



Constitution and Bylaws Adopted 2/15/24

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Constitution

Article 1 | Name

The name of our church is Generation Church.

Article 2 | Prerogatives

Section 1. Our church shall have the right to assemble as an independent Christian church, founded upon the faith and practices of the church as it is found in the New Testament. As such, our church is irrevocably dedicated to religious and charitable purposes.

Section 2. Our church shall have the right to govern itself according to the standards of the Bible, "Make 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" Ephesians 4:3,13.

Section 3. Our church shall have the right to purchase or acquire by gift, bequest or otherwise, either directly or as a fiduciary, 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 visions; all in accordance with the Constitution and Bylaws.

Section 4. Our church shall have the right to commission and ordain ministers into the work of the ministry, recognizing them as called by God, acknowledging their skill sets, and appointing them to the work of the ministry.

Article 3 | Affiliations

Section 1. Inter-Church Relationships Our church recognizes that we are a part of the Body of Christ, and we are committed to maintaining Christ-honoring relationships with other evangelical churches, regardless of denominational differences.

Section 2. Church Affiliations

a. Our church is affiliated with the General Association of General Baptists. We affirm our autonomy and maintain the right to govern our own affairs while maintaining a harmonious and supportive relationship with the General Association of General Baptists.

b. Our church may affiliate with associations to assist in accomplishing the vision of the church. We affirm our autonomy and maintain the right to govern our own affairs while maintaining a harmonious and supportive relationship with our partnering associations.

Article 4 | Statements of Faith

Section 1. God We believe that there is only one true, living, and eternal God and that the Godhead is revealed as Father, Son, and Holy Spirit. (A) One True and Eternal God: Deut. 6:4; 33:27; Jer. 10:10; Matt. 3:15-16; 28:19; Mk. 12:29; Jn. 14:9-11; 10:30; Rom. 8:9-11; I Cor. 8:4-6; II Cor. 3:17; I Thess. 1:9; I Tim. 1:17; 2:5; 6:17; Heb. 1:1-13; 3:12. (B) The Godhead: 1. God as Father: Gen. 1:1; Matt. 6:9; Eph. 4:6. 2. God as Son: Isa. 9:6; Matt. 16:16; Jn. 1:1; 3:14, 16; 14:28; I Cor. 15:28; Heb. 1:8. Virgin Birth of Jesus: Matt. 1:18-25; Lk. 1:26-38. 3. God as Holy Spirit: Jn. 14:16, 26; Acts 1:5, 8; 2:1-4; Rom. 8:16.

Section 2. The Bible We believe that the Holy Scriptures are the Old and New Testaments, the inspired and infallible Word of God, and therein is found the only reliable guide of Christian faith and conduct. (A) The Inspired Revelation: Lk. 24:44-46; Rom. 16:25-26; II Tim. 3:15-17; Heb. 1:1-2; II Pet. 1:20-21. (B) The Infallible Word: Isa. 40:8; Lk. 21:33; Jn. 17:17; Titus 1:2; I Pet. 1:25. (C) The Reliable Guide: Deut. 6:6-9; Ps. 19:7-10; 119:105, 140; Jn. 5:39; Acts 17:11-12; Rom. 10:14-15; 15:4; II Tim. 3:16-17.

Section 3. Man We believe that God created man in His own image to bring Him honor through obedience, and that when man disobeyed, he became a fallen and sinful creature, unable to save himself. We believe that infants are in the covenant of God's grace and that all persons become accountable to God when they reach a state of moral responsibility. (A) Man's Origin: Gen. 1:26-27; 2:7; Ps. 8:5. (B) Man's Purpose: Gen. 1:28-31; 2:15-25; Isa. 43:7. (C) Man's Sin: Gen. 3:1-24; Ps. 51:5; Jer. 13:23; Rom. 1:18-3:23; 5:12-21; 7:1-25. (D) Man's Accountability: Matt. 19:13-15; Rom. 4:15; 5:13; 6:16; Heb. 11:24-26.

Section 4. Salvation We believe that salvation (regeneration, sanctification, justification and redemption) has been provided for all mankind through the redemptive work (life, death, resurrection, ascension, and intercession) of Jesus Christ, and that this salvation can be received only through repentance toward God and faith toward our Lord Jesus Christ. Salvation: Heb. 5:9; I Thess. 5:9; I Pet. 1:9; Heb. 7:25. Regeneration: Jn. 3:3-8; 1:11-13; I Pet. 1:23; Eph. 2:1-10; II Cor. 5:17; II Pet. 1:4; Titus 3:5. Sanctification: I Cor. 1:30; Eph. 5:26; Heb. 10:9-10, 29; II Tim. 2:21; Heb. 13:12; Rom. 12:1-2; I Pet. 1:2. Justification: Rom. 3:20-24; 5:1-2, 18; 8:30-33; Acts 13:38-39; I Cor. 6:11; II Cor. 5:21. Redemption: Matt. 20:28; Isa. 53:6; Col. 1:14; Titus 2:14; I Pet. 1:18-19; Rev. 5:9. Christ's Redemptive Work: Jn. 3:16; Rom. 5:8; Heb. 2:9; Rev. 22:17; II Pet. 3:9; Jn. 14:6; Acts 4:12; Rom. 6:23; Eph. 2:8-9. Life and Death: Rom. 5:10; Heb. 9:12-15; Jn. 10:11; I Jn. 3:16. Resurrection: Rom. 4:25; I Pet. 1:3; I Cor. 15:14, 17. Ascension: Heb. 4:14-16, 6:19-20; 9:24; 10:11-12. Intercession: Rom. 8:34; Heb. 9:15; Isa. 53:12; I Tim. 2:5. Repentance: Isa. 55:6-7; Lk. 24:47; Lk. 13:3-5; Acts 2:38; I Thess. 1:9-10. Faith: Jn. 3:16-18; Heb. 11:1, 6; I Pet. 1:5.

Section 5. Assurance and Endurance We believe that those who abide in Christ have the assurance of salvation. However, we believe that the Christian retains his freedom of choice; therefore, it is possible for him to turn away from God and be finally lost. (A) Assurance: Matt. 28:20; I Cor. 10:13; Heb. 5:9. (B) Endurance: Matt. 10:22; Lk. 9:62; Col. 1:23; Rev. 2:10-11; 3:3-5. (C) Warnings: Jn. 15:6; Rom. 11:20-23; Gal. 5:4; Heb. 3:12; 10:26-29; II Pet. 2:20-21. (D) Finally Lost: Jn. 15:6; I Cor. 9:27; Heb. 6:4-6.

Section 6. Christian Duties We believe that Christians should live faithfully by serving in and through the local church, praying diligently, witnessing earnestly, practicing tolerance, showing loving kindness, giving as God prospers, and conducting themselves in such a way as to bring glory to God. (A) Faithful Service: I Chron. 16:11; Ps. 101:6; Matt. 28:18-20; Jn. 15:7-14; Rom. 12:14; I Cor. 13; II Cor. 8, 9; Eph. 4, 6; Heb. 12:1. (B) Prayer: II Chron. 7:14; Dan. 6:10; Matt. 6:1-13; 26:41; Lk. 18:1; I Thess. 5:17. (C) Witnessing: Matt. 28:19-20; Acts 1:8. (D) Tolerance: Matt. 18:15-17; Lk. 10:27; Gal. 5:22-23; II Pet. 1:5-9. (E) Loving Kindness: Jn. 13:35; I Jn. 3:11; 4:7, 11-12. (F) Financial Stewardship: Matt. 23:23; I Cor. 16:2; II Cor. 9:6-7.

Section 7. The Church We believe that the Church Universal is the Body of Christ, the fellowship of all believers, and that its members have been called out from the world to come under the dominion and authority of Christ, its head. We believe that a local church is a fellowship of Christians, a part of the Body of Christ, voluntarily banded together for worship, nurture, and service. (A) The Church Universal: Matt. 16:18; Jn. 10:10; I Cor. 3:16; 12:12-14, 27; Eph. 1:22-23; Col. 1:18, 24; Heb. 12:23. (B) The Local Church: Matt. 18:17; Acts 2:38-47; 11:19-30; Rev. 1:4; 3:22. 1. Worship and Service: Rom. 12:1; I Cor. 14:12, 23-25; Heb. 10:25; Ja. 1:26-27. 2. Nurture: Eph. 4; II Pet. 1:2-8; 3:18.

Section 8. Ordinances We believe that baptism and the Lord's Supper are ordinances instituted by Christ to be observed by Christians only. We also believe that the Biblical mode of baptism is immersion and that participation in the Lord's Supper should be open to all Christians. (A) Baptism: 1. Instituted: Matt. 3:13-15; 28:19. 2. Subjects: Acts 2:41; 8:12, 37-38; 10:47-48; 16:30-33; 19:5. 3. Biblical Mode: Rom. 6:3-5; Col. 2:12. 4. Purpose: Matt. 3:14; I Pet. 3:21. (B) Communion: 1. Instituted: Matt. 26:26-29; Mk. 14:22-25; Lk. 22:19-20; I Cor. 11:23-25. 2. Subjects: I Cor. 11:27-29. 3. Purpose: I Cor. 11:26.

Section 9. The Lord's Day We believe in the Sanctity of the Lord's Day, the first day of the week, and that this day ought to be observed by worshiping God, witnessing for Christ, and ministering to the needs of humanity. We believe that secular work on Sunday should be limited to cases of necessity or mercy. (A) Sanctity: Ex. 20:8; Isa. 58:13-14. (B) Observance: Mk. 2:27-28; Lk. 4:1-16; 14:1-6; Acts 20:7; I Cor. 16:2; Rev. 1:10.

Section 10. Last Things We believe in the personal return of Jesus Christ, and in the bodily resurrection of the dead. We believe that God will judge all mankind by Jesus Christ; that He will reward the righteous with eternal life in heaven, and that He will banish the unrighteous to

everlasting punishment in hell. (A) Return: Matt. 24, 25; Lk. 12:40; Jn. 14:3; Acts 1:11; I Jn. 3:2; Rev. 1:7. (B) Resurrection: Jn. 5:25, 28-29; 6:40; 11:24-25; Rom. 8:11; I Cor. 15; Phil. 3:21; I Thess. 4:16-17; Rev. 20:4-6. (C) Judgment and Reward: Matt. 25:21; Mk. 9:43-48; Jn. 5:27; Acts 17:31; Rom. 2:16; 14:12; II Cor. 5:1, 10; Col. 3:24; II Thess. 1:7- 10; Heb. 9:27; II Pet. 3:8-13; Jude 21; Rev. 2:7; 14:13; 20:10-15; 22:12.

1970 Revised Edition of the General Baptist Statements of Faith

Article 5 | Membership

Membership in our church, formally known as Partnership, will be open to all those, who have placed their faith in Jesus, who embrace the Statements of Faith, who agree to be governed by its Constitution and Bylaws, and who have satisfied the requirements of partnership as defined by the Constitution and Bylaws.

Article 6 | Church Leadership

Section 1. Lead Pastor/President There will be a man recognized by the church as being called by God to serve as the head spiritual leader of our church, the President of the organization, and the chairman and acting member of the Executive Team.

Section 2. Executive Team There will be a minimum of four, with a maximum of nine, individuals who are a Partner of Generation Church that will comprise the Executive Team. They are recognized by our church as being called by God to serve as spiritual leaders, and as the board of directors of our church, ministering in concert with the Lead Pastor/President to provide leadership for all aspects of the church.

Section 3. Elders There will be a minimum of four individuals recognized as spiritual leaders, to serve with empowered authority from the Executive Team, providing spiritual leadership on behalf of the church.

Section 4. Officers of the Corporation The Lead Pastor/President, Executive Pastor/Vice President, and Secretary/Treasurer will be the designated legal officers of our church.

Article 7 | Meetings

Section 1. Meetings for public worship, prayer, instruction, and other purposes of the church will be held as deemed necessary under the direction of the Executive Team.

Section 2. There will be regular meetings of the Executive Team.

Section 3. There may be an occasional Partner's Meeting of the Church only for the specific purpose outlined in the Constitution and Bylaws.

Article 8 | Ministries and Teams

The Executive Team should establish ministries and teams as the need arises and consult with experts including, but not limited, to the areas of Operations, Ministry, and/or Finances and Administration in accordance with Proverbs 15:22.

Section 1. Deacons There will be a minimum of one spiritually mature individual from each ministry, with limited authority from the Executive Team, to provide for the physical needs of the church.

Article 9 | Dissolution

Section 1. In the event our church ceases to function, all property, real or chattel, shall in no way be diverted to other purposes, but titles to any real property shall pass to the General Baptist Council of Associations for the use of the National Missions Department of the General Association of General Baptists

Section 2. Upon dissolution of the church, all outstanding debts to banks, vendors, and/or employees will be paid prior to any funds being released to the General Baptist Council of Associations.

Section 3. Once outstanding debts have been retired, any bank and/or security account established by Generation Church shall be payable to the General Baptist Council of Associations for the use of the National Missions Department of the General Association of General Baptists. If the church ceases to function, the signatories on all church monetary and/or security accounts must transfer the proceeds of the same to the General Baptist Council of Associations for deposit. Refusal to comply authorizes the General Baptist Council of Associations to close all accounts and assume jurisdiction of all assets where the law allows.

Section 4. No Officer(s) or Executive Team Member(s) of Generation Church may divert property from the use of debt retirement or to the General Association of General Baptists.

Article 10 | Amendments

This Constitution may be amended by a minimum of 66% of the votes of the Executive Team, after consulting with the Elder Team on the proposed amendments, at a special meeting called for that purpose.

Bylaws

Article 1 - The Lead Pastor/President

Section 1. Role and Responsibility of the Lead Pastor/President

- a.** The Lead Pastor/President will be considered to be the primary spiritual leader of our church.
- b.** He will prayerfully seek God's will for our church and faithfully proclaim the truth of God's Word through his role as the primary teaching pastor, vision caster, and directional leader of our church.
- c.** Upon his election, he becomes a partner of the church, and he serves as an Elder, along with his wife if qualified and approved by the Executive Team, for the duration of his presidency.
- d.** He will be the President of our corporation and chairman and acting member of the Executive Team.
- e.** He will act as chairman, or will appoint a chairman, of all Partner's Meetings of our church.
- f.** He will be an ex officio member of all ministries, departments, or other committees.
- g.** He will hire all pastoral staff and will have the right to final approval of any other staff hire. All paid staff, whether directly or indirectly, are responsible to the Lead Pastor/President who will either assign their responsibilities and determine their length of employment, or delegate this responsibility to another member of the Executive Team. He will have full authority to terminate any member of the pastoral staff, support staff, or specialized staff at any time, as he deems necessary.
- h.** The Lead Pastor/President will be annually evaluated by the Executive Team, in concert with the annual budget process.
- i.** He should look beyond the church for advisors, networks, and organizations that, through partnerships, can advance the mission, vision, and/or overall well-being of the church. These relationships could be developed for purposes including, but not limited to the personal care of the Lead Pastor, needed ministry expertise, and/or network expansion.

Section 2. Qualifications for the Lead Pastor/President Being recognized by Church partners as a man called by God to serve as the head spiritual leader of our church, the Lead Pastor/President should be a man of Christian character, a spiritually gifted leader and teacher as stated in 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-4, and a licensed or ordained minister.

Section 3. Elections and Vacancies of the Lead Pastor/President

- a. The Lead Pastor/President will be elected to serve for an indefinite period of time.
- b. The ideal transition in leadership from Lead Pastor/President to Lead Pastor/President will be the result of a detailed succession plan instituted by the Executive Team with contributions from the Lead Pastor/President. The candidate for succession to Lead Pastor/President will be nominated for confirmation by a minimum of 66% of the votes of the Executive Team, for a confirmation vote at a special Partner's Meeting of our church called for that purpose. Such a meeting will be presided over by the current Lead Pastor/President.
- c. In the case of a vacancy in the office of Lead Pastor/President, a minimum of two members of the Executive Team and a minimum of two Elders, chosen by the Executive Team, will serve as the Pastoral Search Committee.
- d. The Pastoral Search Committee will interview candidates for Lead Pastor/President, after which they will nominate one man, affirmed by unanimous vote of the Pastoral Search Committee, then nominated for confirmation by a minimum of 66% of the votes of the Executive Team, for a confirmation vote at a special Partner's Meeting of our church called for that purpose.
- e. In the event a Lead Pastor/President has serious charges brought against him, or his ministry has ceased to be effective, power is vested in the Executive Team to ask for his resignation. If such resignation is refused by the Lead Pastor/President, the pastorate will not be considered vacant until the action has been confirmed by a minimum of 66% of the votes of the Executive Team cast at a special meeting called for that purpose. Such a meeting will be presided over by the Executive Pastor/Vice President.

Article 2 - The Executive Team

Section 1. Roles and Responsibilities of the Executive Team

- a. The Executive Team will be considered the board of directors of our church.
- b. They will prayerfully seek God's will for our church and lead the church in concert with the Lead Pastor/President in the areas of ministry, operations, and finance and administration.

- c. They are responsible to develop, maintain, set, and evaluate the annual operating budget and empower the staff to execute the budget through spending and managing expenses.
- d. They are responsible for all worship experiences and ministries of our church, thus they have the authority to influence all worship experiences and ministries.
- e. They may create, implement, edit, and/or review Policies and Procedures necessary to create systems, methods, and healthy boundaries to fulfill the Prerogatives laid out in the Constitution / Article 2.
- f. In the event of a vacancy of the Lead Pastor/President, two members of the Executive Team will serve on the Pastoral Search Committee and assist in the confirmation process as outlined in the Bylaws / Article 1 / Section 3 / c, d, and e.
- g. They are responsible for developing and approving a Staff Compensation Guide. The non-paid members of the Executive Team are responsible for approving annual compensation, including salaries and bonuses of the Lead Pastor/President and any paid members of the Executive Team. All other annual compensation will be determined during the annual budget process.
- h. Executive Team members will be individually evaluated annually by the Lead Pastor/President and/or the Executive Pastor/Vice President.
- i. They may enter into advisory relationships with individuals and/or organizations deemed beneficial to the advancement of the mission, strategic objectives, and/or overall well-being of the church. These relationships could be developed for purposes including, but not limited to, strategic guidance, needed ministry expertise, and/or network expansion.

Section 2. Qualifications for the Executive Team

- a. Being recognized by the Executive Team as an individual called by God to serve as a spiritual leader of the church, an Executive Team member should be a man or woman of Christian character, a spiritually gifted leader as stated in I Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-4, and specifically experienced in the areas of ministry, operations, and/or finances and administration.
- b. To ensure diversity of experience, and to provide adequate checks and balances, at any given time a minimum of 40% of the Executive Team must be made up of pastors and/or leaders that are not financially compensated for their services to the church.

- c. Individuals vetted for the Executive Team must be a Partner of Generation Church.

Section 3. Elections and Vacancies of the Executive Team

- a. Members of the Executive Team will be nominated by the Lead Pastor/President for confirmation by a minimum of 66% of the Executive Team's votes. Members will serve without term limits, with the ability to vacate their position with a 90 day notice.
- b. Any member unable to fulfill the roles and responsibilities of the Executive Team, or is found to be unqualified to lead, may be removed by a minimum of 66% vote of the Executive Team at any regularly called meeting, at a rate that does not exceed one removal every four months.
- c. In the case of a vacancy on the Executive Team, the Executive Team may fill the vacancy with a new qualified candidate as outlined in Bylaws / Article 2 / Section 3 / a. Vacancies are not required to be filled, if the team is within the parameters outlined in the Constitution / Article 6 / Section 2.

Section 4. Meetings

- a. **Quorum** - A minimum of 66% of the Executive Team is required for official business to be conducted.
- b. **Frequency** - The Executive Team of Generation Church will meet in person monthly for the purpose of reporting, evaluating, and leading the day-to-day operations. If the need arises, they may meet in special called meetings as needed.
- c. **Notice of Times and Location** - Times and locations for all meetings will be determined by the Lead Pastor/President. Notification of all meetings will be given at the earliest convenience with meetings to be held either in person or electronically.
- d. **Calling of Meetings** - These meetings may be called by the Lead Pastor/President, the Executive Pastor/Vice President, or a minimum of 66% of the Executive Team.
- e. **Voting Practices** - Votes may be submitted by the Executive Team members for any business needing such action with a minimum of 66% of the votes necessary for approval.

Article 3. The Elders

Section 1. Roles and Responsibilities of the Elders

- a. The Elders will be considered spiritual leaders, empowered by the Executive Team to assist the Lead Pastor in serving the spiritual needs of the church.
- b. They will prayerfully seek God's will for our church, guard the direction, teach doctrine, provide discipline, and to equip Deacons and other leaders for the work of the ministry.
- c. There will be an Elder annually appointed by the Lead Pastor/President to serve as the Lead Elder, a first among equals, designated to lead and manage the Elders.
- d. In the event of a crisis, if called upon, the Elders are responsible to make themselves available in terms of leadership, guidance, and direction to the Executive Team.
- e. In the event of a vacancy of the Lead Pastor/President, two Elders will serve on the Pastoral Search Committee and assist in the election process as outlined in Bylaws / Article 1 / Section 3 / c, d, and e.
- f. Elders will be annually evaluated by the Lead Elder. The Lead Elder will be annually evaluated by the Lead Pastor/President.

Section 2. Qualifications for the Elders

- a. Being recognized by the Executive Team as an individual called by God to serve as a spiritual leader of the church, an Elder should be a man or woman of Christian character, and a spiritually gifted leader as stated in I Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-4, and an ordained Elder.
- b. To ensure diversity of experience, and to provide adequate ministry, when Elders are married, their spouses may be empowered by the Executive Team, to serve with them and treated as an extension of their ministry, provided they meet the requirements mentioned in the Bylaws / Article 3 / Section 2 / a.
- c. Individuals vetted to serve as an Elder must be a Partner of Generation Church.

Section 3. Elections and Vacancies of Elders

- a. The Elders will be nominated by a member of the Executive Team or an Elder, vetted by the Elders, and presented to the Executive Team for a confirmation vote. Elders are to serve for a three-year offsetting term, with additional terms optional.
- b. Any Elder unable to fulfill the roles and responsibilities of an Elder, or is found to be unqualified to spiritually lead, may be removed by a minimum of 66% vote of the Executive Team at any called meeting.

- c. In the case a vacancy exists amongst the Elders, the Executive Team may fill the vacancy with a new qualified candidate as outlined in the Bylaws / Article 3 / Section 3 /
- a. Vacancies are not required to be filled, if the team is within the parameters outlined in Constitution / Article 6 / Section 3.

Section 4. Meetings

- a. **Quorum** - A quorum is not required, as the Elders do not conduct official business.
- b. **Frequency** - The Elders of Generation Church will meet in person regularly for the purposes of prayer, ministry evaluation, teaching, and/or training.
- c. **Notice of Times and Location** - Times and locations for regular meetings will be determined by the Lead Elder. Notification of all meetings will be given at the earliest convenience with meetings to be held either in person or electronically.
- d. **Calling of Meetings** - These meetings may be called by the Lead Pastor/President, or the Lead Elder at their discretion.
- e. **Voting Practices** - Votes will not be held during Elders meetings as the Elders do not conduct official business.

Article 4 - Officers of the Corporation

Section 1. Roles and Responsibilities of the Officers of the Corporation

- a. **Lead Pastor/President** - The Lead Pastor/President's roles and responsibilities are outlined in Bylaws / Article 1 / Section 1.
- b. **Executive Pastor/Vice President** - In the absence of, or at the direction of the Lead Pastor/President, the Executive Pastor/Vice President will lead meetings and conduct business on behalf of the Lead Pastor/President. When a vacancy in the Lead Pastor/President occurs, he will serve as the Lead Pastor/President of our church until a new Lead Pastor/President is elected or appointed.
- c. **Secretary/Treasurer** - The Secretary/Treasurer will be the custodian of all legal and financial documents, including meeting minutes, records of membership, and all other legal files, or may delegate this responsibility as they deem necessary.

Section 2. Qualifications for the Officers of the Corporation

a. Lead Pastor/President - The Lead Pastor/President's qualifications of leadership are outlined in the Bylaws / Article 1 / Section 2.

b. Executive Pastor/Vice President - The Executive Pastor/Vice President will be a man appointed out of the Executive Team who meets the requirements of an Executive Team member outlined in the Bylaws / Article 2 / Section 2 and the requirements of the Lead Pastor/President outlined in Bylaws / Article 1 / Section 2 in the event he has to fulfill the role of Lead Pastor/President due to a vacancy.

c. Secretary/Treasurer - The Secretary/Treasurer will be a Partner of the church and have the capacity to fulfill the roles and responsibilities of the office.

Section 3. Elections and Vacancies of the Officers of the Corporation

a. Lead Pastor/President - The process for an election or vacancy is outlined in the Bylaws / Article 1 / Section 3.

b. Executive Pastor/Vice President -

I. The Executive Pastor/Vice President will be appointed by the Lead Pastor/President to serve indefinitely at the pleasure of the Lead Pastor/President.

II. If the Executive Pastor/Vice President is unable to fulfill the roles and responsibilities of the office, or is found to be unqualified to lead, he may be removed by the Lead Pastor/President at any time.

III. In the case of a vacancy, the Lead Pastor/President may fill the office with a new qualified candidate at his pleasure.

IV. In the event no qualified candidate is available, the office may remain vacant until the church body grows to the point where a qualified candidate can be appointed.

c. Secretary/Treasurer -

I. The Secretary/Treasurer will be appointed by the Lead Pastor/President to serve indefinitely at the pleasure of the Lead Pastor/President.

II. If the Secretary/Treasurer is unable to fulfill the roles and responsibilities of the office, or is found to be unqualified to lead, they may be removed by the Lead Pastor/President at any time.

III. In the case of a vacancy, the Lead Pastor/President shall fill the office with a new qualified candidate.

Article 5 - The Deacons

Section 1. Roles and Responsibilities of the Deacons

- a. The Deacons will be considered spiritual servants of the church, working under the authority of the Elders, to assist in serving the physical needs of the church.
- b. They will prayerfully seek God's favor for our church, communicate direction and doctrine, assist with the Ordinances, and provide care for those in need.
- c. There will be a Deacon annually appointed by the Lead Elder, in concert with the Lead Pastor/President, to serve as the Lead Deacon, a first among equals, designated to lead and manage the Deacons.
- d. In the event of a crisis, if called upon, the Deacons are responsible to make themselves available to the Lead Pastor/President and/or the Elders to assist in serving the needs of the congregation.
- e. Deacons will be annually evaluated by the Lead Deacon. The Lead Deacon will be annually evaluated by the Lead Elder.
- f. The Deacons may organize into a lead team under the direction of the Lead Deacon. The Lead Deacon may be empowered to appoint leaders over the additional teams, to ensure the roles and responsibilities of the Deacons are fulfilled through all the ministries of the church.

Section 2. Qualifications for the Deacons

- a. Being recognized by the Elders as an individual called by God to serve as a spiritual servant of the church, a Deacon should be a man or woman of Christian character and spiritually mature as stated in I Timothy 3:8-13, and an ordained Deacon.
- b. Individuals vetted to serve as a Deacon must be a Partner of Generation Church.

Section 3. Elections and Vacancies of Deacons

- a. The Deacons will be nominated by a partner of the church, vetted by the Elders and presented to the Executive Team for confirmation. Deacons are to serve for a one-year term, with additional terms optional.

b. Any Deacon unable to fulfill the roles and responsibilities of a Deacon, or is found to be unqualified to serve, may be removed by the Lead Deacon, after consulting with the Lead Elder and approval for removal is given by the Lead Elder.

c. In the case a vacancy exists amongst the Deacons, the Executive Team may fill the vacancy with a new qualified candidate as outlined in the Bylaws / Article 5 / Section 3 / a. Vacancies are not required to be filled if the team is within the parameters outlined in the Constitution / Article 8 / Section 1.

Section 4. Meetings

a. Quorum - A quorum is not required, as the Deacons do not conduct official business.

b. Frequency - The Deacons of Generation Church may meet in person for the purposes of prayer, training, and/or service.

c. Notice of Times and Location - Times and locations for meetings will be determined by the Lead Deacon. Notification of all meetings will be given at the earliest convenience with meetings to be held either in person or electronically.

d. Calling of Meetings - These meetings may be called by the Lead Pastor/President, the Lead Elder, or the Lead Deacon at their discretion.

e. Voting Practices - Votes will not be held during Deacons meetings as the Deacons do not conduct official business.

Article 6 - Membership

Our church's membership will be officially referred to as "Partnership" (hereinafter "Partnership").

Section 1. Eligibility Individuals eligible for Partnership in the church are those who have professed Jesus Christ as Lord, believed in His atoning sacrifice for their sin, followed Jesus Christ in water baptism by immersion, and committed to the disciplines outlined in Generation Church's Partnership Covenant.

Section 2. Requirements for Partnership

a. A personal confession of the Lordship of Jesus Christ in one's life, including water baptism.

- b.** General agreement with the church's Statements of Faith.
- c.** Commitment to our church's Partnership Covenant.
- d.** Spiritually supportive of the vision and ministries of our church through regular attendance and serving faithfully.
- e.** Financially supportive of the church and its ministries through tithes and offerings.
- f.** Support our church's leadership established by the Lead Pastor and the Executive Team.

Section 3. Application for Partnership Admission for Partnership in our church shall be initiated by the person desiring to become a partner filling out an application after the successful completion of the Partnership Class.

Section 4. Review of Partnership The church staff shall periodically review the Partnership Roll. Partners who no longer meet the requirements for Partnership as outlined in the Bylaws / Article 6 / Section 2 shall be purged from the Partnership Roll after an affirmative vote by the Executive Team in accordance with biblical guidelines.

Section 5. Privileges of Partnership A Partner has the privilege of being associated with this work of God and the ministries of our church.

Section 6. Termination of Partnership Termination of Partnership shall be accomplished in one of the following ways:

- a.** At the Partner's request;
- b.** By transfer of Partnership (i.e., Membership) to another church;
- c.** By determination of the Executive Team for good and sufficient cause in accordance with biblical guidelines;
- d.** By failure to meet the requirements of Partnership outlined in Bylaws / Article 6 / Section 2 during one calendar year; or
- e.** By death.

Section 7. Partners Meetings

- a. Quorum** - No quorum is required for official business to be conducted.

b. Frequency - Meetings of the Partners of Generation Church may be held as needed only to conduct the purpose outlined in the Bylaws / Article 1 / Section 3.

c. Notice of Times and Location - Notification of all meetings, including times and locations, will be given at least one week in advance with meetings to be held either in person or electronically.

d. Calling of Meetings - These meetings may be called by the Lead Pastor/President, or with the consent of at least 66% of the Executive Team in accordance with the Bylaws / Article 1 / Section 3.

e. Voting Practices - Votes may be submitted confidentially by any Partner in good standing only for the confirmation of a new Lead Pastor/President in accordance with the Bylaws / Article 1 / Section 3 through the medium pre-arranged by the Executive Team with a minimum of 66% of the votes counted necessary for confirmation.

Section 8. Resolving Partner Disputes In any dispute between Partners and/or the church leadership related to ministry activities and church administration, all parties involved will cooperate in good faith to handle all conflicts, disputes, and/or tensions within a biblical manner of conflict resolution. The biblical manner of conflict resolution includes self-reflection, one on one meetings, then assisted peacemaking with a neutral party. If this process does not conclude with a mutually agreeable resolution, Partners shall settle any such remaining dispute exclusively to binding arbitration. This arbitration shall be the final means of resolving disputes with another Partner or the church leadership, and no other action shall be brought by Partners in any court of law or any such forum. All parties understand that these methods shall be the sole remedy for any controversy, claim, or dispute arising between Partners relating to the congregation's activities, and they expressly waive their rights to file a lawsuit in any civil court against one another for such controversies, claims or disputes, except to enforce an arbitration decision.

Article 7 - Ordination, Licensing, and the Commissioning of Ministers of the Gospel and the Ordination of Elders and Deacons

Section 1. Qualifications The Executive Team may oversee a process to ordain, license or commission a person as a minister of the Gospel, and a process to ordain Elders and Deacons. The processes shall include examining the applicant's background, moral and religious character, and previous Bible courses and/or independent studies completed. A final determination shall be made after a one-year probationary period, during which the applicant will be examined and trained.

Section 2. Limitations The Executive Team may, at their discretion, limit ordained, licensed, and commissioned ministers, as well as Elders and/or Deacons, to a specific area or special emphasis inside the Church.

Section 3. Distinction For purposes of Section 107 of the Internal Revenue Code, there shall be no distinction between Commissioned, Licensed, and Ordained Ministers.

Article 8 - Property and Finances

Section 1. Holding of Property All property, real or chattel, will be taken, held, sold, transferred or conveyed in the name of the church with the Officers of the Corporation acting as the authorized and duly constituted agents of our church.

Section 2. Purchase of Real Estate and Construction of Facilities No property will be purchased or leased, nor facilities constructed, with a total value in excess of \$25,000, without the approval of a minimum of 66% of the Executive Team. All other types of property may be purchased, leased, or facilities constructed at the discretion of the Lead Pastor/President and a minimum of 33% of the Executive Team.

Section 3. Disposing of Property No real property of our church, with a total value in excess of \$25,000, will be sold, mortgaged or otherwise alienated without the approval of a minimum of 66% of the Executive Team. All other types of property may be sold, leased, or mortgaged at the discretion of the Lead Pastor/President and a minimum of 33% of the Executive Team

Section 4. Certification In the event of approval to purchase property, construct facilities, or sell, lease, mortgage or otherwise alienate property; the Officers of the Corporation will certify that the same has been duly authorized and approved. Such certification will be held to be conclusive evidence thereof.

Section 5. Finances

a. All funds for the maintenance and outreach of our church will be provided by the voluntary contributions of tithes and offerings by partners, attendees, entities, and friends of the church. Contributions and offerings will be accepted by our church at such times and in such ways as determined by the Executive Team.

b. The Executive Team is responsible to develop, maintain, set, and evaluate the annual operating budget and empower the staff to execute the budget through spending and managing expenses.

c. All expenditures outside of the annual operating budget of \$10,000 or above must be authorized by at least 66% of the members of the Executive Team in a called meeting. All expenditures outside of the annual operating budget, under \$10,000 may be authorized by a minimum of 33% of the Executive Team. Line item expenditures inside of the annual operating budget may be adjusted by the Executive Pastor/Vice President at his discretion.

d. For cash flow purposes, the Executive Pastor/Vice President is authorized to make financial decisions in the best interest of the organization. Any adjustments must be reported on the following month's financial statements.

Section 6. Liability

a. The church shall indemnify the Lead Pastor/President, the Executive Team, officers, employees, and/or former Executive Team members or employees of the church against expenses actually and necessarily incurred by him/her in connection with the defense of any action, suit or proceeding in which he/she is made a party by reason of being or having been Executive Team members, officers or employees, except in relation to matters as to which he/she shall be adjudged in such action, suit or proceeding to be liable for negligence or misconduct in the performance of duty.

b. The church shall maintain Commercial General Liability Insurance which provides insurance coverage for church activities and property. The policy shall provide adequate liability coverage for bodily injury and/or property damage, subject to certain exclusions.

Article 9 - Policies and Procedures

The Executive Team has the right to adopt policies and procedures to influence and determine decisions, actions, and activities that are not specifically addressed inside of the Constitution and Bylaws. Current policies and procedures will be made available on the Generation Church website or hard copies can be provided from the church office.

Article 10 - Amendments

These Bylaws may be amended by a minimum of 66% of the votes of the Executive Team cast at a regularly held meeting.