

2025 Budget & Expense + 2026 Budget

Vineyard North Church

	2025		2026
	ACTUAL	BUDGET	BUDGET
General Fund Giving	326,784	360,000	348,000
Designated Giving - Compassion	18,500	15,000	25,000
Designated Giving - Missions	7,215		17,000
Total for Income	352,499	375,000	\$390,000
Staffing (payroll & benefits)	227,980	227,700	\$214,372
Facilities (maintenance, repairs, utilities, insurance)	61,070	46,028	\$59,500
Office & Communications (equipment, telecom, IT)	16,153	15,180	\$13,128
Sunday Services (equipment, hospitality, support systems)	15,209	13,720	\$18,250
Youth & Children (program supplies and expenses)	4,429	7,200	\$9,600
Adult Ministries (leader development, pastoral care, men's & women's)	16,144	24,000	\$23,200
Outreach & Mission (food pantry, foreign missions, local outreach)	26,342	29,200	\$37,100
Vineyard USA contribution (denominational dues)	7,200	7,200	\$9,750
Administrative Fees (banking & accounting, online giving)	2,616	3,180	\$2,600
Reserve Funds Spending (planned spending from prior year surplus)	31,846	32,000	
Total for Expenses	408,990	405,408	\$387,500
Net Operating Income	(56,491)	(30,408)	\$2,500

2025 Year-end Financial Position

Operating Cash Balance	38,562
Reserve Fund Balance	30,000
Total Fund Balance	68,562

2026 Bylaws Update

Vineyard Grand Rapids

For the last ten years, Vineyard of Grand Rapids has been learning to operate as a *mutually submitted, discernment-driven partnership of siblings in Christ*. What began as a founder-led church plant has outgrown our governing procedures.

The 2026 bylaw revision is our best attempt to codify the accumulating lessons we have learned about working together, discerning the Spirit's leading, and enduring conflict. Our hope is that the next several generations of people that call Vineyard Grand Rapids home will be well-served by these changes to our governing documents and operating procedures.

Key changes

1. Leadership by council

Our founding documents entrust all formal decisions to the Lead Pastor. The agility and flexibility this provided made sense when the church was young and the Lead Pastor might well be the only competent and committed leader in the room. Since that time, we've learned to function as a team of equals, and we have recognized the wisdom in the old adage: *if you want to go fast, go alone; if you want to go far, go together*.

Going forward, this church will be formally governed by a *Lead Council*, four-seven people entrusted with discerning our way forward, particularly with big decisions, including pastoral, missional, theological, and financial decisions. This group will be made up of both pastors and lay leaders (or what have traditionally been known as elders and deacons).

This document provides for the selection of Councilmembers, their removal, and gives direction to their proceedings, particularly in times of disagreement.

2. Submission to our denomination

Up until now, all Vineyard churches in the USA were legally independent, often functioning more like 'non-denominational' churches. In times of crisis, that has meant congregants have little recourse when pastors and leaders act rashly or destructively. Going forward, our entire denomination has agreed to several new commitments:

a. Right of approval for pastoral ordination

Standards for ordination of pastors are now consistent nationwide, ensuring a high standard of preparation and practice across all of our churches.

Ordination is also *revocable* by the denomination, meaning that pastors that choose to go their own way on significant theological or practical issues may be ineligible to continue in the Vineyard.

b. Commitment to receive guidance in crisis

The denomination will maintain open communication *not only with* the Lead Pastor, but also with the governing board, ensuring a prompt response in matters of crisis.

- c. Non-ownership.** Significantly, these changes do not grant the denomination ownership of property or ultimate decision-making authority for the local church. The denomination does have copyright ownership of the name “Vineyard”, meaning churches that choose not to remain in good standing may be prohibited from operating under the name.

3. Congregant as non-voting partner

We have clarified what it means to be a part of the Vineyard church, using the words ‘partner’ and ‘partnership’. This language recognizes the value of each of our contributions—time, talent and money—to making this church what it is. While we do not generally call for a congregational *vote* in times of big decision, we are a mutually-submitted discerning community, meaning we seek to listen, learn and discover together how God is leading us forward.

This bylaw is the joint work of our denominational leaders (including specialists, attorneys, and denominational historians they have consulted with) and our pastors and advisors from within the church.

If you wish to review the document in its entirety, please ask! At present, these bylaws are still pending final ratification by our Lead Council, and we welcome questions and clarifications as we work to finalize the last considerations.

BYLAWS OF Vineyard North Church of *Grand Rapids*
A State of Michigan Corporation
Adopted: January 2025

ARTICLE I

Statement of Faith & Affiliation

§ 1.01 The Spirit of these Bylaws

Jesus has welcomed us into the new and everlasting way, a life where all that divides humanity has been conquered on the cross and God is King. Our life together as His Church bears witness to this new world springing up in our midst. Consequently, it will not suffice to assume the world's ways of doing business, leadership or governance, no matter how logical, efficient, or profitable. In all exercises of authority, our model is Christ, who was not silent about matters of organization (note especially Mark 10:42-45).

Note: the "Spirit" section is a new addition to the bylaws, detailing our highest ideas for church leadership.

We believe that God calls us to be a people that is *Spirit-led, mutually-submitted, discernment-driven, servant-governed, denominationally-connected partnership of siblings*.

We are Spirit-led. The Spirit administers the church by distributing gifts among the body. We do not appoint leaders, we *recognize* the work of God by his Spirit in their lives.

Mutually-submitted. Paul declares that our reverence for Christ is demonstrated in submission to one another. Unanimity may not always be possible, but it is pursued, and disagreement is taken seriously.

Discernment-driven. We arrive at significant decisions by a process of prayerful discussion and dispassionate consideration, striving for the outcome of the Jerusalem counsel of Acts 15.

Servant-governed. We entrust governance to those with the most 'life laid down' for the Church, and whose character reflects the servanthood Jesus describes in Matthew 23: practicing what they preach, helping the weak, abhorring status and titles, and relating as siblings.

Denominationally-connected. In situations of moral crisis or conflict of interest, we will call upon trusted denominational leaders to provide counsel, and as necessary, participation in our decision-making.

A partnership of siblings. Unlike corporations, churches do not have owners or hired managers, we each serve 'as unto the Lord' according to the gifting given us. Jesus rejected our typical hierarchies, calling us to live as siblings with God as Our Father, Jesus as our Rabbi, and Christ as our guide (Matthew 23:8-12)

§ 1.02 Affiliation Vineyard North Church (the “Church”) is affiliated with the Association of Vineyard Churches (“Vineyard USA”). The Church has agreed to adhere to the requirements of the National Leadership Handbook of Vineyard USA. To the extent that any aspect of these Bylaws is inconsistent with the standards for ordination within Vineyard USA, or violates the requirements set forth in the National Leadership Handbook, the standards set forth in the National Leadership Handbook prevail.

The Affiliation section binds us to the terms laid out by our denomination in their bylaws and handbook, which can be viewed at <https://vineyardusa.org/handbook/>

§ 1.03 Statement of Faith

The congregation of Vineyard North Church shall subscribe to the Apostles, Nicene, and Chalcedonian Creeds, which we believe reflect Christian orthodoxy. As disciples of Jesus walking together in a Vineyard congregation, seeking to imitate Christ in all things, we receive and interpret the Bible as the normative center of our rule of faith and practice. We embrace the full range of Kingdom practices and standards that are described in the Bible, including proclaiming the gospel of Jesus, praying for healing and deliverance from oppression, ministering to and with the poor, and more. In every way, our desire is to know God, be obedient to God, and experience the kind of life together that God promises in the Bible. By thus articulating and practicing our faith, we intend to remain in theological and practical continuity with the apostolic witness of the Christian Church, as confessed by Christians globally and historically.

We also affirm the Vineyard USA Statement of Faith, which articulates our shared commitment to the authority of the Bible, the centrality of Jesus Christ, the present work of the Holy Spirit, the call to justice and mercy, and the commission to proclaim the good news of the Kingdom of God to the whole world.

ARTICLE II

Partnership

§ 2.01 Non-voting Membership Structure

Vineyard North Church is organized as a non-member religious corporation under Michigan state law. All rights which would otherwise vest in the members including, without limitation, the right to elect directors shall vest in the Lead Council. No individual or group outside the Lead Council shall have legal voting rights unless otherwise provided in these bylaws or required by law.

§ 2.02 Qualifications for Partnership

Henceforth, this document will refer to congregants of the Church as “partners”, a term which better reflects the scriptural mandate of a ‘priesthood of all believers’ and the Vineyard value

“everybody gets to play”: our commitment to equipping all believers for the work of ministry. Partnership does not imply financial ownership of the organization.

Partners are defined as those with spiritual and relational qualifications outlined below.

- a. Demonstrate a personal faith in Jesus Christ as Lord and Savior
- b. Show ongoing participation in the communal life of the church, including:
 - Regular worship attendance
 - Engagement in spiritual formation and discipleship
 - Meaningful service in an area of ministry
 - Generous and consistent giving, as able
- c. Exhibit a relational posture of mutual accountability, consistent with the values outlined in Article I
- d. Affirm the church’s mission, vision, and shared values

§ 2.03 Records and Confidentiality

Partnership records shall be maintained by designated church staff or officers. Personal partnership information shall be kept confidential and used solely for pastoral care, spiritual formation, and communication purposes.

§ 2.04 Authority of Partners

While partners do not have legal voting power, the Lead Council may, as wisdom dictates, invite the advisory input of partners on major spiritual or directional questions, including, but not limited to:

- a. The calling of a new lead pastor(s)
- b. The acquisition or sale of major property assets
- c. Substantial changes to the church’s stated mission, vision, or theological commitments

§ 2.05 Termination of Partnership

Partnership may be terminated by the Lead Council when an individual demonstrates, as determined by the Councilmembers, significant disagreement with or deviation from the Statement of Faith, in letter or in spirit, or in cases where the Councilmembers determine that the individual no longer meets the qualifications for partnership, or if in the discretion of the Councilmembers, partnership should be terminated as a matter of spiritual discipline. General partners may resign at any time by giving written notice to the Church. Any general partner who is absent from Church services for six months and has ceased to give financially to the Church during that time may be removed from general partnership by the Lead Council.

If cause for removal is found in any partner, great care must be taken by the Lead Council to exercise responsible discernment and communication.

Discernment and communication will typically be facilitated by the Councilmembers or the person designated by the Lead Pastor(s), by going to the partner privately and confronting the partner. This should be done to bring that person to repentance and restore the person to a proper place with God and the Church. If this fails to correct the problem, the Councilmember or the person the Lead Pastor(s) designates, and another Councilmember or designated person shall go to the member and again confront the person with the problem. If this attempt also fails, the Councilmember or the person designated by the Lead Pastor(s) may bring the matter to the Lead Council.

Upon hearing the matter, the Lead Council may consider the recommendation of the Councilmember(s) or person(s) designated by the Lead Pastor(s) who have spoken with the partner under consideration for partnership removal. The Councilmembers may vote to remove the individual from partnership. The removal and causes for removal may be announced to the Leadership Team and may, at the discretion of the Lead Council, be announced before the entire Church, or some smaller group of the Church. Additionally, partners may be instructed to cease fellowship with such a person until he or she is, by recommendation of the Councilmembers, reinstated by the Lead Council.

Alternative processes for discerning the possible removal of a partner may be exercised by agreement of the Lead Pastor(s) and Lead Councilmembers, especially in cases where the Matthew 18 model required in this Section 2.04 would bring harm to vulnerable person(s) or people groups. Translocal leadership of Vineyard USA may be requested to counsel all parties in such matters.

Other forms of discipline may be instituted by agreement of the Lead Pastor(s) and the Council. Other forms of discipline may include but are not limited to: barring a person from attendance at any church activity or any other discipline which may, in the sole discretion of the Councilmember and Lead Pastor(s), be appropriate in the circumstances.

ARTICLE III

Lead Council

§ 3.01 Authority & Purpose

Subject to any limitations in the Articles of Incorporation, the activities and affairs of the Church shall be conducted, and all corporate powers shall be exercised by or under the direction of, the Lead Council. As the primary governing body of Vineyard North Church, the Lead Council is responsible for stewarding the spiritual, relational, and organizational health of the Church. The Lead Council will fulfill the requirements of a

The Lead Council section codifies our conviction that we are best led by a team of mutually-submitted partners, including both pastors and lay leaders.

Board of Directors for all purposes under state law. The Lead Council may delegate the management of the activities of the Church to any person or persons, management company, or committee or committees however composed, provided that the activities and affairs of the Church shall be managed, and all corporate powers shall be exercised under the ultimate direction of the Lead Councilmembers.

§ 3.02 Responsibilities of the Lead Council

- Finances and stewardship practices
- Strategic planning and vision support
- Evaluating and affirming pastoral leadership
- Managing crises, discipline, and conflict resolution
- Approving major organizational changes
- Guiding the Lead Pastor succession process.

§ 3.02 Composition of the Council

The Lead Council shall consist of at least four (4) and no more than seven (7) councilmembers. The Senior Pastor shall serve as an *ex officio* voting member.

§ 3.03 Qualifications for Lead Councilmembers. All Councilmembers must meet the following criteria:

- a. Qualifications for *elders* as described in I Timothy 3.
- b. The desire, capacity, flexibility, and availability to serve in this role. *Councilmembers, besides the Lead Pastor(s) must also meet the following criteria:*
- c. Councilmembers must have attended the Church for at least two years.
- d. Councilmembers must be partners with exemplary credibility (tithing, serving, attending).
- e. Councilmembers must have served in a ministry for at least two years, preferably in a leadership role.

While anyone in the church is welcome to recommend someone for the council, the decision to nominate and evaluate candidates on the basis of these qualifications will be left to the discretion of the current Lead Councilmembers (see § 3.06 below).

§ 3.04 Selection & Terms

Council members shall be selected through a process of prayerful nomination, discernment, and affirmation by the existing Lead Council. Each Councilmember, including a Councilmember elected to fill a vacancy, shall hold office until the expiration of the term for which he or she was elected and until his or her successor is elected and qualified. Councilmembers shall be elected for three-year staggered terms in groups of equal size insofar as possible. Councilmembers may be renewed for a second term, but after two terms, councilmembers may be considered for additional terms only after one-year hiatus and period of discernment.

§ 3.05 Independence of the Council. At least half of the Council members must be independent. For the purposes of these bylaws, an independent council member is one who is not an employee of the Church, spouse of a Church employee, or a person having a direct or indirect business relationship with the Church which creates a conflict of interest.

<p>Independence of the council dictates their will always be councilmembers without a personal financial stake in the church.</p>
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§ 3.06 Nomination and Selection of Councilmembers

Besides pastor(s) holding an councilmember role because of his or her pastoral position, the selection of a new councilmember shall at, at a minimum, follow the four (4) steps below:

- a. **Nomination:** Council candidates shall be identified and nominated by the Lead Council. (The general membership of the congregation may recommend candidates to the Lead Council for consideration.)
- b. **Review:** Following a time of prayer, observing that the nominee meets the criteria, the Council shall notify the nominee that he or she is being considered to hold the office of Councilmember for the church. The nominee shall submit himself or herself to a time of prayer concerning God's call upon his or her life and his or her possible service as a Councilmember.
- c. **Application:** Upon confirmation by the nominee of God's call on his or her life accompanied by faithful, consistent service to the Church, the Councilmembers shall begin a validation process which consists of:
 - i. The candidate's application to determine whether they meet the biblical qualifications of an elder,
 - ii. adequate time to evaluate the candidate is doctrinally sound (Titus 1:9b),
 - iii. affirmation that the candidate is in agreement with the beliefs and governance of the Church,
 - iv. and may include various interviews concerning the candidate's character, relationship, life, service within the body, and Christian witness.
- d. **Confirmation:** Upon satisfactory completion of the validation process, the Council candidate shall be presented to the congregation for comment on his or her character, qualifications, or any other issue that would affect his or her suitability to serve as a Councilmember of the Church. The Church body will be afforded time to submit comments, questions, or concerns about any candidate to the Lead Council. The Lead Council will spend time considering, investigating and praying through feedback received. When this period is complete the existing Councilmembers will vote.

§ 3.07 Resignation, Removal, and Vacancies. Any Councilmember may resign effective upon giving written notice to an officer of the Lead Council unless the notice specifies a later time for

the effectiveness of such resignation. A Councilmember may give oral notice of resignation to an officer, but the resignation will not take effect until the Secretary provides written confirmation of the resignation by letter, email or text, to which the resigning Councilmember makes no objection within one week. However, no Councilmember may resign where the Church would then be left without a Councilmember in charge of its affairs. If the resignation is effective at a future time, a successor may be elected to take office when the resignation becomes effective.

A vacancy on the Councilmembers shall be deemed to exist on the occurrence of the death, resignation or removal of any Councilmember or if the authorized number of Councilmembers is increased.

The Council may remove an Councilmember who has been declared of unsound mind by a final order of court, or has been convicted of a felony, or been found by a final order or judgment of any court to have breached any corporate legal duty. Councilmembers (other than Lead Pastor(s)) may be removed from office prior to the completion of his or her term of office with or without cause by the recommendation of the Lead Pastor(s) and a majority of the remaining Councilmembers.

No reduction of the authorized number of Council members shall have the effect of removing any Councilmember prior to the expiration of that Councilmember's term of office.

§ 3.08 Conflict of Interest and Recusal

Any Council member of the Lead Council who has a personal, financial, familial, or relational interest in a matter under consideration shall disclose the nature of that interest to the Council prior to any discussion or decision.

If, after disclosure, the remaining Council members determine that a significant conflict exists, the affected member shall recuse themselves from: deliberations on the matter, voting or providing formal recommendations, accessing privileged documentation related to the decision. Recusal shall be noted in the meeting minutes.

In keeping with our covenantal value of mutual accountability, the intent of this policy is not to punish involvement, but to preserve relational trust, transparency, and Spirit-led discernment. Council members are encouraged to err on the side of disclosure and invite the wisdom of the group in assessing potential conflicts.

§ 3.09 Place of Meetings. Meetings of the Lead Council may be held at any place which has been designated in the notice of the meeting or, if not stated in the notice or there is no notice, at the principal office of the Church.

§ 3.10 Regular Meetings. Regular meetings of the Lead Council shall be held at least quarterly at the principal office of the Church, unless the Councilmembers set a different time or location.

§ 3.11 Special Meetings. Special meetings of the Lead Council for any purpose or purposes may be called at any time by the Lead Pastor(s), Vice-President of the Council, or any two Councilmembers.

§ 3.12 Notice of Special Meetings. Special meetings of the Lead Council shall be held upon 7 days notice with unanimous-less-one consent by email. Any such notice shall be addressed or delivered to each Councilmember at the most recent address, email address, phone number or other designated electronic communication account each Councilmember has on file with the Secretary. Notice by mail shall be deemed to have been given three days after written notice is deposited in the United States. Notice of a special meeting must state the purpose of the meeting, and no business other than the noticed business may be conducted at the meeting.

§ 3.10 Meetings & Quorum

A majority of Councilmembers in office constitutes a quorum of the Lead Council for the transaction of business, except for purposes of adjournment as provided in Section 3.15 of these Bylaws. Unless a greater number is required by law, the Articles of Incorporation or elsewhere in these Bylaws, every action taken or decision made by a majority of the Councilmembers present at a meeting duly held at which a quorum is present is the act of the Lead Council; provided, however, that a meeting at which a quorum is initially present may continue to transact business notwithstanding the withdrawal of directors, if any action taken is approved by at least a majority of the required quorum for such meeting.

§ 3.13 Participation in Meetings by Conference Telephone and Electronic Means. Members of the Lead Council may participate in a meeting through the use of telephone, video conferencing, or similar communications systems, as long as all Councilmembers participating in such a meeting can hear one another. Participation in a meeting pursuant to this Section constitutes presence in person at such meeting.

§ 3.14 Waiver of Notice. Notice of a meeting need not be given to any Councilmember who signs a waiver of notice or a written consent to holding the meeting or an approval of the minutes thereof, whether before or after the meeting, or who attends the meeting without protesting, prior thereto or at its commencement, the lack of notice to such Councilmember. All such waivers, consents, and approvals shall be made a part of the minutes of the meetings.

§ 3.15 Adjournment. A majority of the Councilmembers present, whether or not a quorum is present, may adjourn any meeting to another time and place. If the meeting is adjourned for more than 24 hours, notice of any adjournment to another time or place shall be given prior to the time

of the adjourned meeting to the Councilmember who was not present at the time of the adjournment.

§ 3.16 Action Without Meeting. Any action required or permitted to be taken by the Lead Council may be taken without a meeting, if all the Councilmembers individually or collectively consent in writing unanimously to such action within three business days; provided, however, that the unanimity requirement does not include the consent of any Councilmember who has a material financial interest in a transaction to which the Church is a party and who is an "interested director." Such written consent or consents shall be filed with the minutes of the proceedings of the Council and shall have the same force and effect as the unanimous vote of such Councilmembers.

§ 3.17 Committees. The Lead Council may, by resolution adopted by a majority of the number of Councilmembers then in office, create one or more committees, each consisting of at least one or more Councilmembers and the Lead Pastor as ex officio member, to serve at the pleasure of the Lead Council. Appointments to such committees shall be by a majority vote of the Councilmembers then in office. The Council may appoint one or more Councilmembers as alternate members of any such committee, who may replace any absent member at any meeting of the committee. Any such committee to the extent provided in the resolution of the Council, shall have all the authority of the Council except with respect to:

- a. The approval of any action for which state law requires approval of the Council or of a majority of the Council;
- b. The filling of vacancies on the Council or in any committee which has the authority of the Council;
- c. The fixing of compensation of the Directors for serving on the Council or on any committee;
- d. The amendment or repeal of Bylaws or the adoption of new Bylaws;
- e. The amendment or repeal of any resolution of the Council which by its express terms is not so amendable or repealable;
- f. The appointment of committees of the Council or the members thereof;
- g. The approval of any self-dealing transaction.

Since Councilmembers are elected primarily for their spiritual maturity and leadership, it may be appropriate for the Councilmembers to appoint an advisory committee with the responsibility to monitor the financial, management and safety of the operations of the Church. Such a committee will serve in an advisory role to the Lead Council, but may be entrusted to engage in and commit the Church to responsibilities and obligations, provided it regularly reports to the Lead Council at official meetings.

§ 3.18 Meetings and Actions of Committees. Regular and special meetings and actions of committees of the Lead Council shall be governed by the provisions of this Article III applicable to meetings and actions of the Council, provided however, that the Council may adopt rules for the conduct of the business of any committee consistent with these Bylaws, or in the absence of rules adopted by the Council, the committee may adopt such rules.

§ 3.19 Fees and Compensation. Councilmembers will not be compensated for their service on the Council. However, the Council may authorize reimbursement of the expenses of Councilmembers for their services to the Church as Councilmembers, including attendance at offsite Council meetings. Councilmembers that serve in another capacity for the Church may be compensated for other non-Council duties.

§ 3.20 Procedural Requirements of Meetings

The meetings of the Church, the Lead Council, and its committees may be conducted with informality. However, this informality does not apply to procedural requirements mandated by the Articles of Incorporation, these Bylaws, or state law. When circumstances warrant, or when otherwise invoked by any person entitled to vote at a meeting, any such meeting or a portion of such meeting will be conducted according to the latest edition of Robert's Rules of Order, Newly Revised to the extent that such procedural reference authority does not conflict with the Articles, or Bylaws.

§ 3.21 Annual Meeting of the General Members

The Lead Council shall set an annual meeting of the general members for the purpose of reporting on the financial and organizational health of the Church, gathering input, and to vote on any issues delegated by the Council to the consideration of the general membership.

ARTICLE IV

Officers

§ 4.01 Officers. The officers of the Church shall be a Chair of the Council, a Lead Pastor or Lead Pastors, a Secretary, and a Treasurer. The Church also may have, at the discretion of the Council, such other officers as may be elected or appointed in accordance with the provisions of Section 4.03 of this Article IV. Any number of offices may be held by the same person except that the Lead Pastor(s) may not serve in any other capacity than that of Lead Pastor(s).

§ 4.02 Appointment of Officers. The Lead Pastor(s) shall be elected by vote of the Lead Council, excluding any other Lead Pastor(s) who are Councilmembers. Removal of a Lead Pastor requires an affirmative vote of 2/3 of the Councilmembers other than any Lead Pastor(s). All other officers

of the Church shall be appointed by, and shall serve at the pleasure of, the Council, and shall hold their respective offices until their resignation, removal, or other disqualification from service.

§ 4.03 Subordinate Officers. The Lead Council may appoint and may empower the Lead Pastor(s) or other officers to appoint such other officers as may benefit the Church, each of whom shall hold office for such period as the Council may determine.

§ 4.04 Removal and Resignation. Any officer other than that of Lead Pastor(s) may be removed by the Council at any time. Any such removal shall be without prejudice to the rights, if any, of the officer under any contract of employment.

Any officer may resign at any time by giving written notice to the Church without prejudice to the rights, if any, of the Church under any contract to which the officer is a party. Any such resignation shall take effect at the date of the receipt of such notice or at any later time specified therein and, unless otherwise specified therein.

§ 4.05 Lead Pastor(s). The Lead Pastor(s) is the Lead Councilmember(s), general manager and chief executive officer of the Church corporation and, subject to the control of the Lead Council, shall be responsible for the general supervision, direction, and control of the business and officers of the Church. The Lead Pastor(s) may be assigned other powers and duties from time to time by the Councilmembers.

§ 4.06 Chair of the Council. The Chair of the Council shall chair all meetings of the Lead Council when in attendance. The Chair of the Council shall prepare the agenda for each Council meeting in advance of the meeting for the purpose of assuring that issues that should be addressed at upcoming Council meetings are properly prepared. However, any Councilmember may raise items of new business at meetings of the Lead Council. The Chair will have no authority other than those listed in this section. All spiritual authority as leader of the Church will be overseen by the Lead Pastor(s).

§ 4.06 Secretary. The Secretary shall keep or cause to be prepared and maintained, a record of minutes of all meetings of the Lead Council and its committees. The minutes shall include at a minimum, the time and place of meetings, whether regular or special, and if special, how authorized, the notice thereof given, the names of those present at Council and committee meetings, the precise language of all motions and resolutions presented to the Council, and the outcome of all votes on such motions and resolutions. The Secretary shall have principal responsibility for assuring that all corporate documents and records are maintained in accordance with any Document Retention or Destruction Policy prescribed by the Council and shall certify such records as needed by the Corporation in carrying out its business.

The Secretary shall give, or cause to be given, notice of all meetings of the Lead Council and its committees required by law or by these Bylaws to be given, and shall have such other powers and perform such other duties as may be prescribed by the Lead Council.

§ 4.07 Treasurer. The Treasurer shall keep and maintain, or cause to be kept and maintained, adequate and correct books and accounts of the properties and business transactions of the Church. The books of account shall be open at all reasonable times to inspection by any director.

The Treasurer shall deposit, or cause to be deposited, all money and other valuables in the name and to the credit of the Church with such depositories as may be designated by the Lead Council. The Treasurer shall disburse the funds of the Church as may be ordered by the Lead Council, shall render to the Lead Pastor(s) and the Directors, whenever requested, an account of all transactions as Treasurer and of the financial condition of the Church, and shall have such other powers and perform such other duties as may be prescribed by the Lead Council.

ARTICLE V

Ecclesiastical Authority

§ 5.01 Ecclesiastical Matters. All ecclesiastical matters relating to the Church including, but not limited to, matters of doctrine and interpretation, matters of spiritual ordinances for the Church, direction of ministry, leading and discernment for initiating and determining ministry activities, and any other matters reasonably connected to the spiritual leadership of the Church shall be the ultimate responsibility of the Lead Council and shall be under their authority, with advice and counsel being either initiated and/or received from the Leadership Team or Vineyard USA translocal leadership.

§ 5.02 Powers and Duty of the Lead Pastor(s). The Lead Pastor(s) shall lead the Lead Council who share responsibility for the spiritual oversight of the Congregation. The Lead Pastor(s) shall preside at all congregational partner's meetings. The Lead Pastor(s) shall have such additional powers and duties as the Lead Council may delegate.

§ 5.03 Decisions by Multiple Lead Pastors. When there is more than one Lead Pastor, a decision within the authority of a Lead Pastor under these Bylaws is an act of the Lead Pastor(s). Where there are differences of opinion among multiple Lead Pastors, the Lead Pastors will meet and vote on their decision. Where there is a tie vote among the Lead Pastors, the decision to be made that would otherwise be a Lead Pastor decision will be made by the Lead Council.

§ 5.04 Calling the Lead Pastor(s). A new Lead Pastor(s) may be called by a 2/3 majority vote of the Lead Council subject to Section 2.03 of these bylaws.

§ 5.05 Correction and Removal of the Lead Pastor(s). The Lead Pastor(s) may be removed by a 2/3 majority vote of all of the Councilmembers then serving in the role of Councilmember, excluding all Lead Pastor(s). The Lead Pastor(s) is not entitled to a vote on his or her removal. The Lead Pastor(s) shall be entitled to a written account of the charges and actions being considered and, and an opportunity to present his or her case to the remaining Councilmembers members prior to a vote.

Grounds for correction or removal of the Lead Pastor(s) shall include significant departure from the Statement of Faith as determined by the remaining members of the Lead Council; substantial departure from Biblical norms of behavior as determined by the remaining members of the Lead Council; or failure to faithfully fulfill the duties of the office of Lead Pastor(s). Translocal leadership of Vineyard USA must be consulted in such matters.

§ 5.06 Notification of Correction or Removal. The Lead Council will notify the designated Vineyard USA Super Regional Leader within 48 hours of any corrective or removal action against the Lead Pastor(s)

§ 5.07 Interim Lead Pastor(s). If for any reason the Lead Pastor(s) cannot fulfill the duties of the office of Lead Pastor(s), an Interim Lead Pastor(s) may be appointed by a 2/3 majority vote of the Council. Additionally, in the event that the Lead Pastor(s) resigns or is removed from his or her role before a permanent Lead Pastor(s) has been appointed, the Councilmembers must promptly appoint an Interim Lead Pastor(s).

§ 5.08 Leadership Team. In consultation with the Councilmembers, the Lead Pastor(s) shall appoint a Leadership Team to execute the vision and manage the day-to-day operations of the Church and provide input to the Councilmembers about the Church and its affairs.

§ 5.09 Number on Leadership Team. The size of the Leadership Team will vary under the direction of the Lead Pastor(s) and Councilmembers.

§ 5.10 Leadership Team Offices. Individual Partners in the congregation may be appointed to particular leadership roles on the Leadership Team, including pastoral roles. Such leadership roles may be compensated.

§ 5.11 Appointment to the Leadership Team. Appointment to the Leadership Team shall be made by the Lead Pastor(s) or an individual designated by the Lead Pastor(s) to manage this

responsibility. To be qualified for appointment the person must be a General Partner of the Church in good standing. Additionally, Leadership Team members should have demonstrated personal integrity, a proven record of trustworthiness, teachableness, an anointing for leadership, and healthy friend and familial relationships, including, for married individuals, a strong and stable marriage with support for Church leadership from his or her spouse.

Term of Office. A Leadership Team member shall serve indefinitely until he or she is removed, resigns, or cannot fulfill the duties of Leadership Team members.

Removal. Leadership Team members may be removed without cause by the Lead Pastor(s), the person(s) to whom the Lead Pastor(s) designates that authority, or the Councilmembers.

§ 5.12 Duties of the Leadership Team.

1. Pray: Leadership Team members shall regularly pray for the Church and its ministries.
2. Oversee and Care: Leadership Team members shall lead the various ministries of the Church and care for the individuals serving in the various ministries of the Church.
3. Notice, Discern, and Share: As praying leaders serving the Church, Leadership Team members are tasked with intentionally observing what they understand to be the work of God, discerning possible invitations for the advancement of the Church's ministry, and reporting barriers to health and growth in the Church that they have observed and experienced. When appropriate, either from their own observations or by invitation from the Lead Pastor(s), other Leadership Team officers or Lead Councilmembers, Leadership Team members are encouraged to share what they have noticed and discerned with the Lead Pastor(s), other Leadership Team officers or Lead Councilmembers.

ARTICLE VI

Ordination

§ 6.01 Principles of Ordination. Only our Sovereign Holy God can truly call and ordain his children for service in the ministry of the Gospel of Jesus Christ. The calling of a pastor or other minister of the Gospel is not the result of a title; rather the title is a result of God's calling. This calling is recognized as from the true and living God. It is the privilege of the Church of Jesus Christ to ratify the ordination of God when such is obviously placed upon a person's life. The purpose of this Article is to provide for the ordination of pastors and other ministers of the Gospel.

§ 6.02 Classification. The church recognizes three distinct pastoral/ministerial classifications. They are:

- a. Ordained pastor
- b. Licensed pastor

- c. Commissioned pastoral coordinator

§ 6.03 Qualifications. The qualifications for recognition as an ordained pastor, licensed pastor, or commissioned pastoral coordinator are as follows:

- a. A candidate for ordination by the Church must be a born-again believer in Jesus Christ as described by our Lord in the third chapter of the Gospel of John.
- b. A candidate must subscribe to the Statement of Faith as described in these bylaws.
- c. A candidate must meet the scriptural requirements for the office of elder as described in 1 Timothy 3:1-7 and Titus 1:6-9.
- d. A candidate must believe in the objectives of this Church and its concepts concerning the work of the Holy Spirit today.
- e. A candidate must have evidenced the obvious calling of God in terms of ministerial experience and report.
- f. A candidate must have completed a course of study prescribed or approved by the Lead Pastor(s).

Typically, a person will have completed a probationary period before receiving full ordination.

A pastoral intern or a person who is engaged in professional ministry other than as a pastor may receive credentials as a “commissioned pastoral coordinator”.

The Lead Council may make exceptions to these qualifying standards where, in the unanimous opinion of the Lead Council and under the strong compelling conviction of the Holy Spirit, such exception is according to the will of God and consistent with God’s Word.

§ 6.04 Procedure for Ordination and Licensing. Persons fulfilling the above qualifications may be recommended by the Lead Pastor(s) to the Lead Council. The Council shall consult the Vineyard USA National Leadership Handbook to determine its duties and obligations therein. The Lead Council may approve one of three types of pastoral/ministerial credentials:

- a. Ordination: Full, permanent ordination into the ministry of the Gospel of Jesus Christ.
- b. Licensing: Provisional ordination on a year-to-year basis until said candidate has demonstrated a calling and proficiency for long-term ministry within this Church or has established an independent church body with its own ordination procedures which will thereafter ordain the candidate.
- c. Commissioning: Provisional credentials issued on a year-to-year basis recognizing a pastoral internship or a professional level of leadership of one of the integral ministries of the Church.

The referenced **Vineyard USA Handbook** obligates us to adhere to terms prescribed in the most current version of the denomination policy and procedure.

§ 6.05 Revocation of Ordination. Ordination is a privilege extended to the candidate and can be revoked at any time for cause. When the Councilmembers are considering the revocation of ordination, it shall generally adhere to the following process:

- a. The matter giving rise to revocation shall be sent to the candidate in writing thirty days to sixty days prior to a vote for revocation by the Lead Council after a majority of the Councilmembers present have voted to send such notice of revocation.
- b. The candidate shall be given opportunity to submit a defense to the charges either in writing or orally before the Councilmembers.
- c. Following the defense or within thirty days from notification the Councilmembers shall vote on the revocation or ordination.
- d. The revocation shall be made by a consensus vote of the Councilmembers present at a meeting.
- e. The outcome of the vote on revocation shall be communicated to the candidate in writing within seven days of the vote on revocation.

In extenuating circumstances where delaying the revocation of ordination would significantly harm the Church or a vulnerable individual or group, the Councilmembers are encouraged to consult with the translocal leadership of Vineyard USA and may choose to expedite the revocation process. In such cases, the Councilmembers may vote to revoke ordination in less than thirty days from the meeting where the majority of the Councilmembers present have voted to send notice of revocation.

§ 6.06 Revocation of Licensing and Commissioning. Licensing and Commissioning is a privilege extended to the candidate and can be revoked by the Lead Council at any time.

ARTICLE VII

Emergency Powers

§ 7.01 Emergency Powers. In anticipation of or during an emergency, the Lead Council may relocate the principal office, designate alternative principal offices or regional offices, or authorize the officers to do so.

During an emergency, (1) notice of a meeting of the Lead Council need be given only to those Councilmembers it is practicable to reach and may be given in any practicable manner; (2) those Councilmembers who participate in a meeting of the Lead Council shall constitute a quorum; and (3) one or more officers, including subordinate officers, who may not be Councilmembers, who present at a meeting of the Lead Council may be deemed to be Councilmembers for the meeting, in order to constitute the minimum size of the Council as set forth in Section 3.02 herein. Such

officers shall be added as available in order of rank and within the same rank in order of seniority. Should there be an insufficient number of Councilmembers available to meet the minimum threshold set forth in Section 3.02, actions by those who are available may carry out actions for the Councilmembers during the time of emergency. In such circumstances, the available Councilmembers may elect temporary Councilmembers to serve until a regular meeting of the Councilmembers, which may ratify the elections made by the smaller body or remove the temporary Councilmembers.

Corporate action taken in good faith during an emergency to further the ordinary activities and affairs of the corporation: (1) binds the Church; and (2) may not be used to impose liability on an Councilmember, officer, employee, or agent.

"Emergency" means any of the following events or circumstances as a result of which, and only so long as, a quorum of the Church's Lead Council cannot be readily convened for action: (1) a natural catastrophe, including, but not limited to, a hurricane, tornado, storm, high water, wind-driven water, tidal wave, tsunami, earthquake, volcanic eruption, landslide, mudslide, snowstorm, or drought, or, regardless of cause, any fire, flood, or explosion; (2) an act of terrorism, violence, or other man-made disaster that results in extraordinary levels of casualties or damage or disruption severely affecting the infrastructure, environment, economy, government functions, or population, including, but not limited to, mass evacuations; or (3) a state of emergency proclaimed by a governor or by the President of the United States.

ARTICLE VIII

Indemnification, Insurance and Councilmember Liability

§ 8.01 Right to Indemnification. This Church shall indemnify any person who was or is a party, or is threatened to be made a party, to any action or proceeding by reason of the fact that such person is or was an officer, Councilmember, or agent of this corporation, or is or was serving at the request of this corporation as a Councilmember, officer, employee, or agent of another foreign or domestic corporation, partnership, joint venture, or other enterprise, against expenses, judgments, fines, settlements, and other amounts actually and reasonably incurred in connection with such proceeding, upon approval by the Lead Council.

In determining whether indemnification is available to the Councilmember, officer, or agent of this Church under state corporation law, the determination as to whether the applicable standard of conduct has been met shall be made by a majority vote of a quorum of Directors who are not parties to the proceeding. If the number of Councilmember who are not parties to the proceeding is less than two-thirds of the total number of Councilmember seated at the time the

determination is to be made, the determination as to whether the applicable standard of conduct has been met shall be made by the court in which the proceeding is or was pending.

The indemnification provided herein shall not be deemed exclusive of any other rights to which those indemnified may be entitled, and shall continue as to a person who has ceased to be an agent and shall inure to the benefit of the heirs, executors, and administrators of such a person.

§ 8.02 Insurance. This Church has the power and must use its best efforts to purchase and maintain insurance on behalf of any Councilmember, officer, or agent of the Church, against any liability asserted against or incurred by the Councilmember, officer, or agent in any such capacity or arising out of the Councilmember's, officer's, or agent's status as such, whether or not the Church would have the power to indemnify the agent against such liability under Section 6.01 of these Bylaws; provided, however, that the Church may not purchase and maintain such insurance to indemnify any Councilmember, officer, or agent of the Corporation for any self-dealing transaction.

ARTICLE IX

Miscellaneous

§ 9.01 Fiscal Year. The fiscal year of the Church shall be from January through December.

§ 9.02 Checks, Notes and Contracts. The Lead Council shall determine who shall be authorized from time to time on the Church's behalf to sign checks, drafts, or other orders for payment of money; to sign acceptances, notes, or other evidence of indebtedness; to enter into contracts; or to execute and deliver other documents and instruments.

§ 9.03 Amendment of Articles of Incorporation and Bylaws. The Articles of Incorporation and Bylaws of the Church may be adopted, amended or repealed in whole or in part by a $\frac{3}{4}$ vote of the Councilmembers then in office, and the approval of the Lead Pastor(s).

§ 9.04 Loans to Councilmembers and Officers. The Church shall not make any loan of money or property to or guarantee the obligation of any Councilmember or officer; provided, however, that the Church may advance money to a Councilmember or officer of the Church for expenses reasonably anticipated to be incurred in the performance of the duties of such Councilmember or officer, provided that in the absence of such advance, such Councilmember or officer would be entitled to be reimbursed for such expenses by the Church. The provisions of this §9.04 do not apply to (1) the payment of premiums in whole or in part by the Church on a life insurance policy of an Councilmember or officer so long as repayment to the Church of the amount paid by it is secured by the proceeds of the policy and its cash surrender value; or (2) a loan of money to or for

the benefit of an officer in circumstances where it is necessary, in the judgment of the Lead Council, to provide financing for the purchase of the principal residence of the officer in order to secure the services or continued services of the officer and the loan is secured by real property located in within 30 miles of the Church.

§ 9.05 Church Property. All property, both real and personal, owned by this Church now and in the future, is and shall be solely and exclusively owned by this Church and, consistent with respective state law, shall not be subject to any trust interest or any other claim of ownership by Vineyard USA or any other ecclesiastical jurisdiction to which this Church may now or in the future be subject.

CERTIFICATE OF SECRETARY

I, _____, the Secretary of _____. hereby certify that the foregoing Bylaws of the Corporation were adopted by the Corporation. on _____. There have been no amendments since that date, and these Bylaws, consisting of 20 pages, are the complete and operative Bylaws as of the date of my signature.

Date

Signature