

# **THE BYLAWS OF NLV CHURCH**

## **ARTICLE I**

### **Purpose Statement**

#### **Section 1. Specific and Primary Purposes of this Corporation**

1.1 To proclaim the good news of salvation by faith in our Lord Jesus Christ through any suitable method or media, including but not limited to the following:

- a. Establishing and operating a local church for the worship of Jesus Christ, using personal evangelism, television and radio, crusades, conventions, preaching, teaching, missions and other Christian purposes; and
- b. Assisting and furthering the task of providing Biblical Scripture to all citizens of all nations of the world through the Holy Scriptures and other printed material, and by providing speakers and instructional and education programs; and
- c. Establishing new programs of outreach and ministry and strengthening existing programs and organizations which have a similar purpose and dedication to presenting Christ as Savior.

1.2 To license and ordain ministers of the Gospel and missionaries for the furtherance of the work of this Corporation and our Lord and Savior, Jesus Christ, in the United States and all foreign countries in accordance with regulations for ordination set forth herein.

1.3 To be obedient to our Lord Jesus Christ's command to "Go ye therefore and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit."

1.4 To serve as an instrument through which people may be witnesses unto our Lord Jesus Christ "...in Jerusalem and unto all Judea, and in Samaria, and unto the uttermost parts of the earth."

1.5 To do only that which glorifies the Father, the Son, and the Holy Spirit.

#### **Section 2. General Purposes and Powers of this Corporation**

2.1 To engage in spiritual work and services based upon the authority of the Holy Bible.

2.2 To solicit, collect, receive, acquire, hold and invest money and property, both real and personal, including money and property received by gift, contribution, bequest or devise; to sell and convert property, both real and personal, into cash, and to use the funds of this Corporation and the proceeds, income, rents, issues, and projects derived from any property of this Corporation for any of the purposes for which this Corporation is formed.

2.3 To purchase, acquire, own, hold, sell, assign, transfer, dispose of, mortgage, pledge, hypothecate, or encumber, shares, bonds, notes, debentures, or other securities or evidences of indebtedness of any person, firm, corporation, or association and, while the owner or holder of them, to exercise all rights, powers and privileges or ownership.

2.4 To purchase or acquire, own, hold, use, lease (either as lessor or lessee), sell, exchange, assign, convey, dispose of, mortgage, hypothecate, or encumber real and personal property.

2.5 To enter into, make, perform and carry out contracts of every kind for any lawful purpose without limit on amount, with any person, firm, association or corporation, municipality, county, parish, state, territory, government, or other municipal or governmental subdivision.

2.6 To borrow money, incur indebtedness, and to secure repayment by mortgage, pledge, deed of trust, or other hypothecation of property, both real and personal.

2.7 To do all things necessary, expedient, or appropriate to the accomplishment of any of the objects and purposes for which this Corporation is formed.

2.8 Notwithstanding any of the above statements of purposes and powers, this Corporation shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the primary purposes of this Corporation.

2.9 No part of the net earnings of this Corporation shall ever inure to or for the benefit of or be distributable to its members, Trustees, officers, or other private persons, except that the Corporation shall be empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the exempt purposes for which it was formed.

2.10 This Corporation is organized exclusively for religious purposes.

2.11 Notwithstanding any other provisions of these Articles, the Corporation shall not carry on any other activities not permitted to be carried on (a) by an association exempt from Federal Income Tax under Section 501(c)(3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law), or (b) by a corporation, contributions to which are deductible under Section 180(c)(2) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law).

## **ARTICLE II**

### **Statements of Faith**

WE BELIEVE that God is the Eternal King. He is an infinite, unchangeable Spirit, perfect in holiness, wisdom, goodness, justice, power and love. From all eternity He exists as the One Living and True God in three persons of one substance, the Father, the Son, and the Holy Spirit, equal in power and glory.

WE BELIEVE that God's kingdom is everlasting. From His throne, through His Son, His eternal Word, God created, upholds and governs all that exists: the heavenly places, the angelic hosts, the universe, the earth, every living thing and mankind. God created all things very good.

WE BELIEVE that Satan, originally a great, good angel, rebelled against God, taking host of angels with him. He was cast out of God's presence and, as a usurper of God's rule, established a counter-kingdom of darkness and evil on the earth.

WE BELIEVE that God created mankind in His image, male and female, for relationship with Himself and to govern the earth. Under the temptation of Satan, our original parents fell from grace, bringing sin, sickness and God's judgment of death to the earth. Through the fall, Satan and his demonic hosts gained

access to God's good creation. Creation now experiences consequences and effects of Adam's original sin. Human beings are in sin, subject to God's judgment of death and captive to Satan's kingdom of darkness.

WE BELIEVE that God did not abandon His rule over the earth which He continues to uphold by His providence. In order to bring redemption, God established covenants, which revealed His grace to sinful people. In the covenant with Abraham, God bound Himself to His people Israel, promising to deliver them from bondage and sin and Satan and to bless all the nations through them.

WE BELIEVE that in kind, God later redeemed His people by His mighty acts from bondage in Egypt and established His covenant through Moses, revealing His perfect will and our obligation to fulfill it. The law's purpose is to order our fallen race and to make us conscious of our moral responsibility. By the work of God's Spirit, it convicts us of our sin and God's righteous judgment against us and brings us to Christ alone for salvation.

WE BELIEVE that when Israel rejected God's rule over her as King, God established the monarchy in Israel and made an unconditional covenant with David, promising that his heir would restore God's kingdom reign over His people as Messiah forever.

WE BELIEVE that in the fullness of time, God honored His covenants with Israel and His prophetic promises of salvation by sending His only Son, Jesus, into the world. Conceived by the Holy Spirit and born of the Virgin Mary, as fully God and fully man in one person, He is humanity as God intended us to be. Jesus was anointed as God's Messiah and empowered by the Holy Spirit, inaugurating God's kingdom reign on earth, overpowering the reign of Satan by resisting temptation, preaching the good news of salvation, healing the sick, casting out demons and raising the dead. Gathering His disciples, He reconstituted God's people as His Church to be the instrument of His kingdom. After dying for the sins of the world, Jesus was raised from the dead on the third day, fulfilling the covenant of blessing given to Abraham. In His sinless, perfect life, Jesus met the demands of the law and in His atoning death on the cross, He took God's judgment for sin which we deserve as law-breakers. By His death on the cross, He also disarmed the demonic powers. The covenant with David was fulfilled in Jesus' birth from David's house. His Messianic ministry, His glorious resurrection from the dead, His ascent into heaven and His present rule at the right hand of the Father. As God's Son and David's heir, He is the eternal Messiah-king, advancing God's reign throughout every generation and throughout the whole earth today.

WE BELIEVE that the Holy Spirit was poured out on the Church at Pentecost in power, baptizing believers into the Body of Christ and releasing the gifts of the Spirit to them. The Spirit brings the permanent indwelling presence of God to us for spiritual worship, personal sanctification, building up the Church, gifting us for ministry, and driving back the kingdom of Satan by the evangelization of the world through proclaiming the world of Jesus and doing the works of Jesus.

WE BELIEVE that the Holy Spirit indwells every believer in Jesus Christ and that He is our abiding Helper, Teacher, and Guide. We believe in the filling or empowering of the Holy Spirit, often a conscious experience, for ministry today. We believe in the present ministry of the Spirit and in the exercise of all of the biblical gifts of the Spirit. We practice the laying on of hands for the empowering of the Spirit, for healing, and for recognition and empowering of those whom God has ordained to lead and serve the Church.

WE BELIEVE that the Holy Spirit inspired the human authors of Holy Scripture so that the Bible is without error in the original manuscripts. We receive the sixty-six books of the Old and New Testaments as our final, absolute authority, the only infallible rule of faith and practice.

WE BELIEVE that the whole world is under the domination of Satan and that all people are sinners by nature and choice. All people therefore are under God's just judgment. Through the preaching of the Good News of Jesus and the Kingdom of God and the work of the Holy Spirit, God regenerates, justifies, adopts and sanctifies through Jesus by the Spirit all who repent of their sins and trust in Jesus Christ as Lord and Savior. By this they are released from Satan's domain and enter into God's kingdom reign.

WE BELIEVE in the one, holy, universal Church. All who repent of their sins and confess Jesus as Lord and Savior are regenerated by the Holy Spirit and form the living Body of Christ, of which He is the head and of which we are all members.

WE BELIEVE that Jesus Christ committed two ordinances to the Church: water baptism and the Lord's Supper. Both are available to all believers.

WE BELIEVE that God's kingdom has come in the ministry of our Lord Jesus Christ, that it continues to come in the ministry of the Spirit through the Church, and that it will be consummated in the glorious, visible and triumphant appearing of Christ – His return to the earth as King. After Christ returns to reign, He will bring about the final defeat of Satan and all of his minions and works, the resurrection of the dead, the final judgment and the eternal blessing of the righteous and eternal conscious punishment of the wicked. Finally, God will be all in all and His kingdom, His rule and reign, will be fulfilled in the new heavens and the new earth, recreated by His mighty power, in which righteousness dwells and in which He will forever be worshiped.

### **Statement On Marriage, Gender, And Sexuality**

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. (Gen 1:26-27) Rejection of one's biological sex is a rejection of the image of God within that person.

We believe that the term "marriage" has only one meaning: the uniting of one man and one woman in a single exclusive union, as delineated in Scripture. (Gen 2:18-25)

We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. (1 Cor 6:18, 7:2-5, Heb 13:4)

We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God. (Matt 15:18-20, 1 Cor 6:9-10)

We believe that in order to preserve the function and integrity of NLV Church as the local body of Christ, and to provide a biblical role model to the church members and the community, it is imperative that all persons employed by NLV Church, and all persons in a position of spiritual leadership in NLV Church, agree to and abide by this Statement on Marriage, Gender, and Sexuality. (Matt 5:16, Phil 2:14-16, 1 Thes 5:22)

Because God has ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself, NLV Church will only recognize marriages between a (biological) man and a (biological) woman. Further, the pastors and staff of NLV Church shall only solemnize marriages between one man and one woman. Finally, the facilities and property of NLV Church shall only host weddings between one man and one woman.

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking his mercy and forgiveness through Jesus Christ. (Acts 3:19-21, Rom 10:9-10, 1 Cor 6:9-11)

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. (Mark 12:28-31, Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are to

be repudiated and are not in accord with Scripture nor the doctrines of NLV Church.

### **ARTICLE III**

#### **Voting Privileges**

For voting purposes, membership shall be defined as all people who contribute financially to the Corporation (church). Membership is granted and recognized with voting powers when a person has attended the church long enough to receive two (2) quarterly contributions statements. Should two quarters pass without a record of contribution, membership is automatically terminated. Member's voting rights are described in Article VIII, Paragraph 5 relating to nominations for the Elder Team and in Article V relating to the selection of a new Senior Pastor. Members shall have no other voting rights.

### **ARTICLE IV**

#### **Government**

NLV Church is governed by the congregation, the Trustees of the Corporation, the office of the Senior Pastor, and the Elder Team. The congregation determines the spiritual tone, strength and direction of the church by wisely selecting the Senior Pastor and by nominating the Elder Team. The Trustees serve the congregation and the Senior Pastor by setting policy of the church corporation and making the major financial decisions for the church. The Senior Pastor's office oversees the day-to-day ministry and operation of the church. The Elder Team serves the congregation and the Senior Pastor by assisting with the development of the spiritual life of the church.

### **ARTICLE V**

#### **Congregation**

##### **Section 1.      General Authority to Select a New Senior Pastor.**

In the event of a vacancy or an anticipated vacancy in the office of the Senior Pastor, two methods are provided for the congregational selection of a new Senior Pastor. One method involves the participation of the departing pastor, and the other does not.

##### **Section 2.      Congregational Process with the Participation of the Departing Pastor.**

If the Senior Pastor is in good standing with the church and is leaving the Senior Pastor position because of retirement, relocation, or some other voluntary reason, the selection process shall be as follows:

The Senior Pastor may select up to two candidates. The Senior Pastor's first candidate shall speak during all services on at least three (3) Sundays. Then the Senior Pastor shall formally recommend this candidate during a meeting of the membership. At that meeting the departing Senior Pastor and the candidate may be asked to leave for a portion of the meeting in order to facilitate discussion. The Secretary shall conduct a vote by written ballot. A minimum affirmative vote of two-thirds (2/3) of those members present shall be required to accept the candidate. If that candidate does not receive the necessary votes to be accepted, the same procedures described above for the first candidate shall be followed for the second candidate

chosen by the Senior Pastor. If the second candidate does not receive the necessary votes to be accepted or there is no second candidate, the process outlined in Section 3 below shall be followed.

**Section 3.      Congregational Process without Departing Pastor's Participation.**

If the Senior Pastor has been removed (as provided for in Article VII, Section 7), is deceased, or cannot or will not participate for any reason in the process of selecting the new Senior Pastor, the selection process shall be as follows:

- 3.1      The Secretary or a member of the Board of Trustees shall call a meeting of the membership by making an announcement during all Sunday services. The meeting shall be held in the church building within two weeks of the announcement. At the meeting of the membership, a Pastoral Selection Committee of nine people will be elected by the members - to include three men and three women from the general membership and the three most senior full-time pastoral staff members. If there are not three full-time pastoral staff members, the membership shall elect additional members so that the Committee consists of nine members. Each member present shall nominate in writing one male and one female candidate for the committee. The Secretary or Trustee who called the meeting shall tally the nominations and those with the highest numbers shall be elected to the Committee.
- 3.2      Duties of Pastoral Selection Committee. The Committee shall select a chairperson and co-chairperson. The Committee shall provide an interim pastor or guest speaker(s) to conduct church services. However, neither an interim pastor nor any guest speaker shall have the corporate powers of the President. The Committee shall conduct a search for a new Senior Pastor and shall establish procedures for doing so.
- 3.3      Once a pastoral candidate acceptable to the committee has been identified, that person shall speak during all services on at least three (3) Sundays. Thereafter, a meeting of the membership shall be held, chaired by the Secretary or by a member of the Board of Trustees selected by that board. At that meeting members shall vote by written ballot to either accept or reject the pastoral candidate. The Secretary or member of the Board of Trustees who called the meeting shall count the ballots. A minimum affirmative vote of two-thirds (2/3) of those members present shall be required to accept the candidate. If the candidate does not receive the necessary votes to be accepted, the Pastoral Selection Committee shall seek another candidate.
- 3.4      Staff Administration During Transition. During the selection process, members of the church staff shall continue in their positions. Should financial problems arise, the Treasurer may take whatever action is deemed necessary. Should pastoral staff problems arise, the Elder team leader may take whatever action is deemed necessary, including but not limited to termination and replacement of staff. Should non-pastoral staff problems arise, the Secretary may take whatever action is deemed necessary, including but not limited to termination and replacement of staff. Once the new Senior Pastor is in place, he/she has full authority to select their own staff, replacing existing staff members.

**ARTICLE VI**

**Trustees of the Corporation**

**Section 1.      General Powers**

The major financial and business affairs of the Corporation shall be managed by the Board of Trustees (hereinafter sometimes referred to as the “Trustees”), in conjunction with the Senior Pastor.

**Section 2.**      **Appointment, Number, Term and Qualifications**

- 2.1      Number and selection. The Board of Trustees shall be composed of up to seven (7) but no less than three (3) members, who shall be selected and appointed by the Senior Pastor from the membership of the church and approved by a vote of a majority of the Elder Team. Immediate family relationships of the Senior Pastor cannot make up more than one-third (1/3) of the Board of Trustees. Immediate family relationships are defined as spouse, siblings, parents, aunts, uncles, and cousins of both the Senior Pastor and their spouse. Trustees shall serve until they resign, resign from membership in the church, or are removed.
- 2.2      Removal. The Senior Pastor may remove a Trustee with or without cause but shall not remove more than one Trustee in any six (6) month period. Majority approval of the Elder Team is required for removal of a Trustee. If the office of the Senior Pastor is vacant, the Secretary may appoint or remove Trustees subject to the same limitations that apply to appointments and removals by the Senior Pastor in accordance with this Section 2.
- 2.3      Officers of the Corporation. The Senior Pastor shall also serve as the President of the Corporation. The Secretary and the Treasurer are to be nominated by the President from among the Trustees and approved by majority vote of the remaining Trustees. Should the Trustees fail to approve the nomination from the President, other nominations shall be made by the Senior Pastor until a candidate suitable to the Trustees is approved. The Secretary and the Treasurer may be the same person. The Secretary and Treasurer shall serve until they each resign from the position, from the Board of Trustees, from membership in the church, or removed. The President may remove the position of Secretary and/or Treasurer with or without cause. The Secretary and Treasurer shall attend all meetings of the Board of Trustees. The Secretary shall record (or have recorded) all votes and the minutes of all proceedings in a book to be kept for that purpose. The Treasurer shall be involved in any audit of the Corporation. If the Corporation does not have an annual audit, the Treasurer shall provide an annual report to the Trustees on the previous year’s income and disbursements.

**Section 3.**      **Duties of the Trustees**

- 3.1      The Trustees oversee the provision of all physical facilities needed by the church body and shall be consulted for rentals and leases of said facilities and shall approve budgetary considerations for renovations and repairs as needed.
- 3.2      The Trustees have exclusive authority to buy and sell real estate, borrow money, and/or secure real estate leases.
- 3.3      The Trustees approve the budget submitted by the Senior Pastor and any amendments, as further described in Article VII, Section 2.

- 3.4 The Trustees shall review at least quarterly the financial statements of the Corporation provided by the Senior Pastor or their designee.
- 3.5 The Trustees must approve any request for financial assistance from an employee of the church. Any such request must be in writing and must first be submitted to the Senior Pastor. Financial assistance shall not be made to any Trustee of the Corporation.
- 3.6 The Trustees shall provide a financial update to the church at least semi-annually.

#### **Section 4. Financial Guidelines**

Before the Trustees may authorize the church to borrow money or incur a lease obligation, the following conditions must be met (*Note: exceptions to the debt restrictions contained in this Section may be authorized by the affirmative vote of two-thirds (2/3) of the Trustees*):

- 4.1 Minimum twenty-five (25%) percent down. Should the Trustees decide to borrow money to facilitate the growth and/or work of the church, they must first accumulate twenty-five (25%) percent of the total price for the project as a down payment. When determining whether this sum has been accumulated, amounts previously expended on the project to be financed will be deemed accumulated and amounts previously expended as principal reduction payments above minimum required payments on preexisting loans during the twelve (12) months prior to incurring additional debt will be deemed accumulated.
- 4.2 Maximum thirty-five (35%) percent ceiling. The combined totals of all monthly debt service and lease payments shall not exceed thirty-five (35%) percent of the average monthly undesignated income. The percentage shall be based on, but not be limited to, tithes, offering, investment income and unrestricted gifts of the church.
- 4.3 Lease to purchase allowance. If indebtedness is being incurred to build a structure that will relieve the church of its need for a leased facility that will be vacated when the new building is completed, then the current lease commitment shall not be considered for up to eighteen (18) months in calculating the thirty-five (35%) percent expenditure limitation. Thus, the church is allowed 18 months for both construction and lease payments that, combined, exceed the thirty-five (35%) percent limit.
- 4.4 Income Projections. The church shall not set budgets, meet conditions for borrowing or make any financial commitments based on upward projections of income.
- 4.5 Conflict of Interest. Because of the varied interests and backgrounds of the Trustees, situations may arise that involve a duality of interest that might be interpreted as a possible conflict of interest. However, it is recognized that such diversity of background and interest is beneficial to the business affairs of the Corporation, and Trustees should not be excluded, and their services rendered impossible solely by reason of duality of interest or possible conflict of interest. Therefore, all the following criteria must be met prior to the Corporation entering into any business transaction with a Trustee or an entity in which the Trustee has an interest:



- a. The Trustee shall disclose any duality of interest or possible conflict of interest as soon as the interest becomes apparent in a matter being considered by the Trustees.
- b. Any Trustee having a duality or possible conflict of interest on any matter shall not vote or use their personal influence on the matter and will not be counted in determining the quorum for the meeting. This should not be construed as preventing any Trustee from briefly stating their position on the matter, nor from answering pertinent questions since their knowledge may be of assistance to the Trustees in their deliberations.
- c. The Trustees shall act upon and demonstrate that the transaction is in the best interest of the Corporation.
- d. The minutes of the meeting shall reflect that a disclosure was made, the Trustee's abstention from voting, and the quorum situation.

## **Section 5. Meetings**

- 5.1 Frequency of Meetings. The Trustees shall meet at least twice per year. The Senior Pastor or any Trustee may call a meeting at any time.
- 5.2 Quorum and Voting. A majority of the Trustees shall constitute a quorum for the transaction of business at any meeting. Any Trustee may participate in a meeting by telephone and shall be considered present and counted toward the quorum, provided that all Trustees present at the meeting or by telephone can hear and speak to one another. Except as otherwise provided in these By-laws, all matters shall be decided by a majority of those present. In the absence of a quorum at any meeting, a majority of the Trustees present may adjourn the meeting without further notice until a quorum shall be established.
- 5.3 Leadership of Meetings. The Senior Pastor shall attend and chair each Trustee meeting. If the Senior Pastor is unavailable, the Secretary shall lead the meeting. If neither the Senior Pastor nor the Secretary is available, the Trustees shall choose a chair for that meeting and proceed in order, with an appointed member keeping the minutes for the record. Any matters passed and recorded in a meeting with neither the Senior Pastor nor the Secretary present may not take effect until the following meeting with either the Senior Pastor or the Secretary present, when the minutes of the previous meeting are approved.
- 5.4 Location of Meetings. Meetings of the Trustees shall be held at such place and at such time as shall be determined by the Trustees or by the Senior Pastor, provided that notice of any meeting shall be given to all Trustees.
- 5.5 Regular Meetings. The Trustees may establish regular meetings. No notice shall be required for any regular meeting.
- 5.6 Trustee Action Without a Meeting. Any action that could be taken at a meeting of the Trustees may be taken without a meeting if a majority of Trustees unanimously agree with either the Senior Pastor or the Secretary present. If the Board of Trustees consists of only 3 members, the full unanimity of Trustees is required.

## **Section 6. Compensation**

Trustees shall not be paid for their services.

## **ARTICLE VII**

### **Senior Pastor of the Church; President of the Corporation**

#### **Section 1.      The Office of the Pastor**

- 1.1      The Dual Role. Because NLV Church has two complementary branches, the spiritual body of believers and the legal corporation, it is the Senior Pastor who bridges the gap between the two branches. However, the Senior Pastor is primarily responsible for the spiritual life of the church. Therefore, the Senior Pastor must be in a position corporately to ensure that financial strength is directed toward the ministries of their choice.
- 1.2      Responsibilities of the Senior Pastor. It is the Senior Pastor's responsibility to:
  - a.      Provide biblical vision and direction for the congregation.
  - b.      Define and communicate the church's purpose.
  - c.      Oversee and coordinate the day-to-day ministry of the congregation and administration of the church.
  - d.      Select Trustees pursuant to Article VI who will help oversee the business affairs of the Corporation.
  - e.      Staff the church as the Senior Pastor deems necessary to help administrate the affairs of the Corporation.
- 1.3      The Pastor's Spiritual Leadership. The Senior Pastor may work with the Elder Team and anyone performing the functions or offices outlined in Ephesians 4:11-13 in whatever way he/she determines to be Biblical in order to serve the spiritual needs of the congregation. Additionally, the Senior Pastor may budget moneys, hire staff, develop projects and create and organize groups, programs, or other ministries according to their convictions and biblical understanding. The Senior Pastor shall have the ability to appoint and approve within the budget any assistants and staff necessary to properly carry on the work of the church.
- 1.4      The Pastor's Responsibility for Services. Times, order of services and the leadership of services are to be determined by the Senior Pastor or by the spiritual church structure that he/she establishes. No person shall be invited to speak, teach or minister at a service held in church owned facilities, or in the name of the church, without the approval of the Senior Pastor or their designee.

#### **Section 2.      The Office of the President**

- 2.1      The President. The Corporation finds its leadership under the Lord Jesus Christ and in its President. The Senior Pastor shall serve as the President of the Corporation. He/she shall preside as chair at all meetings of the Board of Trustees and shall see that all orders and resolutions of the Board of Trustees are put into effect. He/she shall execute in the name of the Corporation all deeds, bonds, mortgages, contracts and other documents authorized by the Board of Trustees. He/she shall be an ex-officio member of all standing committees and shall have the general powers and duties of supervision and management usually vested in the office of president of a corporation.

- 2.2 The President's Role with Trustees. The President is the non-voting chair of the Board of Trustees. He/she may call meetings and determine the agenda with or without consultation with the Trustees. The President may nominate Trustees from the church membership at a rate not to exceed one new appointment every six months in accordance with Article VI, Section 2. The President may also dismiss Trustees, but at a rate that does not exceed one dismissal every six months in accordance with Article VI, Section 2.
- 2.3 The President's Administrative Roles. The President is the senior administrator of the church. He/she is ultimately responsible for all day-to-day administrative decisions of the church.
- 2.4 The President's Role with Staff. The President hires, directs and dismisses staff. As the Senior Pastor, their call is confirmed to the Church through the congregation, and those hired by him are to assist him in fulfilling this calling. The President determines salaries and/or pay scales for all employees.
- 2.5 Compensation. The Senior Pastor's initial compensation and other benefits provided by the Corporation shall be specified by the Board of Trustees at the time of their calling and shall be modified as necessary on an annual basis, or at such other time as is deemed appropriate by the Board of Trustees. The Corporation shall provide adequate salary, housing allowance, health insurance, pension, and vacation time.
- 2.6 Budget. The Corporation/church shall have an annual budget in order to finance the basic ministry needs of the church (salaries, taxes, bills, missions, benevolence, department financial allocations, etc.). The Senior Pastor shall prepare the budget for a fiscal year commencing July 1 and ending June 30, and it shall be based upon the prior calendar year's income. The budget shall not include designated amounts for savings or the building fund. These amounts shall come from the increased giving and/or designated income or gifts. The budget shall be presented to the Trustees in March of each year. So long as proposed budget amounts are sufficient to meet the financial requirements of all known major expense obligations (i.e., leases, mortgages, loans, salaries and benefits, and the like) the Trustees may not reject, adjust or modify any budget line item. In any event, the Trustees shall approve the budget on or before June 30.
- 2.7 Financial Statements. The Senior Pastor or their designee shall provide, at a minimum, quarterly financial statements to the Trustees.
- 2.8 Expenditures. Budgeted amounts are not to be considered actual moneys available. The President can only spend actual funds that are available, and these moneys are to be spent according to the budget. The President may not borrow money, sign leases, buy or sell real estate, or make any agreements that could force indebtedness upon the church without the approval of the Trustees. Should borrowing become necessary, the Trustees may give the President authority to do so, and any borrowed funds must be spent for the specific purpose for which they were borrowed. All designated income or gifts shall be spent only for the purpose for which they are designated and are not considered budgeted amounts. All undesignated funds that become available to the Corporation above budgeted amounts through increased giving or otherwise are deemed discretionary. The President shall determine how all discretionary funds are utilized except that fifty percent (50%) of the amount of each month's discretionary funds shall be placed in a separate account to be known as the Reserve Account until an amount equal to twenty percent (20%) of the prior

year's undesignated gifts has been accrued. The Reserve Account shall be used only (a) if necessary to make up the difference between the Corporation's operational budget and income for a month, or (b) for extraordinary expenses, but then only with the approval of the Trustees. Any amounts withdrawn from the Reserve Account shall be replaced in the same manner set forth above, beginning the next month in which there are discretionary funds available following the withdrawal.

## **ARTICLE VIII**

### **Elder Team**

#### **Section 1.      Role**

Elders serve the congregation and the Senior Pastor to enhance the development of the spiritual life of the church. They help create a positive spiritual climate within the church body. Elders are not members of the pastoral staff of the church and receive no compensation for their services. The number of Elders shall be determined by the Senior Pastor but shall not be less than five (5).

#### **Section 2.      Qualification for Elders**

Elders must meet the qualifications found in 1 Timothy 3:1-7 and Titus 1:6-9. "An elder must be blameless, the husband of but one wife, a man whose children believe and are not open to the charge of being wild and disobedient. Since an elder is entrusted with God's work, he must be blameless-not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. Rather he must be hospitable; one who loves what is good, who is self-controlled, upright, holy and disciplined. He must hold firmly to the trustworthy message as it has been taught, so that he will encourage others by sound doctrine and refute those who oppose it." (Titus 1:6-9)

#### **Section 3.      Nomination and Appointment to the Elder Team**

- 3.1 Selection of the Elders will be preceded by the Senior Pastor's teaching on the Biblical requirements for eldership at a Sunday service. Following this teaching, each member of the church over the age of eighteen (18) who is present at the service may nominate in writing one (or more as specified by the Senior Pastor) members of the church for the position of Elder. The Senior Pastor or their designee(s) will tally these nominations, and those individuals receiving the most nominations will be appointed to the Elder Team. The Senior Pastor may veto any nomination. This nomination process shall occur once every four years, starting in October 1998 and continuing in October of every fourth succeeding year.
- 3.2 Immediate family relationships of the Senior Pastor cannot make up more than one-third (1/3) of the Elders. Immediate family relationships are defined as spouse, siblings, parents, aunts, uncles, and cousins of both the Senior Pastor and their spouse.
- 3.3 Elders serve a four (4) year term. However, there is no limit to the number of terms an Elder may serve.

#### **Section 4.      Responsibilities of Elders**

The responsibilities of the Elders include:

1. Modeling and teaching God's ways by living a Godly, Christian lifestyle.
2. Providing a prayer shield for the pastoral team and the church.
3. Defending, protecting and supporting the integrity of the pastoral team and the church.
4. In concert with Senior Pastor, praying for discernment in the church vision and refining, focusing, and helping communicate the vision.
5. Electing an Elder Team Leader to administer and coordinate meetings, tasks, and responsibilities of the Elder Team.
6. Confirming or rejecting pastoral appointments to the Board of Trustees.
7. Mediating disputes among the brethren.
8. Working to eliminate strife, divisiveness, and lack of unity between ministries, leaders, staff or members in the church.
9. Providing periodic feedback to the Senior Pastor on all areas of Senior Pastor's performance.
10. Representing the church to other local churches.
11. Organizing, implementing and executing licensing and ordination requirements and procedures.
12. Praying for the sick.

#### **Section 5.      Removal of an Elder**

If any church member presents in writing an allegation of improper conduct or behavior by an Elder which, if true, could disqualify that person from serving as an Elder, a committee of seven (7) church members shall review the allegation and perform whatever investigation the committee deems necessary and appropriate. Three (3) members of the committee shall be selected by the accused Elder and four (4) shall be selected by the Senior Pastor. The Senior Pastor may not serve as a committee member but shall oversee the committee's investigation and chair all committee meetings. Following the investigation, the committee shall decide whether to recommend removal of the accused Elder. Such a recommendation requires the concurrence of at least five (5) members of the committee. If the committee recommends removal of the Elder, its recommendation shall be communicated to the Senior Pastor who shall implement the removal.

Notwithstanding the above, an elder may be removed at any time by recommendation of the Senior Pastor to the Board of Trustees and Pastoral Staff, and the affirmative vote of two-thirds (2/3) of the Board of Trustees and Pastoral Staff present at a meeting held for such purpose.

#### **Section 6.      Replacement of Elders**

Elders who are unable to complete a four-year term for any reason need not be replaced unless the total number of Elders is decreased to less than five (5). The Senior Pastor may nominate a member of the church to fill the unexpired term of an Elder who has resigned or is otherwise unable or unwilling to fulfill their four-year term. The Elder Team must confirm the nomination by a vote of at least two-thirds (2/3) of the Elders present at any meeting at which the nomination is presented. Elders nominated and confirmed to fill an unexpired term will serve until the next scheduled four-year nomination process occurs.

#### **Section 7.      Termination of Senior Pastor**

For the purpose of potential termination of the Senior Pastor, any three Elders may call a meeting of the Elder Team. Should three-fourths (3/4) of the total membership of the Elder Team concur that the Pastor

should terminate their pastorship of the church, said concurrence shall be brought before the President of the Association of Vineyard Churches who shall exercise their authority as he/she deems necessary and appropriate.

## **ARTICLE IX**

### **Rights of Ordination and Licensing**

#### **Section 1. Principles of Ordination and Licensing**

Candidates for ordination recognize that only our Sovereign, Holy God can truly call and ordain His children for service in the ministry of the Gospel of Jesus Christ. The calling of a Minister is not the result of a title, rather the title is the result of their calling. This calling is recognized as from the true and living God. It is man's privilege and specifically the privilege of the overseers of the true church of Jesus Christ to ratify the ordination of God when such is obviously placed upon a person's life.

#### **Section 2. Qualifications for Ordination**

- 2.1 A candidate for ordination must be a "born again" believer in Jesus Christ as described by Our Lord in the third chapter of the Gospel of John.
- 2.2 A candidate for ordination must ascribe to the Statements of Faith described in Article II of this document.
- 2.3 A candidate should have evidenced the obvious calling of God upon their life to the satisfaction of the Elder Team.
- 2.4 A candidate should have evidence and educational requirement to be determined by the Senior Pastor and the Elder Team.
- 2.5 A candidate must have served in leadership as a licensed minister for one (1) year.

#### **Section 3. Qualifications for Licensing**

- 3.1 A candidate for licensing must be a "born again" believer in Jesus Christ as described by Our Lord in the third chapter of the Gospel of John.
- 3.2 A candidate for licensing must ascribe to the Statements of Faith described in Article II of this document.
- 3.3 A candidate should have evidenced the obvious calling of God upon their life to the satisfaction of the Elder Team.
- 3.4 A candidate should have evidence and educational requirement to be determined by the Senior Pastor and the Elder Team.
- 3.5 A candidate must have served in Vineyard church leadership for at least six (6) months.

**Section 4.      Procedures for Ordination and Licensing**

The procedures for ordination and licensing shall be as follows:

- 3.1      Each person fulfilling the above qualifications shall be considered by the Elder Team for ordination or licensing, as applicable, into the ministry for the Gospel of Jesus Christ by NLV Church.
- 3.2      Upon approval of the Elder Team, the candidate will be ordained or licensed as a minister of the Gospel with the right to perform ministerial functions in accordance with the laws of the land and the ordinances of God's Holy Word with all prerogatives of such a calling and office.
- 3.3      All candidates, successful or otherwise, will be notified in writing of the Elder Team's decision.

**ARTICLE X**

**Amendment of Articles of Incorporation and By-Laws**

The Articles of Incorporation and By-laws may be amended, repealed, or new Articles of Incorporation or By-laws may be adopted by the affirmative vote of two-thirds (2/3) of the Board of Trustees present at a meeting held for such purpose if a quorum is present. A copy of any such amendments or changes will be provided to all Trustees and to the Elder Team for their review at least one week prior to the meeting of the Trustees at which the amendments or changes will be considered. The Elder Team will be invited to comment on any such amendments or changes but shall not vote on their adoption.

**ARTICLE XI**

**Annual Accounting Period**

The annual accounting period for this Corporation shall begin on the first day of July and shall end on the last day of June.

**ARTICLE XII**

**Miscellaneous**

**Section 1.      Inspection of Articles of Incorporation & By-Laws**

The church shall keep in its principal office the original or a copy of its Articles of Incorporation and By-laws, as amended to date, which shall be open to inspection by the members at all reasonable times during regular office hours.

**Section 2.**      **Construction**

Unless the context otherwise requires, the general provisions, rules of construction and definitions contained in the Ohio Non-profit Corporation Law shall govern the construction of these By-laws.