



# Constitution and By-Laws

Revised 2021



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## Definitions

**Church Board**—A group of 9-11 individuals who serve the church by providing specific oversight to the church finances, facilities, and business matters and provide general oversight to the pastoral leadership of Glad Tidings. They serve as a corporate board and elect officers from among themselves.

**District Office**—As a part of the Assemblies of God Fellowship (denomination), Glad Tidings is located within the jurisdiction of the Indiana District located in Indianapolis, Indiana and led by a district superintendent, assistant superintendent, secretary, and treasurer.

**Cooperative Fellowship**—Glad Tidings is a cooperative fellowship in its relationship to the Assemblies of God and the Indiana District. By “cooperative fellowship” we mean that the church agrees to voluntarily participate in and support the fellowship’s initiatives and encourage its members to do the same.

**Elders**—Team appointed to serve the congregation by providing prayer support and counsel to the pastor as well as pastoral care to members of the church family.

**General Council of the Assemblies of God**—This is the fellowship (denomination) of which Glad Tidings is a part. The Assemblies of God is headquartered in Springfield, Missouri, and was founded in 1914 in Hot Springs, Arkansas. It consists of nearly 13,000 churches in the U.S. with more than 3 million members as well as more than 69 million members worldwide.

**Glad Tidings Campus**—Glad Tidings is a multi-campus church with campuses that extend beyond Muncie, Indiana.

**Missions Program**—Glad Tidings missions outreach includes support for missionaries worldwide, multiple local agencies, and church planting in Indiana.

**Tithes and Offerings**—Scripture teaches that believers are to tithe, which literally means 10%, their income to the work of the Lord. Offerings are above and beyond the tithe.

## Preamble

**Whereas**, it is the express purpose of God, our Heavenly Father, to call out of the world a saved people who shall constitute the body or church of our Lord Jesus Christ, built and established upon the foundation of the apostles and prophets, Jesus Christ Himself being the Chief Cornerstone.

**Whereas**, the members of the body, the church (ecclesia) of Jesus Christ, are enjoined to assemble themselves together for worship, fellowship, council, and instruction in the Word of God and the work of the ministry and for the exercise of those spiritual gifts and offices provided for in the New Testament.

Therefore, be it resolved that we recognize ourselves a body of Christian believers according to scriptural plan for the local church and under the laws of the state of Indiana, that we may worship God as a united body, exercising all other rights and privileges granted to religious bodies.

**Further be it resolved**, that we recognize ourselves to be a member of the General Council of the Assemblies of God, and an active member of the Indiana District Council, with national headquarters in Springfield, Missouri.

# Constitution

## **Article I**

The name of the assembly shall be Glad Tidings Assembly of God Church, Inc. with its central office located in Muncie, Indiana

## **Article II**

### *Prerogatives*

#### **Section 1: Self Government**

This assembly shall have the right to govern itself and conduct its own affairs according to the standards of the New Testament scriptures (Ephesians 4:3, 13); and of the Indiana District Council and the General Council of the Assemblies of God. This right shall specifically include such matters as the calling of the Pastor, the election of the church board, and the discipline of its members and the conducting of its own services and church programs.

#### **Section 2: Powers and Restrictions**

The church is organized and shall be operated exclusively for charitable, religious, and educational purposes within the meaning of Section 501 (c) (3) of the Internal Revenue Code of 1986, as amended including amendments (the "Code") in furtherance of its charitable, religious, and educational purposes.

#### **Section 3: Acquisition and Disposal of Property**

This assembly shall have the right to purchase or acquire by gift, request, bequest, or otherwise, either directly or as trustee, and to own, hold in trust, use, sell, convey, mortgage, lease, or otherwise dispose of any real estate or property as may be necessary for the furtherance of its purposes; all in accordance with its constitution and bylaws or the same may be modified or amended.

## **Article III**

### *Affiliation*

While maintaining its inherent rights to sovereignty in the conduct of its own affairs, this assembly shall voluntarily enter into full cooperative fellowship with the assemblies of like precious faith associated in the Indiana District Council, and the General Council of the Assemblies of God, headquartered in Springfield, Missouri.

**Article IV**  
*Fundamental Beliefs*

## Tenants of Faith

This assembly shall accept the Holy Scriptures as the revealed will of God, the all-sufficient rule of faith and practice. The tenets of faith are intended simply as a basis of fellowship among us (i.e., that we may speak the same thing) (1 Corinthians 1:10; Acts 2:42). The phraseology employed in this statement is not inspired or contended for, but the truth set forth is held to be essential to a full gospel ministry. No claim is made that it contains all biblical truth, but only that it covers our needs as to these fundamental doctrines. For the purpose of maintaining general unity, this church adopts the tenets of faith as defined by the statement of Fundamental Truths of the General Council of the Assemblies of God, to wit:

### Section 1: The Scriptures Inspired

The Bible is the inspired Word of God, a revelation from God to man, the infallible, authoritative rule of faith and conduct, and is superior to conscience and reason, but not contrary to reason (II Timothy 3:15-17; I Peter 1:23-25; Hebrews 4:12).

### Section 2: The One True God

The one true God has revealed Himself as the eternally self-existent, self-revealed “I Am” and has further revealed Himself as embodying the principles of relationship and association; i.e., as the Father, Son, and Holy Spirit (Deuteronomy 6:4; Mark 12:29, Isaiah 43:10; Matthew 28:19).

## The Adorable Godhead

- Terms Defined

The terms “Trinity” and “Persons” as related to the Godhead, while not found in the scriptures, are words in harmony with Scripture, whereby we may convey to others our immediate understanding of the doctrine of Christ respecting the being of God, as distinguished from “gods many and lords many.” We therefore may speak with propriety of the Lord our God, who is one Lord, as a trinity or as one being of three persons, and still be absolutely scriptural (i.e., Matthew 28:19; II Corinthians 13:14; John 14:16, 17).

- Distinction and Relationship in the Godhead

Christ taught a distinction of Persons in the Godhead which he expressed in specific terms of relationship, as Father, Son, and Holy Spirit. This distinction and relationship, as to its mode is inscrutable and incomprehensible and accepted by faith, although not fully



explained (Luke 1:35; I Corinthians 1:24; Matthew 11:25-27; II Corinthians 13:14; I John 1:3-4).

- Unity of the One Being of Father, Son, and Holy Spirit

Accordingly, therefore there is that in the Son which constitutes Him as the Son and not the Father, and there is that in the Holy Spirit which constitutes Him as the Holy Spirit and not either as the Father or as the Son. Wherefore the Father is the Begetter, the Son is the Begotten, and the Holy Spirit is the one proceeding from the Father and the Son. Therefore, because these three persons in the Godhead are in a state of unity, there is but one Lord God Almighty and His name One (John 1:18, 15:26, 17:11, 21; Zechariah 14:9).

- Identity and Cooperation in the Godhead

The Father, the Son, and the Holy Spirit are never identical as to person; nor confused as to relation; nor divided in respect to the Godhead; nor opposed as to cooperation. The Son is in the Father and the Father is in the Son, as to relationship. The Son is with the Father and the Father is with the Son, as to fellowship. The Father is not from the Son, but the Son is from the Father, as to authority. The Holy Spirit is from the Father and the Son proceeding, as to nature, relationship, cooperation, and authority. Hence, neither Person in the Godhead either exists or works separately or independently of the others (John 5:17-30, 32, 37; John 8:17, 18).

- The Title, Lord Jesus Christ

The appellation, "Lord Jesus Christ," is a proper name. It is never applied in the New Testament, either to the Father or to the Holy Spirit. It therefore belongs exclusively to the Son of God (Romans 1:1-3, 7; II John 3).

- The Lord Jesus Christ, God with Us

The Lord Jesus Christ, as to His divine and eternal nature, is the proper and only Begotten of the Father. As to His human nature, He is the proper Son of man, therefore, acknowledged to be both God and man. Because He is God and man, He is "Immanuel," God with us (Matthew 1:23; I John 4:2, 10, 14; Revelation 1:13, 17).

- The Title, Son of God

Since the name "Immanuel" embraces both God and man in the one Person, as the Lord Jesus Christ, it follows that the title "Son of God" describes His proper deity, and the title, "Son of Man," His proper humanity. Therefore, the title, "Son of God," belongs to the order of eternity; the title, "Son of Man," to the order of time (Matthew 1:21-23; II John 3:1; I John 3:8; Hebrews 7:3; 1:1-13).

- Transgression of the Doctrine of Christ

Wherefore, it is a transgression of the Doctrine of Christ to say that Jesus Christ derived the title, “Son of God,” solely from the fact of the incarnation, or because of His relation to the economy of redemption. Therefore, to deny that the Father is a real and eternal Father, and that the Son is a real and eternal Son, is a denial of the distinction and relationship in the being of God; a denial of the Father and the Son; and a displacement of the truth that Jesus Christ is come in the flesh (II John 9; John 1:1, 2, 14, 18, 49; I John 2:22, 23; 4:1-5; Hebrews 12:2).

- Exaltation of Jesus Christ as Lord

The Son of God, our Lord Jesus Christ, having by Himself purged our sins, sat down on the right hand of the Majesty on high; angels, principalities, and powers having been made subject unto Him. And having been made both Lord and Christ, He sent the Holy Spirit that we, in the name of Jesus, might bow our knees and confess that Jesus Christ is the Lord to the glory of God the Father until the end, when the Son shall become subject to the Father that God may be all in all (Hebrews 1:3; I Peter 3:22; Acts 2:32-36; Romans 14:11; Corinthians 15:24-28).

- Equal Honor to the Father and to the Son:

Wherefore, since the Father has delivered all judgment unto the Son, it is not only the express duty of all in heaven and on earth to bow the knee, but it is an unspeakable joy in the Holy Spirit to ascribe unto the Son all attributes of Deity, and to give Him all the honor and the glory contained in all the names and titles of the Godhead except those which express relationship (see paragraphs (b), (c), and (d)), and thus honor the Son even as we honor the Father (John 5:22, 23; I Peter 1:8; Revelation 5:6-14; Philemon 2:8-9; Revelation 7-9; 4:8-11).

### Section 3: The Deity of the Lord Jesus Christ

The Lord Jesus Christ is the eternal Son of God. The Scriptures declare:

- His virgin birth (Matthew 1:23; Luke 1:31, 35)
- His sinless life (Hebrews 7:26; 1 Peter 2:22)
- His miracles (Acts 2:22; 10:38)
- His substitutionary work on the cross (1 Corinthians 15:3; II Corinthians 5:21)
- His bodily resurrection from the dead (Matthew 28:6; Luke 24:39; I Corinthians 15:4)
- His exaltation to the right hand of God (Acts 1:9-11; 2:33; Philippians 2:9; Hebrews 1-3)

#### Section 4: The Fall of Man

Man was created good and upright for God said, "Let us make man in our image, after our likeness." However, man, by voluntary transgression, fell and thereby incurred not only physical death, but also spiritual death which is separation from God (Genesis 1:26-31; 3:1-7; Romans 5:12-21).

#### Section 5: The Salvation of Man

Man's only hope of redemption is through the shed blood of Jesus Christ, the Son of God.

- Conditions of Salvation

The grace of God, which brings salvation, has appeared to all men through the preaching of repentance toward God and faith toward the Lord Jesus Christ. Man is saved by the washing of regeneration and renewing of the Holy Spirit, and being justified by grace through faith, he becomes an heir of God according to the hope of eternal life. (Titus 2:11; Romans 10:13-15; Luke 24:47; Titus 3:5-7).

- Evidence of Salvation

The inward evidence, to the believer of his salvation is the direct witness of the Spirit (Romans 8:16). The outward evidence to all men is a life of righteousness and true holiness.

#### Section 6: Ordinances of the Church

- Baptism in Water

The ordinance of baptism by burial with Christ should be observed as commanded in the Scriptures by all who have repented and, in their hearts, believe on Christ as Savior and Lord. In so doing, they declare to the world that they have died with Jesus and that they have also been raised with Him to walk in newness of life (Matthew 28:19; Acts 10:47-48; Romans 6:4).

- Holy Communion

The Lord's supper, consisting of the elements of bread and the fruit of the vine, is the symbol expressing our sharing the divine nature of our Lord Jesus Christ, a memorial of His suffering and death and a prophecy of His Second Coming, and is enjoined on all believers "until He comes" (John 6:48, 51-57; Luke 22:19-20; II Peter 1:4; I Corinthians 11:26).

## Section 7: The Baptism in the Holy Spirit

All believers are entitled to and should ardently expect and earnestly seek the promise of the Father, the baptism of the Holy Spirit and fire, according to the command of our Lord Jesus Christ. This was the normal experience of all in the early Christian church. With it comes the enduement of power for life and service, and the bestowment of the gifts and their uses in the work of the ministry (Luke 24:49; Acts 1:4-8; I Corinthians 12:1-31). This wonderful experience is distinct from and subsequent to the experience of the new birth (Acts 2:38, 10:44-46; 11:14-16; 15:7-9). With the baptism in the Holy Spirit come such experiences as an overflowing fullness of the Spirit (John 7:37-39; Acts 4:8), and a deepened reverence for God (Acts 2:43; Hebrews 12:28). It also produces an intensified consecration to God and dedication to His work (Acts 2:42), more active love for Christ, for His Word, and for the lost (Mark 16:20).

## Section 8: The Evidence of the Baptism in the Holy Spirit

The full consummation of the baptism of believers in the Holy Spirit is evidenced by the physical sign of speaking with other tongues as the Spirit gives utterance, the subsequent manifestation of spiritual power in public testimony and service, and the manifestation of the fruits of the Spirit through Jesus Christ (Acts 2:4, 10:44-46; 19:2, 6, 1:8; 2:42-43; Galatians 5:22).

## Section 9: Sanctification

Sanctification is an act of separation from that which is evil and dedication unto God. (Romans 12:1-2; 1 Thessalonians 5:23; Hebrews 13:12). The Scriptures teach a life of "holiness without which no man can see the Lord." (Hebrews 12:14). By the power of the Holy Spirit, we are able to obey the command: "Be ye holy, for I am holy" (1 Peter 1:15-16).

Sanctification is realized in the believer by recognizing his identification with Christ in His death and resurrection, by faith recognizing the fact of that union daily and by offering every faculty continually to the dominion of the Holy Spirit (Romans 6:11, 13; 8:1-2, 13; Galatians 2:20; Philippians 2:12-13; 1 Peter 1:15).

Sanctification is the will of God for all believers and should earnestly be pursued by walking in obedience to God's Word (John 2:6; Romans 8:3-4).

## Section 10: The Church and its Mission

The Church is the body of Christ, the habitation of God through the Spirit, with divine appointments for the fulfillment of her great commission. Each believer, born of the Spirit, is an integral part of the General Assembly and Church of the first born (Ephesians 1:22-23; 2:22; Hebrews 12:23).

Since God's purpose concerning man is to seek and to save that which is lost, to be worshipped by man, and to build a body of believers in the image of His Son, the reason for being of the Assemblies of God as part of the Church is:

- To be an agency of God for evangelizing the world (Acts 1:8; Matthew 28:19-20; Mark 16:15-16).
- To be a corporate body in which man may worship God (I Corinthians 12:13).
- To be a channel of God's purpose to build a body of saints being perfected in the image of His Son (Ephesians 4:11-16; 1 Corinthians 12:28; 14:12)

The Assemblies of God exists expressly to give continuing emphasis to this reason for being in the New Testament apostolic pattern by teaching and encouraging believers to be baptized in the Holy Spirit. This experience:

- Enables them to evangelize in the power of the Spirit with the accompanying supernatural signs (Mark 16:15-20; Acts 4:29-31; Hebrews 2:3-4).
- Adds necessary dimension to worshipful relationship with God (I Corinthians 2:10; I Corinthians 12-14).
- Enables them to respond to the full working of the Holy Spirit in expression of the fruit, gifts and ministries as in New Testament times for the edifying of the body of Christ (Galatians 5:22-26; I Corinthians 14:12; Ephesians 4:11-12, I Corinthians 12:28; Colossians 1:29).

### Section 11: The Ministry and Evangelism

A divinely called and scripturally ordained ministry has been provided by our Lord for the threefold purpose of leading the Church in:

- Evangelizing of the world (Mark 16:15-20).
- Worshipping God (John 4:23-24).
- Preparing God's people for works of service so that the body of Christ may be built up and perfected in the image of His Son (Ephesians 4:11-16).

### Section 12: Divine Healing

Divine healing is an integral part of the Gospel. Deliverance from sickness is provided for in the atonement and is the privilege of all believers (Isaiah 53:4; Matthew 8:16-17; Mark 16:18; John 5:14).

### Section 13: The Blessed Hope (Rapture)

The resurrection of those who have fallen asleep in Christ and their translation together with those who are alive and remain unto the coming of the Lord is the imminent and blessed hope of the Church (I Thessalonians 4:16-17; Romans 8:23; Titus 2:13; I Corinthians 15:51-52).

## Section 14: The Millennial Reign of Jesus

The Second Coming of Christ is the visible return of Christ with His saints to reign on earth for one thousand years (Zechariah 14:5; Matthew 24:27, 30; Revelation 1:7; 19:11-14; 20:1-6). This Millennial Reign will bring the salvation of natural Israel (Ezekiel 37:21-22; Zephaniah 3:19-20; Romans 11:26-27), and the establishment of universal peace (Isaiah 11:6-9; Psalm 72:3-8; Micah 4:3-4).

## Section 15: The Final Judgment

The devil and his angels, the beast and false prophet, and whoever is not found written in the Book of Life, shall receive everlasting punishment. They shall be thrown into the lake that burns with fire and brimstone, which is the Second Death (Revelation 19:20; 20:10-15).

## Section 16: The New Heavens and the New Earth

We, according to His promise, look for new heavens and a new earth wherein dwells righteousness (II Peter 3:13; Revelation 21:1).

# Summary

The Bible is our all-sufficient rule for faith and practice. The following statement of fundamental truths is intended to ensure that we all speak the same thing. The phraseology is not inspired nor contended for, but the truth set forth is held to be essential to a full-gospel ministry. No claim is made that it covers all biblical truth, only that it covers our need as to these fundamental doctrines.

## **We Believe**

- The Bible is the inspired and only infallible and authoritative Word of God.
- There is one God, eternally existent in three persons: God the Father, God the Son and God the Holy Spirit.
- In the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death, in His bodily resurrection, in His ascension to the right hand of the Father, in His personal future return to this earth in power and glory to rule a thousand years.
- In the Blessed Hope—the Second Coming of Christ.
- The only means of being cleansed from sin is through repentance and faith in the precious blood of Christ.
- Regeneration by the Holy Spirit is absolutely essential for personal salvation.
- The redemptive work of Christ on the cross provides healing of the human body in answer to believing prayer.

- The baptism in the Holy Spirit, that according to Acts 1:6-8 and 2:4-47, empowers the believer's witness and is available to all who ask of Him.
- In the sanctifying power of the Holy Spirit by whose indwelling the Christian is enabled to live a holy life.
- In the resurrection of both the saved and the lost, the one to everlasting life and the other to everlasting damnation.

## **Position on Marriage and Family**

- We believe the family is the first and most important classroom and training ground for society. We believe God's best vision for the family is based on a marriage covenant between a man and a woman, which provides the child with the effective presence of both a father and a mother in his or her upbringing. The family provides the security, the heritage, and the perpetuation of morality without which no society can survive (Genesis 4:1-2; Ephesians 6:1-4).
- We believe God created marriage (Genesis 2:22). It is a covenant made between a man and a woman that makes them one (Genesis 2:24). The marriage covenant requires the married parties to be faithful, loving, and helpful to each other as long as they both shall live (Mark 10:3-10). Christians are not to marry unbelievers (2 Corinthians 6:14-18). Those whom God has directed to be joined together shall, after counseling with the pastor concerning what God requires of them, be joined in Christian marriage (Malachi 2:13-16; Matthew 5:32; 19:5-6, 9; Romans 7:2-3; I Corinthians 7:10-11, 15; II Corinthians 6:14; Ephesians 5:22-23).

This position on Marriage and Family is a paraphrased version of the Assemblies of God Position Paper on Homosexuality, Marriage and Sexual Identity. We affirm the full position approved by the General Council of the Assemblies of God. The complete paper is available on the Assemblies of God website.

## **Article V** *Membership*

### **Section 1: Eligibility of Membership**

Membership in this assembly shall be available to all those who are at least 18 years of age who give evidence of their faith in the Lord Jesus Christ, and voluntarily subscribe to its tenants of faith.

### **Section 2: Commitments of Membership**

As membership in a church indicates a personal commitment to identify with Christ and a desire to be in community with others in the church and serve the needs, mission, and vision of the church, it will be expected that all members are intentionally pursuing a life of

Christian discipleship and spiritual formation. This commitment would include the following:

- Confess Christ as Lord (Romans 10:9-10)
- Ability to identify a personal conversion experience (new birth) that is expected of Christ-followers (John 1:12-13; 3:3-8; 1 Peter 1:18-25)
- Willing to commit to a life of consistent spiritual discipline that would include daily reading and meditation of Scripture and prayer
- Willingness to attend regular services and events at one of the Glad Tidings campuses
- Willingness to commit to serving if physically able in at least one ministry at one of the Glad Tidings campuses or in the community where a campus is located.
- Ability to display a generous and consistent pattern of giving tithes and offerings to one of the Glad Tidings campuses. All members are encouraged to support missions programs in addition to their tithe
- Willing to attend a Welcome Dinner and participate in a GT small group **if able**, and be willing to share their faith with others and invite them to church
- Agree to abide by the Constitution and Bylaws of Glad Tidings Church, support and embrace the church's vision, and work to protect the church's unity
- Attendance at the membership class prior to membership approval
- Attendance, either in person or virtually, at the annual business meeting

### Section 3: Benefits of Membership

Membership at Glad Tidings is an important step in one's spiritual development and high expectations are set forth for all who desire such. In addition to the expectations and standards, there is also great value and benefits to being a member at Glad Tidings. They include the following:

- Opportunity to serve in church leadership
- Opportunity to engage discussion and dialogue at church business meetings
- Opportunity to vote on matters of church business
- Access to church financial information and reports

### Section 4: Categories of Membership

#### *Membership*

- Must be at least 18 years of age
- Must have met the standards of membership set forth above
- Will enjoy voting privileges in all business meetings of the assembly



### *Honorary Membership*

- Members who are engaged in the ministry of the Gospel or who are enrolled in training for the same
- Members who are attending a non-local institution of higher learning
- Members who are serving a tour of duty in the armed services for our country
- Members who are shut-ins or who, because of physical reasons, are unable to attend
- Will enjoy voting privileges in all business meetings as able but will not count toward the quorum

### *Junior Membership*

- Those who meet the standards of membership and are between the age of 12-17 may become junior members
- Junior members shall not have voting rights in business meetings
- Junior members who maintain the commitments of membership can apply for membership at the age of 18

### *Inactive Membership*

- Active members who, without good cause, absent themselves consistently from the services of the assembly for a period of three consecutive months or more
- Active members who may be out of harmony with the teaching or ministries of the assembly
- Active members who are under charges of misconduct or who may have chosen to live a lifestyle contrary to the teachings of Scripture

Transfers from active membership to inactive membership or reinstatement will be handled as follows:

- All such transactions shall be made at the discretion of the pastor and the board
- Inactive members will not be able to vote in the annual business meeting
- In cases of sinful conduct, the pastor and the board shall seek restoration of said member

### Section 5: Membership Review

The church board will review the membership roster annually not less than ninety days prior to the annual business meeting. It will be at this time that decisions will be made as to membership status.

## Section 6: Change of Membership Status

Persons who have been placed on the inactive membership roll may be placed back on the active membership roll after becoming active again for a period of ninety days. Initiative for this action may be taken by either the member or the church board.

## Section 7:

By virtue of office, the pastor and pastoral staff shall be considered as active members of the assembly during their tenure. The pastors' spouses shall become active members simultaneously with the pastor and pastoral staff, subject to Sections One and Two of Article V.

### **Article VI**

#### *Church Board*

There shall be an official board who shall serve the congregation in matters pertaining to business, property, and facility oversight and will partner with elders in matters of pastoral oversight. The board, in good faith, may guide the congregation through transitions that may not be specifically stated in this document.

### **Article VII**

#### *Elders*

There will be elders who will serve the congregation by providing counsel to the senior pastor, prayer support for the senior pastor and pastoral staff, extended pastoral care and ministry to the church body, deliberative participation in matters of church vision and church planting strategy, and representative participation in matters pertaining to pastoral discipline, search, or hiring.

### **Article VIII**

#### *Meetings*

## Section 1:

Meeting for public worship shall be held on each Lord's Day and during the week as may be provided for under the direction of the board.

## Section 2:

There will be an annual business meeting of the assembly at which time the ratification of the board shall take place and reports shall be presented. This meeting will be held during the first quarter of the year. The chairman of the board will announce the time, place, and date. Due notice will be given on the two Sundays prior to the date of the meeting, as well as through the USPS, and all church communiqué. The meeting may be attended live or virtually via an online platform approved by the assembly.

### Section 3:

Special business meetings of the assembly may be called, when necessary, after proper notice has been given by the chairman of the board or the secretary of the board provided the meeting has been agreed upon by a majority of the board. Special meetings may also be called by a petition having been signed by not less than one-fourth of the active membership of the assembly. The petition is to be placed in the hands of the chairman of the board or the secretary of the board. Either of these will set the date of the meeting which is to be held within three weeks and make an announcement on the two Sundays prior to the date of the meeting.

### Section 4:

In order for business to be transacted in any regular or special meeting of the assembly, a quorum of not less than one fourth of voting members must be present. If no quorum is present and the meeting has been duly called, business may be carried out but votes and elections will not become official until the decisions have been ratified by the proper percentage of members in a *Motion to Ratify*, in accordance with the guidelines of *Roberts Rules of Order* 11<sup>th</sup> edition, page 124-125. This ratification may be made through means of the USPS.

### Section 5:

The board shall meet monthly for the transaction of routine business for the assembly, time and place to be announced by the chairman.

### Section 6:

Special meetings of the board may be called by the chairman or vice-chairman of the board or upon the request of at least two members of the board. The chairman or vice-chairman must call the meeting provided all board members are notified of said meeting unless a member is out of town and cannot be reached. The meeting shall be held within seventy-two hours of the request. In the event the chairman or vice-chairman does not call the meeting, the members requesting said meeting may call it provided the notification requirement above is followed.

### Section 7:

Absentee ballots will be accepted only on un-amended issues that can be voted upon by a "yes" or "no" vote, and the first ballot for the election of board members. Absentee ballots will not be permitted in the election of pastor or any votes pertaining to discipline of a pastor or board member. Absentee ballots must be sealed and include the member's signature on the envelope and must be received by the church office or the secretary of the board prior to the meeting, so as to be approved by the secretary of the board. If the ballot is challenged, it will be ruled upon by a majority vote of the church board present at the meeting.

Section 8:

There shall be an elder meeting every other month for ministry updates, prayer, pastoral care updates, and vision-casting.

**Article IX**

*Church Ministries and Staff*

Section 1:

The church has the responsibility to provide ministries for the carrying out of the church mission and vision. These may include but are not limited to Christian education ministry to adults, teens, and children, community outreach ministries, and other evangelistic outreaches as deemed necessary by the church leadership. All such ministries will be directed and supervised by the church staff.

Section 2:

The senior pastor will choose staff members who will be paid based on a salary set by the board.

**Article X**

*Finance*

The funds of the church will be provided by voluntary contributions and tithes and offerings of its members and friends. Contributions will be accepted by the church and will be administered by the business manager under the direction of the church treasurer and board.

**Article XI**

*Real Estate*

Section 1:

All property and real estate of the church shall be deeded or titled in the name of the church. No real estate property owned by the church may be sold or alienated, which is valued at more than \$100,000 unless first recommended by the board and then authorized by a two-thirds vote of the ballots cast at a membership meeting, excepting the granting of easements or rights-of-way, which the board may authorize in its sole discretion.

## Section 2: Leases, Rents, and Borrowing

### 1. Payment Ceiling

No money shall be borrowed or lease obligation incurred, which when combined with all present monthly debt service and lease payments will cause the total monthly debt service and lease payments to exceed **twenty percent** of the average monthly undesignated income of the most recent twenty-four-month period, unless first authorized by a two-thirds vote of the ballots cast at any membership meeting. If approved by the membership, the board will be authorized to purchase, lease, or borrow as requested. The undesignated income includes, but is not limited to tithes, offerings, investment income and unrestricted gifts to the church. This excludes income designated to a particular ministry or purpose that is considered a restricted gift or payment.

### 2. Board Authorized

If the money borrowed or lease obligation incurred which, when combined with all present monthly debt service and lease payments, does not result in the total monthly debt service and lease payments exceeding **twenty percent** of the average monthly undesignated income of the most recent twenty-four-month period, then subject to the provisions of the foregoing Article XI, Section 1 (property and real estate), the board may authorize the debt.

### 3. Manner of Acting

A vote of a majority of the board members present at a meeting at which a quorum is present shall be the act of the board, unless a greater number is required by law or these bylaws. The signature of the president and secretary on behalf of the church shall be conclusive proof of authorization by the board.

## Section 3:

The chairman and the secretary of the board shall sign and execute any such conveyance on the behalf of the assembly, and they shall certify in the same that it has been duly authorized and recommended by a vote of the assembly. Such certification shall be held to be conclusive evidence thereof.

## Section 4:

The board shall have the right to enter into negotiation for purchasing, selling, leasing, or mortgaging of real estate subject to the approval of the membership.

### Section 5:

All other property of the assembly (furnishings, etc.) shall be under the jurisdiction of the board to buy, maintain, sell, or dispose of as deemed necessary by a majority vote of the board.

## **Article XII**

### *Dissolution*

Upon the dissolution of the church, none of its funds or assets shall be distributed to any pastor, officer, trustee, or any other individual. The board, after paying or making provision for the payment of all liabilities of the church, shall dispose of all the funds and assets of the church by conveying the same to the Indiana District Council of the Assemblies of God, for the purposes of the church, provided that the said District Council at the time qualifies as an exempt organization under section 501(c)(3) of the Internal Revenue Code. These said funds shall be conveyed to the Indiana District of The Assemblies of God with the express intent and hope that they be reinvested in a church planting movement in Indiana. In the event the Indiana District Council of the Assemblies of God is unable or unwilling to accept the transfer of all the property of this church, then such property shall be transferred to an organization operated exclusively for religious purposes with tax-exempt status under Section 501 (c)(3) of the Internal Revenue Code whose purposes are nearest the purposes of The General Council of the Assemblies of God, which transfer shall be made by the appropriate court of the county in which this church is located.

## **Article XIII**

### *Amendments*

### Section 1:

The constitution may be amended by a two-thirds vote of the active membership of the assembly who are in attendance at the annual business meeting or a meeting called for that purpose or at least two-thirds votes cast by mail if membership has been provided adequate opportunity to ask questions and offer feedback.

### Section 2:

Any active member proposing an amendment shall submit the proposed amendment in writing to the chairman or secretary of the board at least ninety days prior to the annual business meeting. This proposed amendment will bear their signature. A committee composed of representatives from the board and from the membership as well as the author of the proposed amendment shall be appointed by the board to study the proposed amendment.

Section 3:

The membership shall receive in writing, at least two weeks prior to the annual business meeting, any amendments recommended by the committee for action by the membership.

Section 4:

Article IV (Tenets of Faith) may not be amended unless amended by the General Council of the Assemblies of God.

# Bylaws

## Article 1

### *Duties of Officers*

#### Section 1

The pastor will be credentialed by the Assemblies of God, and will be considered the spiritual overseer of the assembly. He will be the president and CEO of the corporation and will act as chairman of all business meetings of the assembly and of all board meetings. He will serve as an ex-officio member of all committees or departments and will provide for all the services of the assembly and arrange for all special meetings or revival services. No person will be invited to speak or preach without his approval.

He will invite all pastoral staff as well as any other compensated personnel to serve and they will be directly responsible to the pastor who will assign their responsibilities and determine their length of employment. None of these positions will be filled or vacated by congregational vote.

In the event that, because of physical or personal reasons, the pastor is unable to perform his ministerial duties for a time, the vice-chair shall conduct the business of the church and assume the role of the chairman of the board until which time the pastor is able to resume his responsibilities or resigns from ministry. During this time, the chairman will also be responsible for securing speakers to fill the pulpit.

#### Section 2:

The church board will consist of 9-11 members in addition to the senior pastor.

#### Section 3:

The board will meet monthly with the pastor to discuss, plan, and strategize church ministry and business matters. The elders will act in an advisory capacity to the pastor.

At the senior pastor's request, the board will assist with the distribution of benevolence and missions (home, state, and world support), and will assist in the development and approval of the personnel handbook, the church policy manual, and the annual budget.

The pastor will serve as the chairman of the board but will vote only to break a tie. The board will elect from among themselves a vice-chair and secretary to record the minutes of all meetings. A treasurer will be elected from within the board or appointed by the board to serve on the board for a three-year term. All elections will take place at the first monthly meeting following the annual business meeting and will require a two-thirds vote of the board. Prior to that meeting, board members shall make nominations to the pastor for open positions. The pastor will bring that slate of nominations to the board and the elections will



be conducted by secret ballot.

A majority present at any board meeting will constitute a quorum, provided all members have been notified to be present.

#### Section 4:

The board shall be the custodians of all the church property of the assembly. The board shall provide oversight and/or assist the pastor and/or pastoral staff in the planning and direction of church building programs and capital campaign programs. They may choose to delegate a portion of these responsibilities by the appointment of temporary committees. The board shall review and act on all non-budgeted expense requests.

#### Section 5:

The secretary of the board shall keep the minutes of the official meetings of the board and of the annual and special business meetings and provide duplicates to be kept in the church office. He shall keep a record of the membership of the assembly and perform any other clerical work necessary to the proper discharge of his duties. Board meeting minutes may be accessible for viewing by making arrangements with the secretary of the board. The board should deem sensitive items pertaining to personnel or individuals confidential.

#### Section 6:

The treasurer shall be responsible to oversee and supervise the financial operations of the church. A company approved by the board shall bond him. He shall oversee the deposit of all funds in a responsible bank and shall approve the disbursement of all funds by check as authorized by the board. All checks shall be countersigned by the treasurer and the secretary of the board or other senior members of the board. The treasurer shall also be responsible for presenting an itemized report to the church board of all receipts and disbursements on a monthly basis and to the membership at the annual business meeting.

#### Section 7:

The pastoral staff, together with the elders, shall have the right to appoint elders for the church and these elders should be ratified by the board and then by the congregation. The numbers of elders shall not exceed 14 but must be at least 10. Elders shall serve the congregation by providing counsel to the senior pastor, prayer support for the senior pastor and pastoral staff, extended pastoral care and ministry to the church body, deliberative participation in matters of church vision and church planting strategy, and representative participation in matters pertaining to pastoral discipline and the search and hiring of a new senior pastor. Elders shall serve for life with the option to step down unless serious charges are brought and substantiated against them. Elders will not have an official role in church business or financial affairs except in matters aforementioned. Elder meetings shall occur every other month. They shall, at the first meeting of every new year, select from among themselves a vice-chair to lead meetings should the pastor be unable or

during a time of pastoral vacancy. No individual may serve as an elder and a church board member at the same time.

#### Section 8:

In the event any board member, including the senior pastor, has a conflict of interest that might properly limit his or her fair and impartial participation in deliberations or decisions, the board member is required to inform the board as to the circumstances of such conflict. If those circumstances require the nonparticipation of the affected board member, the board may nonetheless request any appropriate nonconfidential information which might inform its decisions. "Conflict of interest," as referred to herein, shall include but is not limited to any transaction by or with the corporation in which a board member has a direct or indirect personal interest, or any transaction in which a board member is unable to exercise impartial judgment or otherwise act in the best interests of the corporation. No board member will cast a vote, nor take part in the final deliberation in any matter in which he or she, members of his or her immediate family, or any organization to which such board member has allegiance, has a personal interest that may be seen as competing with the interest of the corporation. Any board member who believes he or she may have such a conflict of interest will notify the board prior to deliberation on the matter in question, and the board will make the final determination as to whether any board member has a conflict of interest in any matter. The minutes of the board meeting shall reflect disclosure of any conflict of interest and the recusal of the interested board member

## Article II

### *Election and Vacancies*

#### Section 1:

The pastor shall be elected to serve for an indefinite period of time. The search team for a pastoral vacancy shall consist of no less than four board members and no less than four elders. This team will elect a chairman of the team and together they will determine their search plan and criteria to screen applicants, conduct interviews, and ultimately present a candidate to the membership for a vote. The board and elders may choose to work with the pastor in developing a succession plan prior to the pastor's resignation or retirement. A seventy-five percent vote of the voting membership present for a meeting called for the purpose of electing a pastor will constitute an election.

#### Section 2:

Members will be given the opportunity to make recommendations to the church board for vacant positions. Those recommendations will be made no less than sixty days prior to the annual business meeting. The board may or may not choose to place those names up for ratification. All board positions will be filled by appointment of the board, and approved by the elders. The congregation will be asked to cast a ratifying vote at the annual business meeting. Should a position become vacant mid-term, the board can at its discretion, appoint someone to fulfill said position subject to approval of the elders. If the position is filled by

the board mid-term, the congregation must be notified and the appointment ratified by the congregation within thirty (30) days. The board may at no time operate with under nine members. After (30) thirty days, ratification of this appointment requires the majority of votes cast at a meeting called for that purpose.

### Section 3:

A minister holding credentials, other than the lead pastor of the church, in the employ of the church, shall not have a vote on the church board. He shall sit in on board meetings by invitation.

### Section 4:

#### *Requirements*

- Has been a born-again Christian for at least three years, evidenced by personal confession of Christ's Lordship and demonstration of mature faith.
- Is at least twenty-one years of age.
- Has been an active member in good standing for at least one year.
- Shall subscribe to the tenants of faith as outlined in Article IV, sections 1-16
- May not be an employee of Glad Tidings Church
- See also 1 Timothy 3:8-13; Acts 6:3, and Titus 1:6-9

#### *Expectations*

In consideration of the confidence placed in a board member by the local church for the leadership office, a board member must be willing to do the following:

- Model Christ-like love and leadership consistently by not gossiping, and by "speaking the truth in love".
- Keep board information confidential. Board meetings will often include discussion about matters that should be kept confidential to protect the reputation of individuals and the church. This includes not sharing confidential matters even with one's spouse.
- Commit to unity. Board members will be team players realizing that their contribution is only one part of the vision God has given the church to "help seekers become servants of Christ." They will also do everything they can to throw water and not fuel on the fire of conflicts that may arise.
- Attend corporate worship services every Sunday unless sick, traveling, or when emergency situations arise. Board members will also attend those events outside of the Sunday morning worship services (i.e., prayer services, all-church fellowship events, local outreaches).
- Will attend to their own development in Christ especially as they lead others to a deeper walk with Christ through ministry by devoting time alone with God on a regular basis through prayer, Bible study, and devotional reading.

- Board members will do whatever they can to support the vision God has given the church to “help seekers become servants of Christ.” This support includes prayer for the church and tithing to build God’s kingdom. (Tithing is the biblical principle of setting aside 10% of one’s income to support the ministry of the local church). Board members will also support the church by being involved in a hands-on ministry of some kind, outside of their service on the board.
- Board members will be faithful to God through their leadership on the board by demonstrating the Four P’s: *Punctuality* (on time to serve), *Preparedness* (ready to serve), *Passion* (excited to serve), and *Persistence* (finishing their turn to serve).
- Board members understand and accept that they are accountable to the leadership of the church (senior pastor and fellow board members) if they consistently fail to abide by this covenant.

## Section 5:

### *The Pastor*

In the event that a senior pastor/CEO has serious charges brought against him or his ministry has ceased to be effective, power is vested in the board to ask for the resignation of the senior pastor/CEO. Before the board meets to discuss this matter, they will inform the elders of the issue.

The following steps are necessary to proceed:

- A special meeting of the board and elders, along with the pastor shall be called by the board in order to present the issue and to allow the pastor to share his side of the situation. The vice-chair of the board will lead this meeting.
- The board shall then seek the counsel of the elders in a meeting where the pastor is not present.
- The elders shall then submit to the board vice-chair their recommendation for handling the situation.
- The board shall then meet to discuss and act on the elders’ recommendation.
- If the decision is made to ask for the pastor’s resignation, they shall inform the elders. The elders shall select four of their own members to meet with the board and the pastor when the board informs the pastor of their decision.
- If the board asks for the pastor’s resignation and the pastor refuses to resign, the pastor will be placed on administrative leave for a period of time to be determined by the board with no business or ministry activities performed. The four appointed elders will be asked to serve with the board in the following steps. Any attempt by the pastor to persuade parishioners through personal contact, social media, or discussions of any type may result in immediate termination. Board members and elders will also refrain from such activities.
- If the pastor submits his resignation, a report of such action will then be made to the district office and to the membership.

- If the resignation is refused, the pastorate shall not be considered vacant but another meeting will be called. The district superintendent or his representative will be asked to chair that meeting with the board, the elder representatives, and the pastor.
- The meeting with the district official will be comprised of two parts: the board and elder representatives will present their findings to the district official, and then the pastor shall be invited to join the meeting and present his side of the issue. The board will counsel with the elder representatives and then the board will vote (after the elders have been dismissed) and a majority vote of the board will determine the final outcome. A vote to terminate the pastor will result in an immediate termination of employment without additional consideration.
- Once a decision on termination is made, the membership should be notified.

### *Board Members and Elders*

Any board member or elder who has serious charges brought against them such as unscriptural conduct, doctrinal departure from the Tenants of Faith, incompetence in office, or who shall absent themselves willfully from regular services shall be contacted by the pastor. The pastor, after counseling with the board member or elder, shall report to the board or elders. After consultation the majority of the board or elders may request the member to meet with the board or elders for a hearing. If, after the hearing, the majority of the board or elders agree by secret ballot that the charges have foundation, the board or elders shall ask for their resignation. If such resignation is refused, the position shall not be considered vacant until the action of the board or elders has been confirmed by a majority vote of the voting membership present at a meeting called for this purpose. Said vote shall be by secret ballot and the decision of the vote shall be considered final.

## **Article III**

### *Order of Business*

The regular items of business to be discussed at an annual business meeting will be the following and will follow the guidelines and practices of Robert's Rules of Order.

- Presentation of minutes
- Presentation of financials
- Ratification of officers
- Other necessary business

**Article IV**  
*Amendments*

**Section 1:**

The bylaws may be amended by a two-thirds vote of the active membership of the assembly who are in attendance at the annual business meeting or a meeting called for that purpose or at least two-thirds votes cast by mail if membership has been provided adequate opportunity to ask questions and offer feedback.

**Section 2:**

Any active member proposing an amendment shall submit in writing, with signature, said amendment to the chairman or the secretary of the board at least ninety days prior to the annual business meeting. A committee composed of representatives from the board, and from the membership as well as the author of the proposed amendment, shall be appointed by the board to study the proposed amendment.

**Section 3:**

The membership shall receive in writing, at least two weeks prior to the annual business meeting, any proposed amendments recommended by the committee for action by the membership.

**Article V**  
*Gender*

Any use of the pronoun “he” in reference to church office, staff, or committee members is used in a general sense of mankind, and is not meant to exclusively imply the male gender.



