

CONSTITUTION AND BYLAWS
OF
SEARCY FAITH ASSEMBLY OF GOD
CHURCH SEARCY, ARKANSAS

(Last Updated and Revised February 26, 2025)

PREAMBLE

For the purpose of establishing and maintaining a place of worship unto almighty God, to provide for Christian fellowship, to honor the Holy Spirit's ministry according to our Pentecostal heritage, and to spread the gospel of Jesus Christ by all available means; we who are members of this assembly in good standing, according to the official roster of active members under the above date, do recognize ourselves as a local assembly in fellowship with and a part of The General Council of The Assemblies of God, and adopt the following articles of church order and agree to be governed by them.

CONSTITUTION

ARTICLE I: NAME

The name of this Assembly shall be Searcy Faith Assembly of God of the City of Searcy, State of Arkansas.

ARTICLE II: PREROGATIVES

SECTION 1. This Assembly shall have the right to govern itself according to the standards of the New Testament scriptures, "endeavoring to keep the unity of the Spirit in the bond of peace... till we all come in the unity of the faith, and of the knowledge of the Son of God, unto a perfect man, unto the measure of the stature of the fullness of Christ" (Ephesians 4:3,13).

SECTION 2. It shall have the right to purchase, accept, acquire by gift or bequest, and to own, hold in trust, use, sell, convey, mortgage, lease, or otherwise dispose of real estate or chattel properties as may be necessary, all-in accordance with its Constitution and Bylaws or the same as later amended or modified.

ARTICLE III: TENETS OF FAITH

This Assembly accepts the holy scripture as the revealed will of God, the all-sufficient rule of faith and practice, and for the purpose of maintaining general unity, adopts the Statement of Fundamental Truths of The General Council of The Assemblies of God, to wit:

1. THE SCRIPTURES ARE INSPIRED. The scriptures, both the Old and New Testaments, are verbally inspired of God and are the revelation of God to man, the infallible authoritative rule of faith and conduct (2 Timothy 3:15-17; I Thessalonians 2:13; II Peter 1:21).

2. THE ONE TRUE GOD. The One True God has revealed himself as the eternally self-existent “I Am”, the Creator of heaven and earth, and the Redeemer of mankind. He has further revealed himself as embodying the principles of relationship and association as Father, Son and Holy Ghost (Deuteronomy 6:4; Isaiah 43:10,11; Matthew 28:19; Luke 3:22).

3. THE DEITY OF THE LORD JESUS CHRIST. The Lord Jesus Christ is the eternal Son of God. The scriptures declare:

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

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 1:26,27; 3:6; 2:17; Romans 5:12-19).

5. THE SALVATION OF MAN. Man’s only hope of redemption is through the shed blood of Jesus Christ the Son of God.

A. CONDITIONS TO SALVATION.

Salvation is received through repentance toward God and faith toward the Lord Jesus Christ. By the washing of regeneration and renewing of the Holy Ghost, being justified by grace through faith, man becomes an heir of God according to the hope of eternal life. (Luke 24:27; John 3:3; Romans 10:13-15; Ephesians 2:8, Titus 2:11; 3:5-7).

B. THE EVIDENCES OF SALVATION.

The inward evidence of 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 (Ephesians 4:24; Titus 2:12).

6. THE ORDINANCES OF THE CHURCH.

A. BAPTISM IN WATER.

The ordinance of baptism by immersion is commanded in the scriptures. All who repent and believe in Christ as Savior and Lord are to be baptized. Thus, they declare to the world that they have died with Christ and that they also been raised with Him to walk in newness of life. (Matthew 28:19; Mark 16:16; Acts 10:47,48; Romans 6:4).

B. HOLY COMMUNION.

The Lord’s Supper, consisting of the elements, bread and the fruit of the vine, is the symbol expressing our sharing the divine nature of our Lord Jesus Christ (II Peter 1:4); a memorial of his suffering and death

(I Corinthians 11:26); and a prophecy of his second coming (I Corinthians 11:26); and is enjoined on all believers “til he come”!

- 7. THE BAPTISM IN THE HOLY GHOST.** All believers are entitled to and should ardently expect and earnestly seek the promise of the Father, the baptism in the Holy Ghost 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 endowment of power for life and service, the bestowment of the gifts and their uses in the Word of the ministry (Luke 24:29; Acts 1:4,8; I Corinthians 12:1-31). This experience is distinct from and subsequent to the experience of the new birth (Acts 8:12-17; 10:44-46; 11:14-16; 15:7-9). With the baptism in the Holy Ghost come such experiences as an overflowing fullness of the Spirit (John 7:37-39; Acts 4:8), a deepened reverence for God (Acts 2:43; Hebrews 12:28), an intensified consecration to God and dedication to his work (Acts 2:42), and a more active love for Christ, for his Word, and for the lost (Mark 16:20).

- 8. THE EVIDENCE OF THE BAPTISM IN THE HOLY GHOST.** The baptism of believers in the Holy Ghost is witnessed by the initial physical sign of speaking with other tongues as the Spirit of God gives them utterance (Acts 2:4). The speaking in tongues in this instance is the same in essence as the gift of tongues (I Corinthians 12:4-10,28), but different in purpose and use.

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

Sanctification is realized in the believer by recognizing his identification with Christ in his death and resurrection, and by faith reckoning daily upon the fact of that union, and by offering every faculty continually to the dominion of the Holy Spirit (Romans 6:1-11,13; 8:1,2,13; Galatians 2:20; Philippians 2:12,13; I Peter 1:5).

- 10. THE CHURCH.** 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, which are written in heaven (Ephesians 1:22,23; 2:22, Hebrews 12:23).

- 11. THE MINISTRY.** A divinely called and scripturally ordained ministry has been provided by our Lord for a two-fold purpose:

- A. The evangelism of the world, and
- B. The edifying of the body of Christ (Mark 16:15-20; Ephesians 4:11-13).

- 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 53:4,5; Matthew 8:16,17; James 5:14-16).

- 13. THE BLESSED HOPE.** 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).
- 14. THE MILLENNIAL REIGN OF CHRIST.** The second coming of Christ includes the rapture of the saints, which is our blessed hope, followed by the visible return of Christ with his saints to reign on the 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 national Israel (Ezekiel 37:21,22; Zephaniah 3:19,20; Romans 11:26,27) and the establishment of universal peace (Isaiah 11:6-9; Psalms 72:3-8; Micah 4:3,4).
- 15. THE FINAL JUDGMENT.** There will be a final judgment in which the wicked dead will be raised and judged according to their works. Whosoever is not found written in the Book of Life, together with the Devil and his angels, the beast and the false prophet, will be confined to everlasting punishment in the lake which burneth with fire and brimstone, which is the second death (Matthew 25:46; Mark 9:43-48; Revelations 19:20; 20:11-15; 21:8).
- 16. THE NEW HEAVENS AND THE NEW EARTH.** “We, according to His promise, look for the new heavens and a new earth, wherein dwelleth righteousness” (II Peter 3:13; Revelations 21:22).

ARTICLE IV: ORDINANCES

SECTION 1. WATER BAPTISM.

The ordinances of water baptism by immersion in water shall be administered to all those who have repented of their sins and who have believed on the Lord Jesus Christ to the saving of their souls, and who give clear evidence of their salvation.

SECTION 2. LORD’S SUPPER.

The ordinance of the Lord’s Supper shall be observed regularly as enjoined in Scripture.

ARTICLE V: AMENDMENTS

This constitution may be amended by a two-thirds vote of the membership of the assembly in attendance at any regular or special meeting called for that purpose, provided due notice of such proposed change shall have been made at all the services on at least two consecutive Sundays immediately prior to the time of such meeting. It shall be understood that this does not apply to the Article of Tenets of Faith, which stands regardless of any such vote.

BYLAWS

ARTICLE I: DUTIES OF OFFICERS

SECTION 1. PASTOR.

The Pastor shall be considered as the Spiritual overseer of the Assembly and shall direct all of its activities. He shall be the President of the Corporation and shall act as Chairman of all the business meetings of the Assembly and of the Official Board. He shall be an ex-officio member of all departments and committees. He shall provide for all the services of the Assembly and shall arrange for all special meetings, conventions, and revival campaigns. No person shall be invited to speak or preach in the Assembly without his approval.

SECTION 2. DEACONS.

A Board of not less than three (3) scripturally qualified Deacons shall be elected to serve with the Pastor in an advisory capacity; the number of Deacons is to be decided by the current Official Board and the Pastor. They shall assist him in the spiritual and practical management of the Assembly. They shall act in accepting and in disciplining members. One of these Deacons shall serve as the Secretary of the Official Board. Members of this Board shall be at least 21 years of age and shall have been a member of the Assembly with a consistent tithing record for at least one (1) year. No immediate family (Ex. Brothers, Father/Son, Father/Son-in-Law) can serve on the Official Board at the same time.

A majority present at any meeting of the Official Board shall constitute a quorum, providing all members have been notified to be present. If the Assembly is without a Pastor, or he is unable to attend, the Official Board may elect a temporary Chairman for the purpose of conducting business for the Assembly. The Official Board shall have the right to appoint a member to fill any office except that of Pastor, should the office in question become vacant before the term has expired, until the next Annual Business Meeting at which time that position would be voted on by the membership. The appointed person would be eligible for election at that time.

SECTION 3. TRUSTEES.

The Official Board shall serve as Trustees of the Assembly's property, and shall make provision for the maintenance, repair and protection of such property.

SECTION 4. SECRETARY/TREASURER.

Under the supervision of the Official Board, the Secretary/Treasurer or the Assistant(s) shall keep the Minutes of the Annual and Special Business Meetings of the Assembly. The Secretary/Treasurer or the Assistant(s) shall keep a record of the membership of the Assembly. The Secretary/Treasurer or the Assistant(s) shall be the custodian of all official and legal documents.

Under the supervision of the Official Board, the Secretary/Treasurer or the Assistant(s) shall be entrusted with all the general finances of the Assembly which may be committed to them. The Secretary/Treasurer or the Assistant(s) shall deposit all funds in a responsible bank in the name of the Assembly and shall disburse the same by check as authorized by the Assembly and/or the Official Board. All general fund checks shall require two (2) signatures. They can be any combination of two (2) signatures from either the Official Board or the Secretary/Treasurer or the Assistant(s).

Under the supervision of the Official Board, the Secretary/Treasurer or the Assistant(s) shall strive to make a monthly report to the Official Board, and an annual report to the membership

at the Annual Business Meeting. The Secretary/Treasurer or the Assistant(s) shall employ a bookkeeping method that would enable the reports to be published and for general efficiency. The general fund account shall be audited as necessary under the direction of the Senior Pastor and the Official Board. The Official Board shall be authorized to utilize the services of a Certified Public Accountant should it be deemed necessary for the maintenance of proper bookkeeping.

The Secretary/Treasurer can receive compensation. The Official Board shall be authorized to make compensation as deemed appropriate.

SECTION 5. THE PASTORAL STAFF.

The Official Board may provide for pastoral staff to serve in the ministries and programs of this Church. The candidates for service on the pastoral staff shall be selected by the Pastor to serve, subject to ratification and confirmation by the Official Board, and shall serve as assistants to the Pastor and under his direct supervision. The pastoral staff may attend the Official Board meetings at the will of the Pastor and Official Board without voting privileges. All individuals serving in a ministerial capacity on the pastoral staff must have and maintain current credentials. If no such credentials exist, there must be a willingness to obtain them. In the event an individual serving on the pastoral staff is in a non-ministerial role which does not require ministerial credentials, he/she should alternatively qualify themselves by showing of training and experience in the particular field for which he/she has been engaged.

All members of the pastoral staff are directly responsible to the Pastor for respective assignments or portfolios. They shall be amendable to the Pastor in all matters of faith and conduct. They shall also perform such duties and carry such responsibilities as may be assigned by the Pastor. Credentialed ministers serving in staff positions should submit their resignation upon the resignation of the Senior Pastor. The Official Board may hire them back on a temporary basis until a Senior Pastor can be found. At this time, the credentialed minister serving as a staff person should resign to the newly elected Senior Pastor.

ARTICLE II: DEACON QUALIFICATIONS

A man's life and character must pass certain criteria before he can qualify to serve as a Deacon. The scriptures dictate the qualifications.

A. The Deacon must be chosen from "among you" (Acts 6:3), a lay member of the local congregation for at least one (1) year.

B. The Deacon must be a man of good reputation, "men of honest report" (Acts 6:3). The confidence and trust of the congregation and community are essential.

C. The Deacon is in a spiritual ministry, "full of the Holy Ghost" (Acts 6:3), according to Acts 2:4 and continuing to be "full" (Ephesians 5:18).

D. The Deacon is required to make decisions in practical and temporal matters as well as giving support to the Pastor in spiritual matters, so sound direction and wise counsel needs "wisdom" (Acts 6:3).

E. The Deacon must be willing to be involved in the work of God through the Church; he is to "serve" (Acts 6:2).

F. The Deacon is to be "grave" (I Timothy 3:8); i.e. steadfast and serious.

G. The Deacon is “not double-tongued” (I Timothy 3:8), i.e. a man of his word; dependable.

H. The Deacon is “not given to much wine” (I Timothy 3:8); i.e. he is a total abstainer from alcoholic beverages and does not depend on physical stimulants.

I. The Deacon is “not greedy of filthy lucre” (I Timothy 3:8). He is a faithful steward with his tithe, generous, and not motivated by money.

J. The Deacon is proper in his doctrine, “holding the mystery of the faith in a pure conscience” (I Timothy 3:9), fully subscribing to the Tenets of Faith of The Assemblies of God.

K. The Deacon is a mature believer, “and let these also first be proved” (I Timothy 3:10).

L. Any married prospective deacon candidate who either the husband or wife has a former companion still living, may be considered for the office of deacon provided the divorce meets the exceptions allowed by the General Council of Assemblies of God for prospective ministerial credentials applicants. Those exceptions are: (1) pre-conversion divorce—the divorce took place prior to the first knowledgeable decision to follow Christ; (2) infidelity on the part of the other spouse; (3) the spouse that left the marriage was an unbeliever and did not want to be married to a believer; (4) the divorce took place because a spouse was physically abusive to their spouse or the children.

“It is recommended that the church leaders should contact the Arkansas District Secretary for the process to follow to see if those individuals meet the necessary criteria for the divorce exceptions.”

M. The Deacon leads his home in Christ, “ruling their children and their own houses well” (I Timothy 3:12).

N. The Deacon’s wife must be an example of the Christian life, “grave, not slanders, sober, faithful in all things” (I Timothy 3:11).

O. Credentialed Assemblies of God ministers and non-Assemblies of God credentialed ministers and/or their spouses shall not be eligible to serve as a deacon.

ARTICLE III: ELECTIONS AND VACANCIES

SECTION 1. ELECTIONS.

A. PASTOR.

1. The Pastor shall be called for a definite period of time (until his second or third Annual Business Meeting to be decided by the Official Board) for the first election.
2. He shall be nominated by the Official Board to the Church; he is to be called to preach to the congregation and voted on before any other names are considered.
3. He shall be elected by the membership by a two-thirds majority vote by secret ballot at a duly called business meeting.
4. At the end of this term and thereafter, the Pastor can present his name for reelection. He is to be re-elected with a “Yes” or “No” vote by secret ballot. It would

require a simple majority vote for the Pastor to be re-elected for a three(3) or five (5) year term to be decided by the Official Board.

B. DEACONS.

The Nominating Committee, which will consist of the Official Board and two (2) or three (3) members chosen by the Pastor and Official Board who have been members of the Assembly for at least one (1) year, will consider and screen a list of nominees for the office of Deacon, those qualified names which have been nominated by the voting membership to be presented at the Annual Business Meeting. Nominations by secret ballot shall be made during a period of time beginning one (1) month prior to the Annual Business Meeting and ending two (2) weeks prior to said meeting. A ballot box will be conveniently placed in the lobby for nominating purposes. All elections shall be by a majority in a secret ballot vote of the voting membership.

A Board of not less than three (3) scripturally qualified Deacons shall be elected to serve. The number of Deacons is to be decided by the current Official Board and the Pastor. They shall be at least 21 years of age and shall have been a member of this Assembly with a consistent tithing record for at least one (1) year. No immediate family (Ex. Brothers, Father/Son, Father/Son-in-Law) can serve on the Official Board at the same time.

A Deacon's term of office shall be for three (3) years by a staggered rotation. The Deacon whose term has expired will have a waiting period for one (1) year before he will become eligible for re-election. Should there not be a qualified person to replace the outgoing Deacon, the Deacon whose term has expired could become eligible to serve another three (3) year term. Should an individual be appointed to or elected to fill an un-expired term of fifteen (15) months or less on the Official Board, the individual appointed or elected would not be subject to a one (1) year waiting period and therefore would be allowed to be voted upon by the membership for a person on the Official Board for a three (3) year term.

C. SECRETARY/TREASURER.

The Secretary/Treasurer and any Assistant(s) shall be appointed from among the membership by the Official Board for a three (3) year term and must have been a member of the Assembly for at least one (1) year.

SECTION 2. VACANCIES.

A. PASTOR.

1. Upon resignation or removal from the pastorate, the departing minister shall vacate the housing provided by the Assembly (if any), as well as the church office, within thirty (30) days from the date of removal or resignation. All obligations of the Assembly to the departing minister, financial or otherwise, shall cease at the end of the thirty (30) days or upon his effective resignation date.

2. In the event a Pastor has serious charges preferred against him or his ministry has ceased to be effective, power is vested in the Official Board to ask for the resignation of the Pastor at any of its regular business meetings.

3. If such resignation is refused, the pastorate shall not be considered vacant until the action of the Official Board has been confirmed by a recall vote of the voting members of the congregation, at a meeting called for that purpose. It would require a

simple majority vote of the voting members in order for the Pastor to remain in office.
SUCH A MEETING IS TO BE PRESIDED OVER BY A DISTRICT OFFICER.

B. OTHER VACANCIES.

Any office may be declared vacant by the majority vote of the Official Board at any time for the following reasons:

1. Unscriptural Conduct
2. Doctrinal Aberration
3. Incompetency in Office

C. HEARING.

Any incumbent under charge shall have the opportunity for a fair and impartial hearing of his/her case before the Assembly if he so desires.

ARTICLE IV: MEMBERSHIP

SECTION 1. MEMBERSHIP.

A. QUALIFICATIONS.

Any person who has reached the age of accountability, who has been born of the Spirit (John 3:5), and who does not use tobacco in any form, who is a total abstainer from alcoholic beverages and does not depend on illegal physical stimulants, who lives a consistent Christian life, who is in cooperative fellowship with our testimony both in fellowship and doctrine and who will share the responsibility for the support of the Church and in its activities according to his ability, may become a member by submitting his name to any member of the Official Board, which shall, upon the approval of a majority of the Official Board, place his name upon the Assembly roll at any regular or duly-called meeting of the Church. Names should never be placed on the roll in private, nor removed without due action of the entire Official Board or Church.

B. VOTING MEMBERSHIP.

Legal voting membership of the church shall consist of all members above the age of sixteen (16) whose names appear on the assembly roll and who have been members for a period of at least ninety (90) days prior to the occasion on which vote is taken, who are above reproach and in good standing with the Assembly, who have not willfully absented themselves fully from the regular services for a period of three (3) consecutive months, and who have not been active in any services which were of an opposing or antagonistic nature either in doctrine or in spirit prior to the Business meeting. The officers of the Assembly shall be chosen from the voting membership. Credentialed ministers, including Assemblies of God ministers, shall not vote or participate in any business meeting. The only credentialed minister allowed to participate in a business meeting is the Pastor, who will chair the meeting.

C. HONORARY MEMBERSHIP.

Any voting member who is placed in a nursing home or is unable to attend for a period of three (3) consecutive months due to illness will be placed in the "Honorary Membership" status. This shall not include the right to vote in business meetings. These persons can be placed on active voting membership status at any Official Board meeting.

D. ASSOCIATE MEMBERSHIP.

The assembly may receive into associate membership students in local schools and colleges, students who go away to college, and persons stationed in the area for a limited time who desire a church home while away from home. Credentialed Assemblies of God ministers, and credentialed non-Assemblies of God ministers may be received as associate members. This shall not include a right to vote in any Business Meeting.

E. INACTIVE MEMBERSHIP.

Enrolled members who have absented themselves for three (3) consecutive months from this Assembly, and who have ceased to contribute to its support, or who may have departed from the faith through serious doctrinal error, or who may have fallen into condemnation through a habitual practice of sinful living, may by decision of the Assembly's Official Board be declared inactive members until reinstated by the same, in accordance with the provisions of the Bylaws of the Assembly.

F. NOTIFICATION OF INACTIVE MEMBERSHIP.

1. At least one week prior to any business meeting, the Official Board shall determine those that are to be placed on the inactive membership list. Those who have disqualified themselves from active membership according to the Bylaws will not be listed as active members, and their names will not be called as official voting members.
2. If an inactive member arrives to a business meeting expecting to vote, all efforts will be made to contact the inactive member privately and discreetly before the meeting to inform him/her of his/her inactive status. If there is not time before the meeting to discuss the inactive member's current status, his/her name will not be called from the list of voting members. Anyone whose name is not called is not eligible to vote.
3. If the Official Board has declared a member inactive prior to the business meeting, that action is recorded in the minutes of the board meeting. It is final and not up for debate in the ensuing business meeting.
4. If that inactive member has been so removed from the active membership because of charges of misconduct or condemnation through sinful or worldly practices, he or she may request restoration and a meeting with the Pastor and the Official Board. He/She shall be suspended from active membership and placed on inactive membership status pending an investigation and final disposition as provided for in these Bylaws, Article IV, Membership, Section 2, Disciplined Members.
5. Once a member is moved from the inactive to active, that member will have a waiting period of ninety (90) days before they can vote in a Business Meeting of the Church.

G. TRANSFER OF MEMBERSHIP.

Members in good standing who wish to sever their relationship with the Assembly, or to transfer to another assembly, shall make said request in writing to the Secretary, a

letter of severance or transfer to be given the member upon approval by the Pastor and the Official Board.

H. **MEMBERSHIP REVISION.**

The Pastor and the Official Board shall revise the roll of active members in accord with the above standards and shall annually remove the names of those who are deceased or who have withdrawn from the fellowship.

SECTION 2. DISCIPLINED MEMBERS.

- A. All discipline shall be prayerfully administered according to the Scriptures (Matthew 18:15-17; I Corinthians 5:9-13; Thessalonians 3:11-15; Romans 16:17).
- B. Disciplined persons are to be defined as those who have been specifically charged and proven guilty of wrongful actions by official church action.
- C. Disciplined persons should never be granted a Letter of Transfer until the offense is cleared up to the satisfaction of the offended church.
- D. A person disciplined in an assembly shall not be placed in any place of prominence, or leadership, or office, nor accepted as a member in another assembly without the prior approval of the church in which the offense occurred. If the disciplined person feels he/she has been wronged, he has recourse to appeal through proper procedures to the Sectional Presbyter.
- E. Members not in good standing for any reason should not be given a Letter of Transfer without clearly stating in the Letter of Transfer the reason and condition that have removed these members from good standing.
- F. A person disciplined in an assembly may be accepted into membership after a period of one (1) year has elapsed following the disciplinary action, provided the person so desiring membership shall have been in attendance at the church in which he desires membership for a consecutive period of one (1) year and has not been active in matters that tend to disrupt fellowship in this or other assemblies, nor has been in attendance at services of opposing or unscriptural nature.
- G. A person who has been charged with an allegation of moral misconduct of a sexual nature will voluntarily agree to have their membership placed into a precautionary status, pending the resolution of such charges. Providing there is sufficient evidence or reason to sustain such charges, the members will voluntarily step down from any leadership or serving position until the matter can be handled by the Official Church Board and/or the District Officiary. If the allegations are substantiated, then charges will be made according to the procedure set forth under discipline. If the allegations are uncertain, the person would remain under a precautionary status until the matter is resolved. Once the matter has been resolved, the person would be restored to the benefits of membership set forth in the Bylaws.
- H. Rehabilitation of Disciplined Members.
 - 1. **Precautionary Status:** A person who has been accused of misconduct, but charges have not yet been filed. The person accused shall show a spirit of humility and honesty

to assist in resolving the charges and reconciling differences. That person will accept the conditions for membership that are recommended by the Official Board while waiting for the inquiry.

2. Probationary Status: A person who has been charged with misconduct that is accompanied by a confession of guilt or substantiated by evidence. Such a person is to be placed on probation for a period of time of not less than one (1) year. He/She shall not hold any position or voting privileges during the time of probation and shall show a spirit of humility, demonstrating repentance by an attitude and conduct that is becoming a believer.

I. Additional Categories of Disciplinary Action.

1. Revocation Status: Any person living in a known immoral lifestyle such as a homosexual, lesbian, pedophile, or adulterer shall immediately have his/her membership revoked until he/she demonstrates a repentive attitude and lifestyle which conforms to scriptural standards.

The Church must maintain a standard against sexual immorality, especially that which targets the recruitment of others. Such discipline is designed to be restorative and not judgmental (see point A above).

Once a person has shown a repentant attitude and lifestyle, his/her membership will be restored under the provision of church discipline and rehabilitation.

2. Protective Status: No person may work with at-risk individuals who has been convicted of any crime involving sexual misconduct or whose name appears on the central registry for child abuse. A person who has shown rehabilitation through redemption, deliverance, and a proven lifestyle of faithfulness may be a member of a church; however, such involvement should be limited to such a nature as to protect both themselves and others.

ARTICLE V: MEETINGS

SECTION 1. PARLIAMENTARY LAW.

In order to expedite the work of this Church and to avoid confusion in its deliberations, all meetings of the Church Board, all Annual Business Meetings, and all Special Business Meetings of this Church shall be conducted under and governed by the Parliamentary authority and provisions of Roberts Rules of Order, NEWLY REVISED, in keeping with the Spirit of Christian love and fellowship under the guidance of the Holy Spirit.

SECTION 2. WEEKLY MEETINGS.

Meetings 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 Pastor and the Official Board.

SECTION 3. ANNUAL BUSINESS MEETING.

There shall be an Annual Business Meeting of the Assembly at which time the election of the officers shall take place and all necessary reports of the officers and committees shall be read. This meeting shall be held on the first (1st) Wednesday in February or as near as

possible each year. Due notice shall be given on the two (2) Sundays immediately prior to the date of the meeting.

SECTION 4. QUORUM.

A quorum shall be declared at any special or regular Business Meeting of the Assembly which has been duly announced or called, simply by the number of voting members present.

SECTION 5. MONTHLY MEETING.

The Official Board, together with the Pastor, shall strive to meet monthly or as needed for the transaction of routine business for the Assembly. The time and place is to be announced to the Board by the Pastor.

SECTION 6. SPECIAL BUSINESS MEETINGS.

Special Business Meetings may be called, when necessary, after proper notice has been given by the Pastor or by the Secretary of the Assembly, provided the meeting has been agreed upon by the majority of the Official Board. Special Meetings may also be called by petition, having been signed by not less than one-third (1/3) of the active membership of the Assembly, the petition to be placed in the hands of the Pastor or the Secretary and announcement made on the two (2) Sundays immediately prior to the date of the meeting.

During the interval between pastors when the Church is conducting a pastoral search, the Official Board can declare the Church in a continual "state of business" in order to vote upon a candidate minister either the weekend of their ministry or within the next few days. Failure to give notice of such a meeting would bring the meeting under question and might classify it as out of order provided the complaint is duly filed before the Sectional Presbyter within ten (10) days after such a meeting has been held and provided that sufficient evidence accompanies such complaint to justify action in the matter.

SECTION 7. ABSENTEE VOTING.

Absentee ballots may be accepted in Business Meetings, or of the Assembly, from active voting members who are unable to attend by reason of illness, infirmity, workers on duty, or those out of town for a valid reason. Absentee ballots shall be qualified if:

1. The ballot is sealed in an envelope with the voter's signature on the outside on a printed ballot form that shall be provided by the Assembly.
2. The ballot shall denote the decision of position being voted on with the vote listed thereafter.
3. The ballot shall be in the hand of the Senior Pastor, Church Secretary, or deposited in the church office at least 24 hours prior to convening of the Business Meeting. Such a ballot may be delivered by mail or person.
4. The Official Secretary of the Assembly, the Official Board, and the Senior Pastor shall check all absentee ballots to see whether they are qualified. If so, they shall be counted on each vote taken on the decision or position being considered in that meeting on the original proposition.
5. If the validity of an absentee ballot is in question, the active voting members present shall make the final decision as to its validity.

6. Absentee ballots shall not be accepted for meetings called by petition for the removal of officers or other church leaders.

ARTICLE VI: CHRISTIAN MARRIAGE AND FAMILY

SECTION 1. CHRISTIAN MARRIAGE

Marriage was established by God in the Garden of Eden (Genesis 2:18, 21-25) and confirmed by Jesus Christ to be a permanent relationship between a man and a woman (Matthew 19:4-6). Because marriage is not only a commitment to a spouse, but also to God (Genesis 2:24; Mark 10:9; Ephesians 5:31), a believer should marry only another believer (2 Corinthians 6:14). Christian marriage is a reflection of the love, purity, and permanence between Christ and the Church (Ephesians 5:23-33).

Even though some marriages may fall short of the biblical ideal, husbands and wives who devote themselves to God (Ephesians 5:21) and find nurture and instruction in the body of Christ (Hebrews 10:25) can realize the strength and blessing of God in their marriage.

SECTION 2. CHILDREN

Children “are a heritage from the Lord”; therefore, rearing them is to be treated as a sacred trust. God’s strength and wisdom are available on a daily basis in order to bring up children to love and obey God (Proverbs 22:6; Ephesians 6:4).

ARTICLE VII: DEPARTMENTS AND COMMITTEES

SECTION 1. SUNDAY SCHOOL.

There shall be a Sunday School created and conducted as a branch of the Assembly’s activities.

The Sunday School shall be conducted by a Sunday School Superintendent, working under the Pastor’s leadership, nominated and elected at the Annual Business Meeting for a one (1) year term. His election shall be by majority vote of the membership in attendance at the Annual Business Meeting.

The Pastor and the Superintendent shall appoint teachers, workers, etc., and shall arrange and plan all workers’ conferences, programs and other activities of the Sunday School.

SECTION 2. OTHER DEPARTMENTS AND COMMITTEES.

All departments and committees shall be created and conducted under the supervision of the Pastor as branches of the Assembly's ministry. All departments shall be subordinate to the Assembly and its best interests. The Pastor shall be an ex-officio member of all departments or committees. Departments include, but are not limited to Sunday School, Outreach, Men's, Women's, Youth, Children, Young Adult, and Senior Adult. At the discretion of the Pastor, and upon consultation with the deacon board, new departments and committees shall be added or eliminated based on the need.

ARTICLE VIII: AUXILIARIES

All auxiliary organizations of the Assembly which are sponsored by the General Council of The Assemblies of God shall have the right to elect their own officers, raise funds, engage in evangelism, and participate in area, sectional, and Arkansas District activities, under supervision of the Pastor and the Official Board.

ARTICLE IX: FINANCE

SECTION 1. GENERAL FINANCES.

All funds for the maintenance of the Assembly shall be provided by voluntary contributions of its members and friends, and by such fundraising programs as shall be conducted by the Assembly's various departments and ministries.

SECTION 2. PASTORAL RENUMERATION.

In this very vital area of the relationship between the Pastor and his Official Board, the following items will be considered:

- A. Salary
- B. Parsonage or Parsonage Allowance
- C. Utilities and Telephone
- D. Car Expense Allowance
- E. Retirement Benefits
- F. Travel and Expenses to District and General Council Functions
- G. Paid Vacation

An annual review should be made of the Pastor's remuneration, considering the following points:

- A. Cost of Living Increase
- B. Needs of Pastor and his Family
- C. Prosperity of the Church in Relation to his Salary
- D. Length and Value of his Service

There should be an awareness that God can bless most abundantly when the Pastor and the Official Board are fair with each other, working in harmony in this area.

SECTION 3. LIMITS ON EXPENDITURES.

A. The Pastor shall have the authority to spend up to \$100.00 from the General Fund on his own initiative for anyone (1) project or need of the Church, provided that he reports all such expenditures to the Official Board at their next regular meeting.

B. The Official Board shall have the authority to dispense expenses from the General Fund up to \$10,000.00 per purchase, all expenses to be included in monthly financial reports to the membership. In the event of an emergency repair, the Board would have the freedom to make the repair.

C. Departmental needs of up to \$100.00 must have the Pastor's approval if met from the General Fund. Expenses of this nature up to \$10,000.00 from the General Fund may be approved by the Official Board.

D. All one-time expenses from the General Fund which exceed \$10,000.00 shall be approved by a secret ballot majority vote of the voting membership in attendance at a regular or special business meeting which has been duly called and announced.

SECTION 4. PETTY CASH FUND.

There shall be an office fund of not more than \$50.00 in cash for incidental expenses. The Pastor shall keep an accurate record of expenses and reimbursements and shall submit that record for the Treasurer's inspection upon that officer's request.

ARTICLE X: PROPERTY RIGHTS

SECTION 1. All property of the Assembly shall be deeded to the Assembly and held in its name by its Trustees and their successors in office. No property of the Assembly shall be sold, leased, mortgaged, or otherwise disposed of without the same shall have first have been approved by at least two-thirds (2/3) of the voting membership in attendance at a regular or special business meeting which has been duly called. The Pastor or Secretary shall certify in such conveyance, lease, or mortgage, that the same has been duly authorized in such a manner. Such certificate shall be held to be conclusive evidence thereof.

SECTION 2. In the event that this Assembly ceases to function as an Assemblies of God congregation, then all property, real or chattel, shall revert to the Arkansas District Council of The Assemblies of God, with headquarters in Little Rock, Arkansas. The district shall then have the right to use or dispose of the property at their discretion. In the event of the sale of this property by the Arkansas District Council, the proceeds derived therefrom shall be used by the above-named District Council in the furtherance of the gospel of Christ.

ARTICLE XI: ORDER OF BUSINESS

The regular Order of Business for the Annual Business Meeting shall be as follows:

1. Devotional
2. Reading of Previous Minutes by Secretary
3. Report of Treasurer

4. Reports of Committees
5. Unfinished Business
6. Election of Officers
7. New Business
8. Adjournment

ARTICLE XII: AMENDMENTS

The Bylaws may be amended by a two-thirds (2/3) vote of the membership of the Assembly in attendance at any regular or special meeting called for that purpose, provided that due notice of such proposed change shall have been made at all the services on at least two (2) consecutive Sundays immediately prior to the time of such meeting.

ARTICLE XIII: RESOLUTION OF DISPUTES

It is the policy and standard of this Church to seek to avoid litigation in any form. Members of the Church will not pursue legal action against the Pastor, Official Board, or Church Staff in connection with their performance of their official duties and/or any matter "AGAINST ANOTHER" involving the general membership of the Assembly, and to resolve disputes in the way provided by the Scriptures, and in the manner following.

SECTION 1. DISPUTES BETWEEN INDIVIDUALS.

- A. Grievances or disputes between individual members of this Church or involving a Member of this Church, shall be first negotiated between the disputants in good faith and Christian deportment. For failure of satisfactory negotiation between them, the matter should be then submitted to the Pastor for mediation or decision. If the Pastor is unable to resolve the matter between parties, at the request of either or any of them, the matter shall be heard before the Official Board or a panel of spiritually qualified people chosen by the Official Board (hereinafter referred to as the panel), with all parties being given equal opportunity to present their respective positions to the Panel.
- B. In the event the matter is taken beyond mediation with the Pastor, the Official Board shall fix such reasonable rules and regulations as they deem just and proper for the parties to present their respective positions before the Panel, so that good manners, propriety and prudence be preserved. In no event will any party be allowed to have an attorney represent him or her in the matter or speak on his or her behalf, though each party should be allowed to have the assistance of a lay person from the membership to assist in presentation of respective positions. In matters resolved by the Official Board without further action, same shall be treated as privileged, and any record of such proceedings shall be sealed and not available to any third (3rd) party or otherwise except upon written mutual consent of the disputants. Domestic relations matters or disputes between immediate family members should not be entertained beyond mediation through the Pastor. There shall be no other remedy between the parties beyond those herein provided, and by choosing to so present their matter to the Panel for consideration the individuals involved shall be deemed to have made a binding election and agreement to abide by provisions of this paragraph. It is intended that these provisions will resolve misunderstandings and help to quiet personal grievances so as to promote peace and

harmony within the Church. It is not contemplated that these procedures apply to legitimate claims for physical injuries, or in lieu of civil remedies arising out of accidents.

SECTION 2. DISPUTES BETWEEN INDIVIDUALS OR FACTIONS OF THE BOARD.

A. Disputes involving individuals or factions within the Church against the Official Board or the entire membership of the Church or the Church Corporation, shall be resolved by binding arbitration.

B. The forum for arbitration of disputes concerned in this section is the District Council; and the arbitration panel shall be comprised of three (3) persons. Which three (3) persons shall be appointed by the District Superintendent from among the District Council Executive Officers and/or the District Presbyter.

C. The arbitration panel shall set a time and a place for hearing the dispute between the parties, with proper notice and opportunity for each to be heard and present their respective positions and shall fix reasonable guidelines for presentation thereof by the parties as the Panel deems just, proper and fair.

D. In no event shall any party in the arbitration be allowed to be represented by an attorney or to have any lawyer speak on his behalf, though parties should be allowed to have a Christian lay person aid in preparation and presentation of respective positions. Such Christian lay person must be a member in good standing of one (1) of the Assemblies of God congregations in the area served by the Arkansas District Council.

E. The determination and award or other disposition made by the panel of arbitrators shall be final and conclusive and binding upon the parties, from which there shall be no appeal.

SECTION 3. DISPUTES BETWEEN FACTIONS AND DISTRICT COUNCIL. Disputes and grievances by the Church or any individuals or faction within the Church against the District Council or the General Council shall be submitted to the General Secretary of the General Council for resolution, in accordance with the Bylaws of the General Council, as such Bylaws are now or from time to time may be amended. The determination made shall be final and binding between the parties, from which there shall be no appeal.

ARTICLE XIV: INDEMNIFICATION OF DIRECTORS, OFFICERS, TRUSTEES, AND PASTORAL STAFF

- A. The Church Corporation shall indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending, or completed action, suit or proceedings, whether civil, criminal, administrative or investigative (other than the action by or in the right of the Church Corporation) by reason of the fact that he/she is or was Director, Officer, Pastor, Deacon, Trustee, Member of the Pastoral Staff, Employee or Agent of the Church Corporation, or is or was serving at the request of the Church Corporation, Partnership, Joint Venture, Trust or other enterprise, against expenses (including attorney's fees), judgments, fines and amounts paid in settlement actually and reasonably incurred by him/her in connection with such action, suit or proceedings, if he/she acted in good faith and in a manner he/she reasonably believed to be in or not opposed to the best interest of the Church Corporation, and with respect to any criminal action or proceedings, had no reasonable cause to believe his/her

conduct was unlawful. The termination of any action, suit or proceedings by judgment, order, settlement, conviction, or upon a plea of nolo contendere or its equivalent, shall not, or itself, create a presumption that the person did not act in good faith and in a manner which he/she reasonably believed to be in or not opposed to the best interest of the Corporation, and, with respect to any criminal action or proceeding, had reasonable cause to believe that his conduct was unlawful.

- B. The Church Corporation shall indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action or suit by or in the right of the Church Corporation to procure a judgment in its favor by reason of the fact he/she is or was a Director, Officer, Pastor, Deacon, Trustee, Member of Pastoral Staff, Employee or Agent of another Church Corporation, Partnership, Joint Venture, Trust or other enterprise against expenses (including attorney's fees) actually and reasonably incurred by him/her in connection with the defense or settlement of such action or suit if he/she acted in good faith and in a manner he/she reasonably believed to be in or not opposed to the best interest of the Church Corporation and except that no indemnification shall be made in respect of any claim, issue or matter as to which such person shall have been adjudged to be liable for negligence or misconduct in the performance of his/her duty to the Church Corporation unless and only to extent that the court of the State of Arkansas or the court in which such action or suit was brought shall determine upon application that, despite the adjudication of liability but in view of all the circumstances of the case, such person is fairly and reasonably entitled to indemnify for such expenses which the court of the State of Arkansas or such other court shall deem proper.
- C. To the extent that any person referred to in paragraphs A and B of the Article has been successfully on the merits or otherwise in defense of any action, suit or proceedings referred to therein or defense of any claim, issue or manner therein he/she shall be indemnified against expenses (including attorney's fees) actually reasonably incurred by him/her in connection therewith.
- D. Any indemnification under paragraphs A and B of this Article (unless ordered by a court) shall be made by a Church Corporation only as authorized in the specific case upon a determination that indemnification of the Director, Officer, Pastor, Deacon, Trustee, Member of Pastoral Staff, Employee or Agent is proper in the circumstances because he/she has met the applicable standard of conduct set forth in paragraphs A and B of this Article. Such determination shall be made by the Board of Directors by a majority vote of the quorum consisting of Directors who were not parties to such action, suit, or proceeding, or if such quorum is not obtainable, or even if obtainable a quorum of disinterested Directors so directs, by independent legal counsel in a written opinion.
- E. Expenses incurred in defending a civil or criminal action, suit or proceeding may be paid by the Church Corporation in advance of the final disposition of such action, suit or proceeding as authorized by the Board of Directors in the specific case upon receipt of an undertaking by or on behalf of the Director, Officer, Pastor, Deacon, Trustee, Member of the Pastoral Staff, Employee or Agent to repay such amount unless it shall ultimately be determined that he/she is entitled to be indemnified by the Church Corporation as provided in this Article.
- F. The indemnification such office this Article shall not be deemed exclusive of any others rights to which those seeking indemnification may be entitled under any statute, bylaw, agreement, vote of stockholders or disinterested directors or

otherwise, both as to action in his/her official capacity and as to action in another capacity while holding such office, and shall continue as to a person who has ceased to be a Director, Officer, Pastor, Deacon, Trustee, Member of the Pastoral Staff, Employee or Agent and shall inure to the benefit of the heirs, executors and administrators of such a person.

- G. The Church Corporation shall have power to purchase and maintain insurance on behalf of any person who is or was a Director, Officer, Deacon, Trustee, Member of the Pastoral Staff, Employee or Agent of the Church Corporation, or is or was serving at the request of the Church Corporation as a Director, Officer, Pastor, Deacon, Trustee, Member of the Pastoral Staff, Employee or Agent of another Corporation, Partnership, Joint Venture, Trust or other enterprise, against any liability asserted against him/her and incurred by him/her in any such capacity or arising out of his/her status as such, whether or not the Church Corporation would have the power to indemnify him/her against such liability under the provisions of this Article.
- H. For the purpose of this document, references to "the Church Corporation" include all constituent corporations absorbed in consolidation or merger as well as the resulting or surviving corporation so that any person who is or was a Director, Officer, Pastor, Deacon, Trustee, Member of the Pastoral Staff, Employee or Agent of such a constituent corporation or is or was serving at the request of such constituent corporation as a Director, Officer, Pastor, Deacon, Trustee, Member of the Pastoral Staff, Employee or Agent in another Corporation, Partnership, Joint Venture, Trust or other enterprise shall stand in the same position under the provision of this document with respect to the resulting or surviving Church Corporation as he/she would if he/she had served the resulting or surviving Church Corporation in the same capacity.