

## CONSTITUTION OF GALILEE SOUTH COMMUNITY CHURCH

### ARTICLE I

#### ***NAME AND AFFILIATION***

1. Name: The legal name of this Church shall be Galilee South Community Church (GSCC), which is incorporated under the Colorado Nonprofit Corporation Act (the "Act") in the City of Centennial, County of Arapahoe, State of Colorado, referred to herein as the "Church" or the "Organization."
2. Purpose: The purpose of this church is to spread the reconciling gospel of Jesus Christ and to build itself up to be a body of Christ inclusive of all cultural and ethnic groups in the community.
3. Affiliation: This church is a non-denominational church.

### ARTICLE II

#### STATEMENT OF FAITH

*Our statement of faith is foundational to all that we do. Truth must be the principle that guides our faith, because God is Truth.*

THE WORD OF GOD. We believe that the Bible is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it has supreme authority in all matters of life, faith and conduct.

TRINITY. We believe that there is one living and true God, eternally existing in three persons; that they are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence, edification and redemption.

GOD THE FATHER. We believe in God, the Father, an infinite, personal spirit, perfect in holiness, wisdom, power and love. We believe that He concerns Himself mercifully in the affairs of people, that He hears and answers prayer, and that He saves from sin and death, all who come to Him through Jesus Christ.

JESUS CHRIST. We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal, and future visible return to earth.

THE HOLY SPIRIT. We believe in the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness and judgment, and to regenerate, sanctify and empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ, and that He is an abiding helper, teacher and guide.

We believe that the ministry of the Holy Spirit transcends time and space and that all biblical spiritual gifts and offices are current and operative for witnessing to the world and for the edification of the Body of Christ.

REGENERATION AND SANCTIFICATION. We believe that all people are sinners by nature and by choice and are, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit. This is an act of God's grace, not man's works. It is the believers' responsibility to pursue a holy and Spirit-filled life.

THE CHURCH. We believe in the universal church, a living spiritual body of which Christ is the Head and all regenerated persons are members. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work and fellowship. We believe that God has laid upon the members of the local church the primary task of sharing the Gospel of Jesus until the return of the Lord Jesus Christ.

THE ORDINANCES. We believe that the Lord Jesus Christ has committed two ordinances to the local church: Baptism and the Lord's Supper. We believe that Christian baptism is the immersion of a believer in water into the name of the Triune God. We believe that the Lord's Supper was instituted by Christ for commemoration of his death. We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ.

THE LAST THING. We believe in the personal, visible return of the Lord Jesus Christ to the earth and the establishment of His kingdom. We believe in the resurrection of the body, the final judgment, the eternal happiness of the righteous, and the endless suffering of the wicked.

## **ARTICLE III**

### **CHURCH COVENANT**

We do solemnly covenant together, God helping us:

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|---|----------------|
| That as aliens and strangers in the world, we will abstain from sinful desires which war against our souls.             | 1 Peter 2:11   |
| • That we will be kind and compassionate to one another, forgiving each other, just as in Christ, God forgave us.       | Ephesians 4:32 |
| • That as we have opportunity we will do good to all people, especially to those who belong to the family of believers. | Galatians 6:10 |
| • That we will have nothing to do with the fruitless deeds of darkness, but rather expose them.                         | Ephesians 5:11 |
| • That we will contend for the faith that was once for all entrusted to the saints.                                     | Jude 3         |

- That we will bring our children up in the training and instruction of the Lord. Ephesians 6:4
- That we will not give up meeting together, as some are in the habit of doing. Hebrews 10:25
- That we will hold to the teachings that were passed on to us. 1 Corinthians 11:2
- That we will confess our sins to each other and pray for each other. James 5:16
- That we will remember our leaders who spoke the Word of God to us and will consider the outcome of their way of life and their faith. Hebrews 13:7
- That we will give regularly as God has prospered us, not grudgingly or of necessity, for God loves a cheerful giver; that one not be relieved while another is hard pressed, but that there be equality. Colossians 3:23, 24  
2 Corinthians 9:6, 7  
2 Corinthians 8:12, 13
- That whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable – if anything is excellent or praiseworthy - we will think about such things. Philippians 4:8
- That whatever we do, we will work at it with all our hearts, as if we are working for the Lord, not for men, since we know that we will receive an inheritance from the Lord as a reward. Colossians 3:23, 24

Moreover, we will, relying upon the grace of God, endeavor to make our walk conform to this covenant; and not to it alone, but to all of God's revealed will for holy living and service as contained in His epistles to the church (Revelation 2:29; 2 Timothy 3:16, 17).

## BYLAWS OF THE CONSTITUTION OF GALILEE SOUTH COMMUNITY CHURCH

### I. Vision & Mission

*"See, I have made him a witness to the peoples, a leader and commander of the peoples. Surely you will summon nations you know not, and nations that do not know you will hasten to you, because of the LORD your God, the Holy One of Israel, for he has endowed you with splendor." Isaiah 55:4-5*

*"For he himself is our peace, who has made the two one and has destroyed the barrier, the dividing wall of hostility, by abolishing in his flesh the law with its commandments and regulations. His purpose was to create in himself one new man out of the two, thus making peace." Ephesians 2:14-15*

*"The Spirit of the Lord is on me, because he has anointed me to preach good news to the poor. He has sent me to proclaim freedom for the prisoners and recovery of sight for the blind, to release the oppressed, to proclaim the year of the Lord's favor." Luke 4:18-19*

**A. Vision:** By the mandate prescribed by the above three scripture passages concerning the Messiah and the ministries of his church, we, the body of Christ of Galilee South Community Church, envision becoming *"a cell-based, multi-ethnic church committed to impacting the world with the reconciling gospel of Jesus Christ."*

**B. Mission Statement:** We shall follow the vision statement to build a multiethnic church through personal and corporate worship, renewal of the Holy Spirit, cell-church development and a concerted effort for outreach through proclaiming the gospel of Jesus Christ, pursuing of intercultural unity, and engaging in global missions, thus becoming a "house of worship for all nations."

### II. Four Core Values

- A. 火熱愛主 Passion for God
- B. 生命更新 Personal Renewal
- C. 愛人如己 Love One Another
- D. 合一宣教 United for Missions

### III. Ministry Objectives

- A. Passion for God expressed through worship
  - 1. To make this church a center for spreading the vision of worship ministry and training worship leaders.
  - 2. To send worship teams to locations both local and abroad with the purpose of training

and assisting other believers in worship ministry.

3. To spread the vision of worship by utilizing multi-media resources.

#### B. Personal Renewal of the Holy Spirit

1. To equip believers with the teaching of the Word, to continue in the renewal of the Holy Spirit.
2. To provide an environment where the gifts of the Holy Spirit can be exercised freely by believers as He wills.
3. To engage in intercession, both individually and with others, for revival of the Church of Jesus Christ.

#### C. Loving Fellowship through Cell Ministry

1. To establish and encourage a holistic, caring ministry through loving relationships in cell groups.
2. To create a training and resource center where believers can be trained and sent into ministry.
3. To train and send effective ministry teams that will be diverse in makeup but united in purpose.
4. To exist as a dynamic cell church fit to serve as a model to others.

#### D. United for Evangelism & Missions

1. To cooperate with other believers and ministries in an effort to impact the Denver metro area for the Kingdom of God through community involvement and outreaches.
2. To develop multimedia resources, support church planting and global missions endeavors.
3. To help build the Church of Jesus Christ throughout the world through the promulgation of the cell church vision.
4. To expand the Kingdom of God through strategic prayer, financial giving, and missions endeavors.

## IV. ORDINANCES

### A. Baptism

1. Our belief and practice: All those who have expressed faith in Jesus Christ should receive baptism administered by persons who are commissioned by this church. Baptism is defined and practiced as immersion in the name of the Father, the Son, and the Holy Spirit. Under special circumstances immersion can be substituted by sprinkling of water. Baptism serves the purposes of testifying and declaring that the baptized is identifying with the death, burial and resurrection of the Lord. They are dead to sin but living because of the Lord.
2. Qualifications for Baptism: All those who have expressed faith in Jesus Christ and who have

accepted Christ as Savior are eligible for baptism. Before baptism is performed, the candidate(s) must be interviewed by a cell group leader and pastoral staff of this church to confirm the candidates' faith in Christ. The candidate must also attend a baptism preparation course offered by the church.

#### **B. Holy Communion**

1. The meaning of Holy Communion: To remember the Lord's death until He comes. It should be conducted regularly.
2. Qualifications for partaking in holy communion: All those who have received baptism may partake in the Lord's Supper. Although this church performs immersion for baptism, we allow all those who received other forms of water baptism in other churches to partake in communion. The church reserve the right to withhold communion to those who have sinned and are unrepentant of their sins after being confronted by church leaders according to the instruction of God's Word.

### **V. Child Dedication**

- A. We believe that children are an inheritance from the Lord, entrusted to parents to care for and discipline them. Child dedication is observed to help parents to understand their parental duties before the Lord. In so doing they dedicate their children to God for His divine care, instruction, and guidance so that their children will walk in the ways of God.
- B. At the same time, we believe that as the Body of Christ we are all accountable for the faithful nurture and care of each member's children. So this is also a time for the Body of Christ to acknowledge their role and commit to supporting and assisting the parents of the dedicated child in the great task of raising their children up in the ways of the Lord.
- C. Parents who are willing to dedicate their children may request that the church perform the dedication during regular Sunday services. The pastor, associate ministers, or leaders of this church will lay their hands on the minor, for whom prayers of dedication, blessing and commitment will be given.

### **VI. Membership**

A. Membership: The membership of this church shall be open to all individuals regardless of sex, race, national or ethnic origin, or color. Membership is granted to those who through faith in Jesus Christ have been born again by the Holy Spirit, have received water baptism, who desire to share in the church's

fellowship and ministries, and who subscribe to the church Statement of Faith and Church Covenant, Constitution and By-laws.

1. A Member is a person who:
  - a. Has experienced the saving knowledge of Jesus Christ, following our Lord in water baptism.
  - b. Has consistently attended Galilee South Community Church for a period of more than three (3) months.
  - c. Agrees with and fully accepts the Bylaws and Constitution of this church.
2. Revocation of Membership
  - a. Continuing in a behavior or lifestyle that brings reproach upon and/or harms the reputations of Jesus Christ and the members of His Church, and/or refusing to agree with the Bylaws and Constitution of this church can cause a person's membership to be revoked.

## **VII. Assembly of Representatives**

A. Definition: The Assembly of Representatives is a body that decides matters of great importance in the church, and shall be defined as the authorizing board of the organization consisting of current cell group leaders and those appointed by the EPT as representatives or designees. The Representatives shall cast their votes in accordance with the wishes of their respective cell group(s). If there is any unresolved dispute, the matter shall be mediated and/or resolved by the Board of Directors.

### **B. Function**

1. Elects members to the Board of Directors.
2. Approves annual budgets and financial reports.
3. Approves or disapproves the hiring and/or dismissal of the Senior Pastor upon the recommendation of the Board of Directors.
4. Approves amendments to the Bylaws and Constitution as recommended by the Board of Directors.
5. Approves or disapproves major motions presented by the Board of Directors.

### **C. Annual Identification of Members to the Assembly of Representatives**

1. Beginning each Nov. 1<sup>st</sup> the EPT will begin to identify and approve the list of members to the Assembly of Representatives for the coming year. By Jan 31<sup>st</sup> the EPT must provide the finalized list of Member Representatives to the Board of Directors.
2. The chairperson of the Board of Directors shall serve as chair of the Assembly of Representatives. When considering matters of great importance, the Board of Directors can authorize the chairperson of the Board of Directors to call an ad hoc meeting for the Assembly of Representatives.

#### D. Voting

1. The candidate(s) with the highest votes total shall be elected to the Board of Directors.
2. Annual budgets and financial reports shall be passed by a simple majority.
3. The position of Senior Pastor shall be filled by a vote greater than 2/3 of the total number of cell groups.
4. Other motions shall be passed by a vote of greater than 1/2 of the total number of cell groups.
5. All voting shall be conducted by signed but secret ballot and shall be archived by the Board of Directors.

### VIII. The Executive Pastoral Team (EPT)

- A. Definition: The EPT is the decision-making body that exercises oversight of all ministry areas of the organization. The number of members shall be determined by the Senior Pastor and will consist of the Senior Pastor, fulltime ministry staff and member representatives. The Senior Pastor shall chair the meetings unless he/she is unable to officiate at which time an interim chair shall be elected by the members of the EPT. In addition, an invitation shall be extended to a non-voting designee of the Board of Directors to attend each meeting of the EPT. The EPT reports to the Board of Directors via the Senior Pastor.
- B. Duties of the EPT
  - i. To discuss and confirm the direction and ministry goals of the organization.
  - ii. To Create an organizational structure to execute policies approved by the EPT in accordance with the various needs of the organization.
  - iii. To Authorize the hiring and subsequent annual evaluations of pastors and staff.
  - iv. To cooperate with the Board of Directors during the times of crisis.

### IX. Member Representatives to the EPT

- A. Qualifications of Member Representatives
  - i. Has been a member in good standing of Galilee South Community Church for a period of at least one (1) year.
  - ii. Has lived a life above reproach and one of good reputation with those within and outside of the organization.
  - iii. Has served in the organization and is familiar with and abides by the Bylaws and Constitution of the organization.
  - iv. Is able to attend the meetings of the EPT.
- B. Appointment Process

- i. Member Representatives of the EPT shall be nominated by the Senior Pastor and comprise a minimum of two (2) of the total number of members of the EPT.
- ii. The list of nominees must be completed by the Senior Pastor and submitted to the Board of Directors by the end of October of each year.
- iii. Nominees shall be appointed after being approved by the Board of Directors.
- iv. The Senior Pastor shall discuss with the Board of Directors those nominations that are of concern to the Board of Directors. The appointing process should be completed before the end of December. If for any reason the appointing process cannot be completed in time, the current team members should remain until a new team is appointed. If an EPT member who is a Member Representative leaves, the Senior Pastor should nominate a replacement within seven (7) days and should complete the appointment in coordination with the Board of Directors within thirty (30) days.
- v. Member Representatives shall serve for a term of one (1) year and shall be eligible for reelection.
- vi. The EPT shall meet monthly, with all meeting records being submitted to the Board of Directors.

## **X. Ministry Staff**

### **A. General Guidelines**

1. Potential employees must accept and abide by the Bylaws and Constitution of Galilee South Community Church.
2. The hiring of pastors and ministry staff shall be extended to potential employees by the EPT after an interview of the potential employee(s) and upon the approval of a nomination for employment from the members of the Search Committee whose members are appointed by the EPT.
3. The EPT, for the purpose of renewal of contracts, shall conduct annual performance evaluations of all employees. These evaluations shall continue until the third (3rd) year of employment at which time contracts will be renewed automatically.
4. The dismissal of a pastor or member of the ministry staff shall be approved by the EPT (with the exception of the member in question). The hiring of non-ministerial staff (including full and part-time employees) can be made by the EPT after an

interview of the potential employee(s) and in accordance with the guidelines of the annual budget.

5. The EPT shall conduct annual performance evaluations of all non-ministerial employees.
6. A staff member can serve as a representative Galilee South Community Church in areas such as official written or verbal statements and announcements, external fund-raising, recruitment, and joint ventures with other organizations only upon the written consent of the EPT.

B. Dismissal of Employees-- An employee shall be dismissed from employment after:

1. He/she refuses to accept and abide by the Bylaws and Constitution of the organization, seriously violates the Bylaws or Constitution, and/or breaches his/her duty.
2. He/she has become disreputable in the areas of religious belief and/or personal life, or has committed serious immorality.
3. He/she acts in a way that brings serious harm to the reputation of the organization.

## **XI. The Senior Pastor**

A. Qualifications & Guidelines for the Position of Senior Pastor

1. The position of Senior Pastor shall be:
  - a. Filled by a person who has been ordained and has served in a full-time pastoral position for a minimum of seven (7) years. Alternatively, a staff pastor can be promoted to the position of Senior Pastor after having served in the church for a period of three (3) years, with the exception being a pastor who receives unanimous approval of the EPT and Board of Directors.
  - b. Filled by appointment of the Board of Directors in the event of an unexpected vacancy. A Search Committee shall be selected by the Board of Directors for the purpose of identifying potential candidates as expeditiously as possible. The approved candidate shall serve in a probationary status for a period of (1) year at the end of which time the candidate's performance shall be reviewed prior to a possible permanent appointment.
  - c. Considered vacant after the Board of Directors unanimously approves the dismissal of the person filling that position.

## **XII. The Board of Directors**

A. Function & Oversight

1. Reviews and determines annual departmental and organizational budgets and financial reports and manages assets of organization.

2. Reviews and determines the compensation, adjustments, employee benefits packages, and contracts of all staff personnel of the organization.
  3. Evaluates the performance, lifestyle and matters regarding the financial compensation of the Senior Pastor.
  4. Presides as the final authority in matters regarding the interpretation of the Bylaws of the organization.
  5. Is recognized as the official representative of the organization regarding legal matters.
  6. Determines the proper response to matters of serious concern to the organization as recognized and submitted by the EPT and Board of Directors.
  7. In cooperation with the EPT, commissions and oversees special committees which can be initiated by either body.
- B. Qualifications of Directors--A Member of the Board of Directors is a person who:
1. Has been a member in good standing of Galilee South Community Church for a period of at least one (1) year.
  2. Has lived a life above reproach and one of good reputation with those within and outside of the organization.
  3. Has served in the organization and is familiar with and abides by the Bylaws and Constitution of the organization.
  4. Is able to attend the meetings of the Board of Directors.
- C. Organization of the Board of Directors
1. The Board of Directors shall be comprised of five (5) elected members of the organization. The members of the Board of Directors shall receive no monetary compensation and shall not be a member of the EPT.
  2. A member of the Board of Directors shall be elected to a two (2) year term and can only serve two (2) consecutive terms if reelected.
  3. Candidacy shall be determined by a nominating committee, the members of which are to be selected by the Board of Directors and the EPT. A serving Director shall chair the committee. Election shall be commenced at a meeting of the members of the Assembly of Representatives before the end of each December with the candidates receiving the highest number of votes being deemed elected.

4. The chairperson of the Board of Directors shall be elected to a one (1) year term and can only serve two (2) consecutive terms if reelected.
5. Upon the resignation of a member of the Board of Directors wherein the remaining amount of time of the term is more than three (3) months, a successor shall be elected to finish the remaining term. The election process shall follow the guidelines found in Section XII B. 3. (above).
6. Meetings of the Board of Directors shall be scheduled and/or called by the chairperson of the Board of Directors.
7. The resignation of a member of the Board of Directors shall be presented by the chairperson to the full Board of Directors.
8. The Board of Directors shall encourage, through invitation, the attendance of the Senior Pastor and other non-voting members of the organization to scheduled meetings.

D. Financial Responsibilities

1. Evaluates the status of financial reports of the organization regarding decisions on employment and compensation in accordance to approved budget(s).
2. Advises and counsels individual department heads regarding overdrafts and/or shortfalls.
3. Determines need and executes contracts with professionally recognized audit firms to periodically examine the finances of the organization.

E. Resignation and/or Dismissal

1. A member of the Board of Directors shall resign with the approval of the Assembly of Representatives.
2. A member of the Board of directors can be dismissed with the approval of the Assembly of Representatives when:
  - a. He/she refuses to accept and abide by the Bylaws and Constitution of the organization, seriously violates the Bylaws or Constitution, and/or breaches his/her duty.
  - b. He/she has become disreputable in the areas of religious belief and/or personal life, or has committed serious immorality.
  - c. He/she acts in a way that brings serious harm to the reputation of the organization.

### **XIII. CHURCH FINANCE AND BOOK KEEPING**

- A. This church only accepts freewill offerings and donations on a no-services-rendered basis.
- B. The income of this church is used only for the implementation of church ministries, the propagation of the Gospel and related works.
- C. Quarterly financial reports, reviewed by the Board of Directors, shall be posted in church publications and/or on a church bulletin board.
- D. All income of this church, except necessary petty cash, shall be deposited in legal financial institutions under the official name of the church.
- E. Church Checks. Power to issue and approve church checks is granted to the Treasurer, the Chairman of the board and to three other members of the EPT. Each check requires the signature of two people who have been granted the power to sign. These two people shall not be related.
- F. Church Credit Cards. Credit cards have been issued in the Church's name and are to be held and used only by the second party who is listed on the credit card. A limit is attached to each card and thus limits any one purchase amount to under that figure.

### **XIV. Amendments to the Bylaws and Constitution**

- A. To amend the Bylaws or Constitution, the Board of Directors shall appoint an Amendment Committee to propose amendments to the Bylaws or Constitution. After a proposed amendment(s) is accepted and the language of the amendment(s) is approved by the Board of Directors, the amendment(s) must be approved by the Assembly of Representatives.

### **XV. Dissolution of the Organization**

- A. In the event of the necessity of the dissolution of the organization, the Board of Directors shall act in accordance with Colorado State law regarding nonprofit religious organizations.
- B. Upon dissolution of this Church/organization, after all financial liabilities are met, the remaining assets of the organization are to be donated to Christian organizations, these to be determined by the Board of Directors.

### **TRANSITION PERIOD CLAUSE TO THE BYLAWS OF GALILEE SOUTH COMMUNITY CHURCH:**

The Church Council of Galilee South Community Church proposes a transition period be allowed from the time these Bylaws are approved and adopted until January 1, 2008. During this transition period the present Church Council (which is presently a body consisting of both members of the EPT and the Board of Directors as defined in the above Bylaws) will continue to function as one body with the combined duties of the EPT and the Board of Directors as described above in the Bylaws. By or before January 1, 2008 the new EPT members will be determined and Board of Directors elected so that we can then commence operations in keeping with the above Bylaws.