



# LEGACY

## CHURCH

### **Bylaws**

January 2024

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## Article 1: Name

The legal name of this organization is Legacy Church, located at 27938 SE Stark Street, Troutdale, Oregon. This organization will be referred to as “church,” “this church,” or “the church” in the following articles of these bylaws.

## Article 2: Foundation

The foundation of this church is the Lord Jesus Christ, and its rule of guidance is the Bible. The church affirms that the Scriptures of the Old and New Testaments are the infallible Word of God.

## Article 3: Nonprofit Status

The church is a nonprofit corporation under Chapter 65 of the ORS, Oregon Nonprofit Corporation Act, and is granted federal tax exemption under the General Council of the Assemblies of God’s Internal Revenue Code 501(c)(3).

## Article 4: Purpose and Prerogatives

The purpose of this church is to be a life-giving community serving those in need and celebrating the goodness of Jesus.

More particularly, but without limitation, the purposes of this Church are:

(a) to promote the Christian religion by all appropriate forms of expression, within any available medium, and in any location, through the church’s combined or separate formation of a church, ministry, charity, school, or charitable institution, without limitation;

(b) to govern its own affairs according to the Scriptures. This right shall specifically include such matters as the election of a pastor, the appointment of elders, the care of its members, and the conducting of its ministries;

(c) to purchase or acquire by gift, bequest or otherwise, either directly or as a trustee, and to own, hold in trust, use, sell, convey, mortgage, lease or otherwise dispose of any real estate or chattels as may be necessary for the furtherance of its purposes, and to exercise all other powers conferred upon it by its charter or by the applicable nonprofit corporation laws of this state; all in accordance with its bylaws as the same may be hereafter amended;

(d) to make distributions to organizations that qualify as exempt organizations under Section 501(c)(3) of the Internal Revenue Code of 1986 as amended;

(e) this assembly is organized exclusively for religious, charitable, and educational purposes, including, but not limited to, the support of missionary, evangelistic ministries, Bible colleges and other institutions that propagate the gospel of Jesus Christ worldwide, and to provide a place of worship, fellowship, and equipping for individuals who are by faith and practice a part of the body of Christ; and to serve the community and reach out to those who are not followers of Christ.

## Article 5: Powers and Restrictions

The church shall have all implied powers necessary and proper to carry out its express purpose. The powers of the church are limited and restricted in the following manner:

The church shall not pay dividends, and no part of the net earnings of the church shall inure to the benefit of or be distributable to its organizers, officers, or other private persons, except that the church shall be authorized to make payments and distributions (including reasonable compensation for services rendered to or for the church) in furtherance of its purposes.

This church shall not accept any gift or grant if the gift or grant contains any conditions which would restrict or violate any of the church's religious, charitable, or educational purposes, or if the gift or grant would require serving a private as opposed to a public interest.

## Article 6: Affiliation and Relationship

This church recognizes that it is a sovereign member church of the Assemblies of God, Oregon District," doing business as Oregon Ministry Network, (hereinafter referred to as the OMN), with headquarters in Keizer, Oregon, and The General Council of the Assemblies of God, with headquarters at Springfield, Missouri. This church further declares itself to be in cooperative fellowship with all other churches that are affiliated with the Oregon Ministry Network, or the General Council.

In furtherance of the above relationship, this church agrees to:

1. Be willing to support the missions program agreed upon by the OMN and the General Council.
2. Be willing to share in the support of the OMN and the General Council.
3. Be willing to participate in OMN and General Council sessions.
4. Be willing to invite the counsel of the OMN officers in the event of church difficulty or when changing pastors.
5. Submit any serious dispute between the pastor and the elder team and/or congregants of the church shall be submitted to counsel, mediation, intervention, and/or binding

arbitration with appointed officials of the OMN in lieu of seeking redress in the civil courts of this state or elsewhere.

6. Submit any serious dispute between members to mediation and/or binding arbitration before a designated panel from this church chosen by the elder team in lieu of seeking redress in the civil courts of this state or elsewhere.
7. Recognize that the OMN and/or the General Council shall have the right and authority to: (a) approve scriptural doctrine based on the 16 Fundamentals and conduct, (b) disapprove unscriptural doctrine based on the 16 Fundamentals and conduct, as stated in the General Council Constitution and bylaws or OMN bylaws; and (c) withdraw its certificate of membership if deemed necessary.

## Article 7: Articles of Faith

### **Statement of Biblical Authority**

At the foundation of the Christian faith is the belief that God has revealed Himself in human history in the person and work of Jesus Christ, and that the truth about Jesus is authoritatively revealed in the Christian Scriptures ("the Bible"). The Bible is the inspired, inerrant, and sufficient Word of God and is thus the ultimate authority for life, faith, and morality.

### **Statement of Basic Belief**

The following statement represents a basic declaration of our tenets of faith and the biblical passages that substantiate them. Though all partners are not required to fully understand or be able to articulate every aspect of this basic statement, any explicit rejection of these tenets disqualifies one from holding a leadership position at Legacy Church. (A standard expression of our doctrinal position can be seen in the 16 Fundamental Truths of the Assemblies of God.)

#### *We believe...*

- The Scriptures are true, authoritative, and sufficient (Psalm 19:7-11; 2 Timothy 3:16).
- There is only one God (Deuteronomy 6:4; Isaiah 46:9-10; John 17:3; 1 Timothy 2:5).
- The Father is God. The Son is God. The Holy Spirit is God. And the Father is neither the Son nor the Holy Spirit. The Son is neither the Father nor the Holy Spirit. The Holy Spirit is neither the Father nor the Son. This is the great Three in One (Genesis 1:26; Psalm 45:6-7; Psalm 110:1; Matthew 3:13-17; Matthew 28:17-20; 1 Corinthians 12:4-6).
- All humanity (Christ excluded) is by birth and action sinful (Genesis 6:5; Psalm 51:5; Jeremiah 17:9; Romans 3:23; 5:8, 12-21; Ephesians 2:1-3). The deserved penalty for sin is death, both physical and spiritual (Genesis 2:15-17; Genesis 3:19; Romans 6:23).
- Jesus Christ is the eternal Son of God. He was born of a virgin and is both fully God and fully man (Matthew 1:20; Luke 2:52; John 1:1-4, 14; Colossians 1:15-20; Hebrews 1:1-3).

- Jesus Christ died as my substitute to pay the penalty for my sin (John 1:29; 10:1-18, Romans 5:8, 1 Corinthians 15:1-4; 2 Corinthians 5:21; Galatians 1:4; 1 Peter 3:18).
- Jesus Christ physically rose from the dead (Matthew 28:1-20; Mark 16:1-8; Luke 24:1-53; John 1:20-21:25; 1 Corinthians 15:12-34).
- Jesus Christ physically ascended to heaven and will one day physically return (John 14:3; Acts 1:11; 1 Thessalonians 4:16; Hebrews 9:28; 1 John 3:2; Revelation 1:7).
- Only by trusting in the person and work of Jesus Christ alone can I be reconciled to God and experience true life and joy (John 3:18, 14:6; Acts 4:12; Romans 3:21-26; 1 Timothy 2: 5-6).
- The sacrament of water baptism by full immersion is commanded in the Scriptures. All who believe in Christ as Savior and Lord are to be baptized for the circumcision of heart. (Matthew 28:19; Mark 16:16; Acts 10:47-48; Romans 6:4-6; Colossians 2:11-12).
- The sacrament of holy communion consists of the elements of bread and juice which represents the body and blood of Jesus Christ. It expresses our sharing the divine nature of our Lord. And in so doing, we declare his death until he comes again (1 Corinthians 11:23-26; 2 Peter 1:4).
- The church is the body of Christ. Each believer, born of the Spirit, is an integral part of God's mission of worshiping God, building a body of saints, and evangelizing the world, (Ephesians 1:22-23; 2:22; 4:11-12; Colossians 1:29; Hebrews 12:23; John 4:23-24; Mark 16:15-20).
- The Holy Spirit is the third person of the Trinity and therefore is the eternal God. He is not an abstract force or energy, but a distinct person. As Jesus prepared to return to the Father, he said he would send the Spirit as his replacement and indwell every believer (Matthew 3:16; John 14:26; 16:8-15; 1 Corinthians 6:19).
- Jesus Christ baptizes his church with the Holy Spirit after conversion for empowerment of life and service. We believe that speaking in tongues is the normal sign of this baptizing work. And we believe an unlimited diversity of gifts has been apportioned to each believer for the mutual building up of the body of Christ. And not one gift, as mentioned in the Scriptures, has passed away (Acts 1:5, 8; 4:31; Romans 12:3-8; 1 Corinthians 12:7-12; Ephesians 4:11-13).
- Divine healing is for today and should be pursued (Matthew 8:16-17; James 5:14-16).
- There will be a future physical resurrection of the dead. Those who trust in Jesus Christ alone will be raised to this eternal reward. Those who have not trusted in Jesus Christ will be raised to eternal punishment (Matthew 25:31-46; John 5:28-29; Acts 24:15).
- There will be New Heavens and a New Earth as God will renew all things according to the resurrected body of Jesus Christ (2 Peter 3:13; Revelation 21-22).

## **Statement of Marriage and Sexuality**

It is the biblical position, and ours at Legacy Church, that marriage involves the union of one biological man and one biological woman in permanent, sacred fidelity. Though various cultures and customs have evolving definitions of marriage, it is God alone who has ultimate authority to prescribe and describe the marital union (Genesis 2:24; Matthew 19:1-9; Mark 10:1-12).

Furthermore, sexual intimacy is only properly exercised and pursued within the confines of this marital relationship. Sexual immorality, defined as any sexual activity outside of the boundaries of the marital relationship between one man and one woman, is prohibited by the Lord (Matthew 15:19; 1 Corinthians 6:9-11; 1 Thessalonians 4:3; Hebrews 13:4).

As a consequence, the Church regards any and all forms of sexual immorality, including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, pornography or even lustful intent, as sinful toward God and ultimately unsatisfying for people. Moreover, the Church also regards as sinful the intent or desire to surgically alter one's biological sex. Since the body is a creation of God, the Church holds sexual identity to be biologically determined, and associated gender norms are to be observed as appropriate to biblical standards. Disagreement with one's biological sex only leads to spiritual confusion and emotional chaos (Genesis 1:27; Romans 1:26-32; 1 Corinthians 6:9-11).

In order to preserve the function and integrity of the church as the local body of Christ, and to provide a biblical example to our congregants and community, it is imperative that all persons employed by the church in any capacity, serving in any leadership position, or using our campus or facilities should abide by and agree to this "Statement on Marriage and Sexuality," and conduct themselves accordingly.

Though sinful sexual expression is egregious (as is all sin), the gospel provides redemption and restoration to all who confess and forsake their sin, seeking mercy and forgiveness through Jesus Christ (1 Corinthians 6:9-11; Ephesians 2:1-10; Titus 3:3-7).

Furthermore, there is a difference between temptation and unrepentant sin. Jesus was tempted in all ways as we are yet without sin. Members, employees, volunteers and attendees of the church wrestling with any manner of sexual temptation will find the church ready to point them to Jesus and join with them to fight for their obedience to Christ. Jesus called the weary and heavy-laden to Himself. As a church desiring to follow Christ fully, the church will be a safe place for men and women fighting sexual temptations of all kinds. For those fighting temptation and repenting of sin, the church will provide love, care and direction (Matthew 11:28-30; 1 Corinthians 10:13; Hebrews 2:17-18; Hebrews 4:14-16).

## Article 8: Principles for Fellowship

This church shall, as nearly as possible, represent the body of Christ as described in the New Testament, recognizing the principles inherent in that body as also inherent in this fellowship, particularly the principles of unity, fellowship, cooperation, and conflict resolution as seen in Matthew 18:15-17.

## Article 9: Form of Government

The biblical standard for church government balances the two principles of a) leading elders and b) congregational recognition.

Scriptural evidence for the authority of leadership (elders) are as follows:

- leaders were Jesus's foundation for building the church (Matthew 16)
- leaders were responsible for congregational assets (Acts 2:42; 4:32-35)
- leaders initiate, supervise, and finalize the selection of additional leaders (Titus 1:5; Acts 6:1-6; Acts 14:23)
- leaders shape the process of decision-making (Acts 15:1-33)
- leaders bear inherent authority (I Thessalonians 2:6; Hebrews 13:17)
- leaders are to be highly esteemed (I Thessalonians 5:12-13)
- leaders are not to be selected or removed hastily (I Timothy 5:17-21)
- and leaders are accountable to God for their "charge" (I Peter 5:1-7)

Scriptural evidence for the authority of the congregation are as follows:

- the congregation is involved in the recognition of leaders (Acts 6:1-7)
- the congregation is involved in major decision-making (Acts 15:1-32)
- the congregation is involved in removal of a member from the responsibilities and privileges of membership as well as the removal of unqualified leaders (Matthew 18:17)
- the congregation utilizes spiritual gifts in ministering to one another (I Peter 4:10)
- the scriptural pictures of the church as flock, body and bride depict the congregational role as following the shepherd, head and bridegroom respectively

Summary: The congregation engages in a selection process and thereby invests in the elders both the authority and responsibility to implement the objectives of the church. In the sense that the congregation may choose not to recognize a given elder candidate in the selection process, ultimate human authority resides in the congregation. The eldership shall consist of a plurality of mature men and/or women, leading in a manner that preserves the unity of the Spirit. In this form of church government, the distinctions of congregational authority and elder government are not confused. The elders will be recognized, for all intents and purposes, as the board of directors of this organization.



## Article 10: Leadership

### Section 1: Leadership Team

The leadership team of this church consists of elders, deacons, and staff. The leadership team, under the direction of the lead pastor, shall establish and maintain ministry, operations, and policy guidelines as needed to ensure the health and mission of the church.

### Section 2: Leadership Roles

**Elders:** Servant leaders who assist the lead elder (lead pastor) in providing care for the church, care for one another, and maintaining unity in the church. They also assist the lead elder in drafting the long-term strategy of the church and approving the annual budget.

**Deacons:** Servant leaders who lead volunteer ministry teams, while keeping unity in the body under the oversight of caregiving elders.

**Officers:** The church shall have at least three offices: president, secretary and treasurer. The secretary and treasurer may be the same person and need not be members of the elder team. If they are not a part of the elder team, they may attend the meetings and have a voice, but not a vote.

**Staff:** Employees of the church, who are tasked with building volunteer teams in designated areas and who maintain the day-to-day operations of the church. The staff makes the day-to-day decisions regarding how money is spent within the approved budget and what ministries to begin and stop.

### Section 3: Elders

This church shall be governed by the elder team, who serve as the official board of directors of Legacy Church.

#### 1. Qualifications

Elders will meet the minimum qualifications of biblical eldership, as defined by 1 Timothy 3:1-7 and Titus 1:5-9. As maintained in these biblical texts, elders function as Christ-like, self-sacrificial, servant leaders both at home and in their church family. Additional expectations are outlined with the church Elder Agreement document.

## 2. Duties

The primary duties of the elders include all things necessary for the oversight and leadership of the church. This includes, but is not limited to: (a) guarding the care and health of the congregation, (b) guarding doctrine, (c) appointing or removing elders, (d) organizing leadership on financial issues and management of church property, (e) establishing church policy, and (f) guiding the church in the exercise of its stated mission. Day-to-day responsibilities and decision making will be delegated to church staff.

## 3. Number

The size of the elder team may increase to a number appropriate to the size of the congregation (one elder for up to every 50 people), but may not fall below three. The elder team is composed of individuals, not slots. Since there is not a set number of elders, if an elder terminates his or her role, the team may or may not consider a replacement (provided that the minimum number of three elders is maintained).

## 4. Selection

The congregation (including elders) will be given the opportunity to nominate prospective elders. The elder team will then prayerfully select candidates to ascertain qualifications, interest level, and availability. Candidates who are interested will move into an evaluation period and submit to a training process. And before a new elder is installed the candidate must be affirmed with a two-third's vote of ministry partners (see section 11). Paid pastoral staff (other than lead pastor) may not serve as elders. The same rule applies to those who are directly related to each other, by blood or by marriage. Key members of the staff and/or other people may attend elder meetings by invitation and have a voice, but not a vote.

## 5. Term

The first year of an elder's term will serve as a provisional year to ascertain overall fit for the individual and the team. And with mutual consent, renewable subsequent terms will be set for two-year periods. The lead pastor, by virtue of his role, shall serve as the lead elder for the entirety of his tenure as pastor.

## 6. Attendance

Elders are expected to attend all regular and special team meetings. However, absence alone is not a cause for removal.

## 7. Resignation/Removal

An elder may resign at any time. Forced removal from the team will occur upon a two-third's vote of the other team members and may be rendered with or without a

stated cause. The elder under consideration for removal shall not have voting rights while such removal is considered.

8. Vacancies

A vacancy does not necessarily exist when an elder resigns or is removed from the team.

9. Meetings

The elders will meet officially once a month. Meetings may be conducted in person or by video conferencing. One-half of the members of the elder team shall constitute a quorum. The elder team should not meet officially without notification to the lead pastor or without his consent. The lead pastor shall preside at all meetings unless he appoints someone to act on his behalf. Minutes will be recorded for official meetings. Unofficial meetings can take place at any time.

10. Special Meetings

Most issues are addressed at regularly scheduled meetings. If there are pressing issues that cannot be addressed during a regular meeting, special meetings may be called. The lead pastor may call a special meeting on his own initiative or will call a special meeting at the request of two elders. Team members are usually informed of these special meetings during a regular meeting agenda. Those not present at the regular meetings will be informed of the special meeting by phone, in person or in writing at least 72 hours prior to the special meeting (unless the notified elder waives the time requirement).

11. Sabbatical

If an elder needs an extended Sabbatical due to a pressing need, then the elder may transition to an active, but non-voting role for the duration of the time determined.

12. Definition of Quorum and Passing Vote

At least one-half of elders provides a quorum and a vote of a simple majority is sufficient to approve all actions. Voting by proxy is prohibited, however electronic voting shall be permitted for all meetings as long as the results of any electronic vote are unanimous, and that includes approval of meeting minutes.

13. Conflicts of Interest

Elders and officers shall obey the laws regarding fiduciary duties of nonprofit directors, including the duties of due care and diligence, loyalty, avoidance of self-dealing, expending designated contributions for the purposes specified, and not commingling personal and corporate funds.

## Section 4: Deacons

a. Qualifications

Deacons will meet the biblical qualifications as specified in 1 Timothy 3:8-13.

b. Duties

Deacons are leading servants, responsible to serve the church by keeping unity in the body under the ministry of the local church elders and staff. The overall responsibility of the diaconate is to assist the elders and staff in their service and equipping functions.

c. Number

The elder team shall appoint the number of deacons required to meet the needs of the church.

d. Selection

The elders shall have the sole authority to appoint deacons. The elders shall communicate prospective deacons to the church or a subset thereof no less than twenty-one days prior to an elder vote. Comments received from the local church will be considered on a case-by-case basis. Confirmation of deacons will be at the final discretion of the elder team and requires a unanimous vote.

e. Term

Deacons shall serve two-year renewable terms.

f. Resignation/Removal

A deacon may resign at any time. Forced removal shall occur only upon two-thirds majority vote of the elder team and may be rendered with or without a stated cause.

g. Vacancies

If a deacon vacates a post, either voluntarily or involuntarily, the appointment of a successor deacon is under the sole authority of the elder team.

## Section 5: Officers

Officers of this organization shall consist of a president (lead pastor), a secretary, and a treasurer.

## 1. President/Lead Pastor

### a. Duties

The president (lead pastor) shall perform such duties as are incumbent upon such an officer, including, but without limitation: building a staff (which includes hiring and firing), establishing meetings, setting the agenda and presiding over meetings, providing vision and facilitating the mission of the church. The lead pastor is an ex-officio member of all teams. People invited to speak shall have the lead pastor's approval.

### b. Qualifications

The pastor shall be a credentialed Assemblies of God minister in good standing with the General Council and/or the Oregon Ministry Network of the Assemblies of God.

### c. Election

A two-third's vote of the active voting constituency present at any meeting called for the purpose of electing a pastor shall be required for an election.

### d. Term of office

The lead pastor shall be elected for an indefinite term of office.

### e. Annual and Compensation Review

Annual review by the elder team shall provide feedback on the lead pastor's work and tenure. A compensation review team shall be appointed and led by the elder team to review and approve annual salary.

### f. Resignation

It is recommended that the lead pastor give a minimum of thirty (30) days' notice of intent to resign. Resignation shall be submitted to the elder team. The resignation becomes effective upon the date agreed to by the lead pastor and the elder team. The elder team shall take official action to accept a letter of resignation and to provide for a smooth transition, providing agreed upon severance pay and honor to the lead pastor for years of leadership and service to the church.

### g. Removal

- Cause: The lead pastor may be removed for a failure to maintain the qualifications of office stated above, unscriptural conduct (moral or ethical failure), or departure from the tenets of faith held by this church.

- Notice: The elder team shall determine the facts as best they can and record them. If allegations supporting the complaint are determined groundless, it shall be dismissed without prejudice. If facts supporting the complaint have some merit, the elder team shall consult with the OMN for counsel, mediation, or intervention. A preliminary hearing shall be conducted before the elder team with a designated representative from the OMN, presiding as chairperson. If the preliminary hearing reveals substantive issues, and such issues could affect the minister's credentials, it becomes the responsibility of the OMN to further investigate, discipline, or resolve. Notice of the outcome of said investigation shall be made to the church.
- In cases where there appears to be a conflict between the elder team and lead pastor, either the elder team or lead pastor may appeal to the OMN for counsel, mediation, or intervention as specified in the current OMN bylaws.
- Dismissal: If the matters affecting the lead pastor's ability to lead are not based upon moral or ethical charges, but leadership or philosophical issues, the elder team may ask for the lead pastor's resignation, following the unanimous vote of no confidence from the elder team, following consultation with the OMN. In the event the lead pastor does not resign as requested, and if there is no other apparent solution, the matter shall be referred to a hearing within fourteen (14) days before the active constituency of the church. A representative from the OMN shall chair said meeting. A two-thirds vote of all active constituents, present and voting, shall be required to dismiss a lead pastor and sustain the action of the elder team.

#### h. Vacancy

In the event of a vacancy in the lead pastor position, a new lead pastor shall be selected in the following manner:

- The elder team shall contact the Oregon Ministry Network for counsel and recommendations as to appropriate procedures and potential candidates. The elder team shall function as the pastoral search committee and may appoint up to three members from among the congregation to be involved in the selection process.
- At least one candidate shall be selected from those considered and asked to preach and present their ministry to the congregation, which will be given the opportunity to provide feedback to the selection committee in a timely manner.
- A lead pastor shall be chosen by the selection committee in consultation with the OMN, and must be approved by a two-third's vote by the congregation.

## 2. Secretary

- a) Election: The secretary of the corporation shall be selected annually by consensus from among the members of the elder team during the first meeting of the year and the term of office shall be one year, renewable.
- b) Duties: The secretary shall record or cause to be recorded minutes of all meetings of the elder team and all votes taken at such meetings. The secretary shall have charge of the official records of the church, and shall perform such duties as are incident to the office of secretary and as may be assigned by the elder team, under whose supervision the secretary shall be.
- c) Removal: The secretary may be removed from office in keeping with the process delineated in Article 10, Section 3, Number 7 of the bylaws.

## 3. Treasurer

- a) Election: The treasurer of the corporation shall be selected annually by consensus from among the members of the elder team during the first meeting of the year and the term of office shall be one year, renewable.
- b) Duties: The treasurer shall serve as the overseer of the financial operations of the church. Paid church staff members shall be accountable to the treasurer for management of the financial aspects of the church. The treasurer shall perform such other duties and have other responsibilities as may be assigned to him/her from time to time by the elder team.
- c) Removal: The treasurer may be removed from office in keeping with the process delineated in Article 10, Section 3, Number 7 of the bylaws.

## 4. Pastoral Staff and Support Staff

- a) Qualifications: All pastoral staff shall be partners in good standing with the General Council and/or Oregon Ministry Network. If said credentials are not held upon hire, they will have 3-6 months to obtain recognition. They shall comply with the scriptural standards for the ministry (1 Timothy 3:1-7; Titus 1:6-9; 1 Peter 5:2-3).

- b) Selection: All church staff (pastoral and support) shall be chosen by the lead pastor with consultation from the elder team. The financial package and benefits shall be ratified by the compensation review team.
- c) Term of Office/Removal: All church staff (pastoral and support) may be removed by the lead pastor at will. No ratification by the elder team is necessary, nor does the pastoral staff or support staff have any appeal.
- d) Resignation: Shall be governed in the same manner as listed for the resignation of the lead pastor.

#### 5. Compensation Review Team

- a) Qualifications: In partner relationship and regular financial supporters.
- b) Selection/Term: This 3-person task force will be appointed by the elder team on an annual basis.

## Article 11: Partnership

### **Nomenclature**

The term “membership” shall be used for all who consider Legacy Church their home church. The term “partnership” shall be used for any who desire to partner with the mission of the church. Partnership signifies that joining the church is not the goal, but active participation in its mission.

### **Eligibility**

Eligibility for church partnership is predicated on one becoming a genuine follower of Christ through repentance and belief in Jesus, receiving water baptism, and an openness to the gifts of the Holy Spirit.

### **Process**

To become a partner of the Church, eligible candidates must enroll in an introductory course in the vision, mission, and values of Legacy Church.<sup>1</sup> Upon successful completion, and a desire to partner with the mission, candidates may complete the [partner application](#) and, upon unanimous approval by the elders, become a partner. Paid staff and their spouses are expected to complete partnership applications upon hire.

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<sup>1</sup> Effective June 30, 2024.



**Responsibilities**

Each partner will be asked to affirm a statement of [basic belief](#) and agree to actively support the vision, mission, and values of Legacy Church.

**Voting**

A vote will be taken on the following significant matters:

(a) the affirmation of new elders, (b) the election of a new lead pastor, (c) any loan that results in cumulative indebtedness exceeding fifty percent (50%) of the current annual budget, (d) dissolution of the Church, and (e) any other actions deemed significant by the elder team.

Upon such matters that require a vote, the place and nature of upcoming votes will be communicated to ministry partners at least two weeks in advance and ministry partners shall have an opportunity to submit questions, comments, and concerns, which will be considered by the elder team on a case-by-case basis. Upon such matters that require a vote, each partner shall be entitled to one vote. Only ministry partners present at the meeting shall be permitted to vote. Voting by proxy or absentee ballot shall not be allowed.

**Quorum**

The partners present at any duly called partnership meeting shall constitute a quorum.

**Adoption**

A two-third's vote shall constitute a passing vote.

**Partner Renewal and Removal**

Partner agreements are renewed on an annual basis, and confirmed by a unanimous approval by the elders. Paid staff and their spouses are expected to renew and maintain partnership annually. Partners will be removed for (a) failing to renew their partnership, (b) voluntary resignation as a partner, (c) death, or (d) a decision from the elder team as a result of a disciplinary action.

## Article 12: Meetings

**Weekly Gatherings**

Gatherings for public worship shall be held at such times and places as provided for under the direction of the elder team.

**Partner Meetings**

The Annual Partner Meeting of the church shall be held by March 31 where we tell the story of what Jesus has done over the last year and what we believe He wants to do through us moving forward. A financial update shall be provided at this time.

The elder team shall have the authority to call a partner meeting or special update meetings, as needed. Said meetings shall convene at such time and place as the elder team may decide. Due notice shall be posted and orally announced during the weekly gathering two weeks prior to the scheduled partner meetings and be posted or publicized as prescribed by state law.

**Elder Team Meetings**

The elders will meet once a month. Meetings may be conducted in person or by video conferencing. One-half of the members of the elder team shall constitute a quorum.

**Notice and Consent**

The elder team shall not officially meet without notification to the lead pastor or without his consent. The lead pastor shall preside at all meetings unless he appoints someone to act on his behalf.

## Article 13: Compensation/Remuneration

**Pastoral/Staff**

The staff shall have their salaries reviewed by an elder-appointed compensation review team annually prior to the commencement of the next fiscal year. Salary increases are generally effective January 1st of each year.

**Reimbursement of Expenses**

There may be times when elders, staff, interns, or ministry partners incur expenses for church-related activities such as conferences or travel. Reimbursement may be provided according to the church's annual budget and reimbursement policy.

## Article 14: Indemnification

The corporation shall, to the extent legally permissible, indemnify each person who may serve or who has served at any time as an officer, elder, or employee of the corporation against all expenses and liabilities, including counsel fees, judgments, fines, excise taxes, penalties and settlement payments, reasonably incurred by or imposed upon such persons in connection with any threatened, pending or completed action, suit or proceeding in which he or she may become involved by reason of his or her service in such capacity; provided that no indemnification shall be provided for any such person with respect to any matter as to which he or she shall have been finally adjudicated in any proceeding not to have acted in good faith in

the reasonable belief that such action was in the best interests of the corporation; and further provided that any compromise or settlement payment shall be approved by a majority vote of a quorum of elders who are not at that time parties to the proceeding.

The indemnification provided hereunder shall inure to the benefit of the heirs, executors and administrators of persons entitled to indemnification hereunder. The right of indemnification under this Article shall be in addition to and not exclusive of all other rights to which any person may be entitled.

No amendment or repeal of the provisions of this Article which adversely affects the right of an indemnified person under this Article shall apply to such person with respect to those acts or omissions which occurred at any time prior to such amendment or repeal, unless such amendment or repeal was voted by or was made with the written consent of such indemnified person.

This Article constitutes a contract between the corporation and the indemnified officers, directors, and employees. No amendment or repeal of the provisions of this article which adversely affects the right of an indemnified officer, director, or employee under this Article shall apply to such officer, director, or employee with respect to those acts or omissions which occurred at any time prior to such amendment or repeal.

## Article 15: Transactions of the Church

### **Contracts**

The officers shall have authority to negotiate and sign all contracts on behalf of this church, as approved in advance by the elder team.

### **Deposits**

All funds of the Church shall be deposited to the credit of the Church in banks, trust companies, or other depositories that the elder team selects.

### **Designated Funds**

From time to time the church may establish various designated funds to accomplish specific purposes. Contributions to these established funds shall be used for the intended purposes. Contributions marked with any other designation will not create a financial obligation to use the contribution for a particular purpose, but will be deemed as advisory rather than mandatory in nature.

### **Ownership and Distribution of Property**

The church shall hold, own, and enjoy its own personal and real property, without any right of reversion to another entity, except as provided in these bylaws.

## **Article 16: Books and Records**

### **Required Books and Records**

The church shall keep correct and complete books, records of account, and other records as required by the Oregon Nonprofit Corporations Act. The church will provide summary financial statements upon request; however, due to the confidential nature of elder minutes, counseling records, compensation, individual giving, and similar confidential documents, such records may not be available to the church or general public. Elders shall have access to all records required to be kept by the Act. Elder meeting minutes having to do with topics of a business or financial nature are open to view by requesting access from the secretary.

### **Fiscal Year**

The fiscal year of the church shall begin on the first day of January and end on the last day in December of each year.

### **Independent Financial Review**

Church financial records will be managed by the secretary/treasurer or designated employee, and reviewed at least annually by an outside, objective, qualified source.

## **Article 17: Dissolution and Mergers**

In the event this corporation ceases to function or is dissolved for any reason, its assets shall be distributed to Assemblies of God, Oregon District, (doing business as 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. If the 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. Any assets not otherwise disposed of shall be disposed of by a court of competent jurisdiction in which the principal office of the church is then located, for such purposes and to such organizations as said court shall determine, provided such organizations agree with the church's Articles of Faith as defined in Article 7, and basic form of government.

In the event of a merger of the church with another church, the net assets of the church shall be contributed to the surviving entity.

## Article 18: Amendments and Alterations

These bylaws may be altered, amended, repealed or restated, and new bylaws adopted at any time, by a unanimous vote of the entire elder team.

These Bylaws were adopted unanimously by the Elder Board on 12-15-23.

Demetrius Rogers, Chair \_\_\_\_\_

Carolyn Asbury \_\_\_\_\_

Rick Bolesta \_\_\_\_\_

Marcia Ellis \_\_\_\_\_

Carol Wong \_\_\_\_\_