinct ministries of the church, under  
3. regulations set or approved by the Church Board, all of which shall be under the direct supervision of the Pastor. The church may  
4. establish other and auxiliary departments and programs as the Church Board deems necessary or convenient, to conduct or  
5. promote the business and purposes of the church, created by special resolution of the Church Board, all of which shall be under the  
6. supervision of the Pastor. Priority should be given to establishment of departments and programs as are common to churches of the  
7. Assemblies of God.

8.

9. **ARTICLE EIGHT - EDUCATION DEPARTMENTS & NONDISCRIMINATION POLICY**

10.

11. Educational departments may be established within this corporation, by special resolution of and under direct administration or  
12. supervision of the Church Board, having name or names assigned to such departments, and officers and subordinate  
13. administrators for the conducting of their respective business, as the Church Board shall authorize by such special resolutions,  
14. or the operation of pre-school, grammar school, and high school or other educational programs; and, there shall be a policy of  
15. nondiscrimination within these departments, admitting students of any race, color, or national or ethnic origin to all the rights,  
16. privileges, programs, and activities generally accorded or made available to students at the schools. This corporation shall not  
17. discriminate based on race, color, or national or ethnic origin in administration of its educational policies, admissions policies,  
18. scholarship or loan programs, or athletic and other school-administered programs.

19.

20. **ARTICLE NINE - REAL PROPERTY, CHURCH CAMPUS, AND FACILITIES**

21.

22. **Section One: Title to Real Property**

23. Title to all real property belonging to this church shall be deeded to the church in its official corporate name, or held in trust by  
24. District Council, subject to provisions of this Constitution & Bylaws.

25.

26. **Section Two: Restrictions on Acquisition and Alienation**

27. No real property of this church shall be purchased, taken or otherwise acquired, sold, transferred, mortgaged, leased, assigned,  
28. conveyed or otherwise alienated, without the same shall have been first authorized by a two-thirds vote of the Voting members  
29. present and voting at an Annual Business Meeting or Special Business Meeting of the membership called for that purpose, at  
30. which a quorum is first established.

31.

32. **Section Three: Unauthorized Activities on Church Property**

33. There shall be no personal crusades or private campaigns, programs, enterprises, or activities conducted on the church campus,  
34. nor any subtle or open display or distribution of signs, literature, or advertisements, unless such shall have been in advance  
35. approved by the Pastor. If additional services, campaigns, or programs are desired beyond those provided, or should any part of  
36. the church campus be desired for use, such services, campaigns, programs, or use must first have the approval of the Pastor,  
37. and be under the Pastor's general authority and supervision, and his or her approval may be withdrawn at any time without  
38. notice, for any reason. In event the church is temporarily without a Pastor, such activities must first have the approval of the  
39. Church Board.

40.

41. **Section Four: Regulations and Policies Restricting Access to Church Campus and Facilities**

42. The Pastor and Church Board are authorized to establish and maintain rules, regulations, and policies regarding activities taking  
43. place on the church campus and facilities, including restrictions upon or exclusions of individuals or groups. The church campus  
44. and its facilities are private and considered to be Holy Ground, and this church reserves the right to restrict the access and  
45. movements of any person or group on the church campus and in its facilities, or to exclude or expel any person or group from  
46. same, at any time, for any reason. This may include, but is not limited to, the denial of facility uses in cases where the biblical  
47. standard for marriage, as described in the bylaws [Article Three, Section Two], is not met. Sacerdotal duties may also be denied

1. based on the allowances and disallowances of a holder's Assembly of God credential. Other situations may include, but are not

2. limited to, restrictions placed on convicted sexual offenders for when they may enter the facility, and in which parts they may have  
3. access.

4.

5. **ARTICLE TEN - FINANCE, RESOURCES, AND DISBURSEMENTS**

6.

7. **Section One: Financial Resources**

8. This church shall be financed according to Scriptural methods, through gifts, donations, tithes, and offerings of the members and friends of the church [Malachi 3:10, Matthew 23:23, Hebrews 7:4-9], and income and revenue from all other lawful sources.

9.

10. **Section Two: Budget, Disbursements, and Annual Review**

11. The Church Board shall have general authority and supervision in all financial matters in every department and program within the  
12. church, and shall establish an annual operating budget for the church, and shall determine and authorize payment of all debts of the  
13. church, including salaries for employees, and to adjust as they deem necessary or expedient. The Church Board shall arrange for  
14. annual review to be conducted on all church accounts under control of the Treasurer.

15.

16. **Section Three: Compensation of Pastor and Staff**

17. The Church Board, in consultation with the Pastor, shall review the Pastor's salary annually to provide an adequate income to meet  
18. changes in cost of living, and shall be given regular and adequate financial support from the funds of the church, including housing  
19. allowance, health insurance, and reimbursements, to be paid in amounts and at such intervals as may be fixed by the Church Board,  
20. in accordance with law and ability of the church. The Pastor vacation after the first (1st) year shall be determined by the Church  
21. Board. Employees and Pastoral Staff should be reasonably compensated and given paid vacations after their first (1st) year of service  
22. to the church.

23.

24. **Section Four: Reimbursements**

25. The Church Board should provide reimbursement for all authorized expenses incurred by the Pastor and other employees,  
26. volunteers, and representatives of the church, including delegates to District Council and General Council conventions, in the  
27. course of their duties and services for the church.

28.

29. **Section Five: Compensation of Church Board**

30. Unless otherwise employed by the church, the members of the Church Board shall not receive compensation for 53 their  
31. services or their time involved in meetings of the Church Board. There shall, however, be reimbursement for expenses incurred  
32. on behalf of the church or during the church business, including extraordinary expenses incurred on account of attendance at  
33. meetings of the membership or the Church Board. Accounts for expenses shall be submitted to and paid by the Treasurer of the  
34. church, and paid out of church funds without further approval or resolution, prima facie bona fide.

35.

36. **Section Six: Restrictions on Expenditures**

37. Any single transaction or project that contemplates an expenditure or debt more than a sum equal to ten percent (10%) of the  
38. annual general fund budget must first have approval of the membership. Approval of the membership in this regard shall require a  
39. two-thirds (2/3) affirmative vote to authorize such expenditure.

40.

41. **Section Seven: Stewardship and Miscellaneous Special Offerings**

42. The church shall solicit and receive from the congregation and membership a regular monthly World Missions offering, the receipts  
43. of which should be then forthwith sent to the appropriate department of the Assemblies of God. This church shall cooperate with  
44. and support, according to its ability, the current plans of stewardship of the Assemblies of God, and other departments, ministries  
45. and programs of the District Council and General Council.

46.

47.



1. **ARTICLE ELEVEN — RESOLUTION AND ARBITRATION OF DISPUTES**

2.  
3. It is the policy and standard of this church to avoid conflicts involving hostile confrontations and judicial proceedings in secular  
4. courts, and to resolve disputes in the way provided by the Scriptures, and in manner following:

5.  
6. **Section One: Disputes Between Individuals**

7. **A.** Grievances or disputes between individual members of this church, or involving a member of this church, shall be first negotiated  
8. between the disputants in good faith and Christian deportment. For failure of satisfactory negotiation between them, the matter  
9. should be then submitted to the Pastor for mediation or decision. If the Pastor is 'unable to resolve the matter between the parties,  
10. at request of either or any of them, the matter shall be heard before the Church Board, or a panel of spiritually qualified people  
11. chosen by the Church Board (hereinafter referred to as the Panel) with both parties being given equal opportunity to present  
12. their respective positions to the Panel.

13.  
14. **B.** In event the matter is taken beyond mediation with the Pastor, the Church Board shall fix such reasonable rules and procedural  
15. guidelines as they deem just and proper for the parties to present their respective positions before the Panel, so that good manners,  
16. propriety, and prudence be preserved. Each party should be allowed to have the assistance of a layperson from the membership to  
17. assist in presentation of respective positions. In matters resolved by the Church Board without further action, same shall be treated  
18. as privileged, and any record of such proceedings shall be sealed and not available to any third party or otherwise except upon  
19. written mutual consent of the disputants. These proceedings are binding arbitration, and there shall be no other remedy between  
20. the parties beyond those herein provided. It is intended that these provisions will resolve is understandings and help to quiet  
21. personal grievances, so to promote peace and harmony within the church. Domestic relations matters or disputes between  
22. immediate family members should not be entertained beyond mediation through the Pastor. It is not contemplated that these  
23. procedures apply to legitimate claims for physical injuries, or in lieu of civil remedies arising out of accidents.

24.  
25. **Section Two: Disputes Between Individuals or Factions and the Church or Church Board**

26. **A.** Disputes involving individuals or factions within or outside the church against the Church Board or the entire membership of  
27. the church, or the church corporation, shall be resolved by binding arbitration.

28.  
29. **B.** The forum for arbitration of disputes concerned in this section is the District Council; and, the arbitration panel shall be comprised  
30. of three (3) disinterested persons, which three (3) persons shall be appointed by the District Superintendent, preferably from  
31. among the District Council Executive Officers and/or the Presbytery.

32.  
33. **C.** The arbitration panel shall set a time and place for hearing of the dispute between the parties, with proper notice and opportunity  
34. for each to be heard and present their respective positions, and shall fix reasonable procedural guidelines for presentation thereof  
35. by the parties, as the panel deems just, proper, and fair. The determination and award, or other disposition made by the panel of  
36. arbitrators shall be final and conclusive, and binding upon the parties, from which there shall be no appeal.

37.  
38. **Section Three: Disputes Between Factions and the District Council**

39. Disputes and grievances by this church or any minister, member or faction within this church against the District Council or  
40. otherwise adversely affecting the District Council shall be resolved by binding arbitration, by submitting same to the General  
41. Secretary of The General Council of the Assemblies of God, Springfield, Missouri, for resolution according to such rules and  
42. regulations as they may set, and in accordance with the Bylaws of the General Council, as such Bylaws are now or from time to  
43. time may be amended. The determination made by the General Secretary or the General Secretary's designees shall be final  
44. and binding between the parties, from which there shall be no appeal.

1. **Section Four: Alternative Resolution**

2. In event the District Superintendent or General Secretary cannot resolve the disagreements, or is unwilling or unable to appoint a  
3. panel to hear and determine the matters in dispute, as indicated in Section Two and Section Three above, the matter shall be heard  
4. before an arbitration panel selected as follows: each disputant faction shall select a single arbitrator, and the arbitrators together  
5. shall then select a single separate and wholly neutral arbitrator to serve on the arbitration panel. In event such arbitrators are  
6. unable to agree upon the neutral arbitrator, then such third arbitrator shall be determined under procedures provided in the  
7. Uniform Arbitration Act. All persons serving on such arbitration panel must be practicing born-again Christians. The arbitration  
8. panels shall set a time and place for hearing of the dispute between the parties, with proper notice and opportunity for each to be  
9. heard and present their respective positions, and shall fix reasonable procedural guidelines for presentation thereof by the parties,  
10. as the panel deems just, proper, and fair. A final determination and award may be made by decision of any two of such arbitrators.  
11.

12. **ARTICLE TWELVE - AMENDMENTS TO THE BYLAWS**

13.  
14. Amendments to these Bylaws may be made only by vote of the voting members at a regular Annual Business Meeting, or at a  
15. Special Business Meeting of the membership of this church specially called for that purpose, provided that such Business Meeting  
16. has been duly called and noticed as provided elsewhere in these Bylaws. The proposed amendment text shall be printed in hard  
17. copies available at weekend service in a conspicuous place within view of attendees at the church sanctuary, and sent by email to  
18. each voting member at his or her address of record, at least fourteen (14) days prior to such Business Meeting at which the  
19. amendment is to be considered if you wish to receive a proposed amendment via regular mail you may contact the church office to  
20. be place on the regular mailing list. Amendments to these Bylaws shall require a two-thirds (2/3) affirmative vote of those active  
21. regular members present and voting at such business meeting, after a quorum is established.  
22.

23.  
24. **CERTIFICATE OF ADOPTION OF CONSTITUTION & BYLAWS BY MEMBERSHIP:**

25.  
26.  
27. **THIS IS TO CERTIFY:**

28.  
29. That I am the duly elected, qualified and serving Corporate Secretary of

30.  
31. **REAL LIFE CHURCH – GOHSEN CAMPUS OF THE ASSEMBLIES OF GOD**

32.  
33. and that the above and foregoing code of Constitution & Bylaws was submitted to the Membership and was ratified and adopted as  
34. the Constitution and Bylaws of the Corporation by the required vote of membership entitled to exercise the voting power of said  
35. corporation.  
36.

37. IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal this date:  
38.  
39.  
40.  
41.  
42.

43. \_\_\_\_\_  
44. Corporate Secretary

---