

2025 MANUAL

of The Christian and Missionary Alliance



THEALLIANCE

Revised (October 2)

MANUAL OF THE CHRISTIAN AND MISSIONARY ALLIANCE

2025 Edition

This *Manual* contains the Articles of Incorporation and the Amended and Restated Constitution and Bylaws originally adopted by the 1993 General Council and ratified by the 1994 General Council. It also contains Auxiliary Constitutions and Regulations of The Christian and Missionary Alliance, supplemented by other legal actions, and is designed to reflect as fully as possible the actions of the General Council and Board of Directors. This *Manual* reflects dated revisions made by General Council and Board of Directors by each section as revised.



THE ALLIANCE

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Printed in the United States of America

National Office
The Christian and Missionary Alliance
One Alliance Place • Reynoldsburg, OH 43068

Like a reliable guide, a well-written manual gives us direction on the issues and questions that arise in our ministry assignments. In that way, there is genuine value in what this *Manual* represents and provides. With good policy, procedure, and structure, efficiencies can be found, and mutual understanding established. We benefit from the wisdom of those who have gone before us, while always staying open to ways that we can improve.

The ultimate goal in all our organizational policies is to advance our mission together: *All of Jesus for All the World*. Structures and policies can serve that end, helping us to be consistent and clear in how we operate. With that in mind, may the structures we create never restrict the spiritual dimension of our calling. May the policies we form never contradict the Word we have already received.

The Alliance is one of God's end times' families which He has raised up to complete the Great Commission in dependence upon the Spirit. Together, may our deeper life and mission movement propel us forward in His strength until that incredible day when our Coming King returns to gather His family who represents "every nation, tribe, people, and language (Revelation 7:9).

Until everyone hears,



Jonathan G. Schaeffer

13th President of The Christian and Missionary Alliance

MISSION STATEMENT
OF
THE CHRISTIAN AND MISSIONARY ALLIANCE

Our mission is to know Jesus Christ; exalt Him as Savior, Sanctifier, Healer, and Coming King; and complete His Great Commission:

- ✦ Proclaiming the truth of God's Word by emphasizing the Lordship of Jesus Christ, the person and work of the Holy Spirit, and the imminent return of the Lord Jesus,
- ✦ Evangelizing and discipling persons throughout the United States and around the world, incorporating them into Christ-centered, community-focused congregations, and mobilizing them in a missionary effort designed to plant Great Commission churches among both unreached and responsive peoples worldwide, and
- ✦ Working collaboratively with other churches and organizations that share the mission and vision of The Christian and Missionary Alliance to extend Christ's Kingdom.

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CONSTITUTIONS AND BYLAWS

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A1

AMENDED AND RESTATED ARTICLES OF INCORPORATION OF THE CHRISTIAN AND MISSIONARY ALLIANCE

Pursuant to the provisions of the Colorado Nonprofit Corporation Act, the undersigned corporation adopts the following Amended and Restated Articles of Incorporation.

1. The corporation's name is The Christian and Missionary Alliance.
2. The Amended and Restated Articles of Incorporation contain amendments which correctly set forth the provisions of the Articles of Incorporation, as amended. These Amended and Restated Articles of Incorporation, together with the amendments contained herein, supersede the original Articles of Incorporation and all amendments thereto.
3. The Amended and Restated Articles of Incorporation were adopted by a written consent of members signed by all members entitled to vote with respect thereto.

FIRST: **Name.** The name of the corporation is The Christian and Missionary Alliance.

SECOND: **Duration.** The corporation shall have perpetual existence.

THIRD: **Statement of Faith.**

- (a) There is one God (Deut. 6:4), Creator of all things (Rev. 4:11), who is infinitely perfect (Matt. 5:48), existing eternally in three persons: Father, Son, and Holy Spirit (Matt. 28:19).
- (b) Jesus Christ is the true God and true man (Phil. 2:6-11). He was sent by the Father (John 20:21), conceived by the Holy Spirit, and born of the virgin, Mary (Luke 1:34-38). He died on the cross, the Just for the unjust (1 Pet. 3:18), as a substitutionary sacrifice (Heb. 2:9), and all who believe in Him are justified on the ground of His shed blood (Rom. 5:9). He rose from the dead according to the Scriptures (1 Cor. 15:3-4). He is now at the right hand of the Majesty on high as our great High Priest (Heb. 8:1). He will come again to establish His Kingdom of righteousness and peace

- (Isa. 9:6-7).
- (c) The Holy Spirit is a divine person (John 14:16-18), sent to indwell, guide, teach, gift, empower, and bear His fruit in every believer (John 16:13; 1 Cor. 12:4, 11; Acts 1:8; Gal. 5:22-23), He convicts the world of sin, of righteousness, and of judgment (John 16:7-11).
- (d) The Old and New Testaments, inerrant as originally given, were verbally inspired by God and are a complete revelation of His will for our salvation. They constitute the divine and only rule of Christian faith and practice (2 Pet. 1:20-21; 2 Tim. 3:15-16).
- (e) Man and woman, created in the image and likeness of God (Gen. 1:27), fell through disobedience, incurring both physical and spiritual death (Rom. 6:23). Therefore, everyone is born with a sinful nature (Rom. 5:12), is separated from the life of God (Eph. 4:18), and can be saved only through the atoning work of the Lord Jesus Christ (Rom. 3:25).
- (f) Salvation has been provided through Jesus Christ for all people (1 John 2:2). Those who repent and believe in Him are justified by grace through faith (Rom. 3:21-24), born again of the Holy Spirit (Titus 3:4-7), delivered from the dominion of darkness, transferred into the Kingdom of God's Son (Col. 1:13), granted the gift of eternal life, and adopted as the children of God (Rom. 8:14-16; John 1:12).
- (g) It is the will of God that each believer should be filled with the Holy Spirit and be sanctified wholly,¹ being separated from sin and the world and fully dedicated to the will of God, thereby receiving power for holy living and effective service.² This is both a crisis and a progressive experience wrought in the life of the believer subsequent to conversion.³ (¹1 Thessalonians 5:23, ²Acts 1:8, ³Romans 6:1-14)
- (h) Provision is made in the redemptive work of the Lord Jesus Christ for the healing of the whole person (Isa. 53:4-5; Matt. 8:16-17). Prayer for the sick and anointing with oil are taught in the Scriptures (James 5:13-16) as privileges for the Church in this present age (Acts 4:30).
- (i) The Church consists of all those who believe in the Lord Jesus Christ, are redeemed through His blood, and are born again by the Holy Spirit. Christ is the Head of His Body (Eph. 1:22-23; Col. 1:18), the Church, which has been commissioned by Him to go into all the world making disciples of all peoples (Matt. 24:14, 28:19-20).

The local church is a body of believers in Christ (Eph. 5:30) who are called

to love (1 Thess. 3:12) and joined together for the worship of God, edification through the Word of God, prayer, fellowship, proclamation of the gospel through word and deed (Luke 4:18-19), and observance of the ordinances of Baptism and the Lord's Supper (Acts 2:41-47).

- (j) There will be a bodily resurrection of all people (Acts 24:15). Our Lord Jesus Christ will judge with perfect justice (Acts 17:31; John 5:28-30) as the unrepentant and unbelieving are raised to the conscious anguish of eternal separation from God (Rev. 20:15, 21:8; 2 Thess. 1:9), and repentant believers are raised (John 6:40) to the unending joy of eternal life with God (Ps. 16:11; Rev. 21:1-4).
- (k) The Second Coming of the Lord Jesus Christ is imminent⁴ and will be personal, visible, and premillennial.⁵ This is the believer's blessed hope and is a vital truth which is an incentive to holy living and faithful service.⁶ (⁴Hebrews 10:37, ⁵Luke 21:27, ⁶Titus 2:11-14)

FOURTH: **Purposes and Powers.**

- (a) **Purposes.** The corporation is organized and shall be operated exclusively for religious purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code. The specific purposes and objectives of the corporation shall include, but not be limited to, the following: to bear witness to the Christian truths, especially those relating to the deeper Christian life, to preach the gospel at home and abroad, to evangelize the neglected classes, to establish and maintain mission stations, to prosecute mission work, to erect and to assist in erecting such buildings as may be necessary for such purposes, and to engage in preaching and establishing and maintaining houses for religious worship, all of which buildings and houses shall be irrevocably dedicated to religious and charitable purposes and upon the liquidation or dissolution or abandonment of said corporation, said properties will not inure to the benefit of any private person; the teaching of religion, missionary training, and instruction preparatory to such courses and maintaining schools therefor.
- (b) **Powers.** In furtherance of the foregoing purposes and objectives (but not otherwise) and subject to the restrictions set forth in Section (c) of this Article, the corporation shall have and may exercise all of the powers now or hereafter conferred upon nonprofit corporations organized under the laws of Colorado and may do everything necessary or convenient for the accomplishment of any of the corporate purposes, either alone or in connection with other organizations, entities or individuals, and either as principal or agent, subject to such limitations as are or may be prescribed by law.

(c) **Restrictions on Powers.** No part of the assets, income, profits, or net earnings of the corporation shall inure to the benefit of or be distributable to any of its members, directors, trustees, or officers, or any other private person, except that the corporation shall be authorized to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of its exempt purposes. No substantial part of the activities of the corporation shall be the carrying on of propaganda or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements), any political campaign on behalf of any candidate for public office. Upon dissolution of the corporation, all of the corporation's assets remaining after payment of or provision for all of its liabilities shall be paid over or transferred to one or more exempt organizations described in Section 501(c)(3) of the Internal Revenue Code, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code of 1986 (as it may from time to time be amended). The organizations to receive such property shall be designated by the Board of Directors. Notwithstanding any of the provisions of these Amended and Restated Articles of Incorporation, the corporation shall not carry on any activities not permitted to be carried on (a) by a corporation exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code, or (b) by a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code of 1986 (as it may from time to time be amended).

FIFTH: **Members.** The corporation shall have two classes of members: accredited members and general members. Each accredited member shall have the right to vote on each matter submitted to a vote of the members. No accredited member shall be entitled to be represented or to vote by proxy at the regular meeting of the members, as such meeting is defined in the Bylaws of the corporation. Each accredited member shall be entitled to be represented and to vote by proxy at all special meetings of the members, as such meetings are defined in the Bylaws of the corporation. No general member who is not also an accredited member shall have the right to vote. The manner of election or appointment, qualifications, tenure, terms of membership, rights, powers, privileges, and immunities of each class of members shall be as from time to time set forth in the Bylaws of the corporation. The corporation shall have no capital stock.

SIXTH: **Board of Directors.**

(a) **Board of Directors.** The management of the affairs of the corporation shall be vested in a Board of Directors. The Board of Directors is subject to the

legislation and policies enacted by the General Council, which is the representative body of the members of the corporation. The number of directors, their classifications, if any, their term of office, and the manner of their election or appointment shall be determined according to the Bylaws of the corporation from time to time in force.

- (b) **Liability of Members of the Board of Directors.** No member of the Board of Directors shall be personally liable to the corporation or to its members for monetary damages for any breach of fiduciary duty as a director, except that the foregoing shall not eliminate or limit such director's liability to the corporation or to its members for monetary damages for the following: (1) any breach of such director's duty of loyalty to the corporation or to its members, (2) any of such director's acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of law, (3) acts specified in Section 7-24-111 of the Colorado Revised Statutes, as it now exists or hereafter may be amended (regarding a director's assent to or participation in the making of any loan by the corporation to any director or officer of the corporation), or (4) any transaction from which such director derived an improper personal benefit. If the Colorado Nonprofit Corporation Act hereafter is amended to authorize the further elimination or limitation of the liability of directors, then the liability of a director of the corporation, in addition to the limitation on personal liability provided herein, shall be further eliminated or limited to the fullest extent permitted by the Colorado Nonprofit Corporation Act. Any repeal or modification of this Article SIXTH (b) shall be prospective only and shall not adversely affect any right or protection of a director of the corporation existing at the time of such repeal or modification.

SEVENTH: **Bylaws.** The initial Bylaws of the corporation shall be as adopted by the Board of Directors. No bylaw at any time in effect, and no amendment to these Amended and Restated Articles of Incorporation, shall have the effect of giving any member which is not then an exempt organization described in Section 501(c)(3) of the Internal Revenue Code, or any director or officer of the corporation any proprietary interest in the corporation's property or assets, whether during the term of the corporation's existence or as an incident to its dissolution.

EIGHTH: **Amendment.** These Amended and Restated Articles of Incorporation may be amended only with the approval of the Board of Directors and the General Council.

DATED this ____ day of _____, _____.

A2

AMENDED AND RESTATED CONSTITUTION AND BYLAWS OF THE CHRISTIAN AND MISSIONARY ALLIANCE (herein referred to as "Bylaws")

PREAMBLE

The Christian and Missionary Alliance in the years since its founding has, under God, extended its ministry throughout the world. The Christian and Missionary Alliance supports and is governed under the biblical principle of constituted authority. The Amended and Restated Constitution and Bylaws that follow, adopted by the General Council, define the constituent elements of The Christian and Missionary Alliance and provide the necessary legislation for its ministries, the election of its officers and Board of Directors, and its administration.

ARTICLE I STATEMENT OF FAITH

Section 1.1. There is one God (Deut. 6:4), Creator of all things (Rev. 4:11), who is infinitely perfect (Matt. 5:48), existing eternally in three persons: Father, Son, and Holy Spirit (Matt 28:19).

Section 1.2. Jesus Christ is the true God and true man (Phil. 2:6-11). He was sent by the Father (John 20:21), conceived by the Holy Spirit, and born of the virgin, Mary (Luke 1:34-38).⁵ He died on the cross, the Just for the unjust (1 Pet. 3:18), as a substitutionary sacrifice (Heb. 2:9), and all who believe in Him are justified on the ground of His shed blood (Rom. 5:9). He rose from the dead according to the Scriptures (1 Cor. 15:3-4). He is now at the right hand of the Majesty on high as our great High Priest (Heb. 8:11). He will come again to establish His Kingdom of righteousness and peace (Isa. 9:6-7).

Section 1.3. The Holy Spirit is a divine person (John 14:16-18), sent to indwell, guide, teach, gift, empower, and bear His fruit in every believer (John 16:13; 1 Cor. 12:4, 11; Acts 1:8; Gal. 5:22-23). He convicts the world of sin, of righteousness, and of judgment (John 16:7-11).

Section 1.4. The Old and New Testaments, inerrant as originally given, were verbally inspired by God and are a complete revelation of His will for our salvation. They constitute the divine and only rule of Christian faith and practice (2 Pet. 1:20-21;

2 Tim. 3:15-16).

Section 1.5. Man and woman, created in the image and likeness of God (Gen. 1:27), fell through disobedience, incurring both physical and spiritual death (Rom. 6:23). Therefore, everyone is born with a sinful nature (Rom. 5:12), is separated from the life of God (Eph. 4:18), and can be saved only through the atoning work of the Lord Jesus Christ (Rom. 3:25).

Section 1.6. Salvation has been provided through Jesus Christ for all people (1 John 2:2). Those who repent and believe in Him are justified by grace through faith (Rom. 3:21-24), born again of the Holy Spirit (Titus 3:4-7), delivered from the dominion of darkness, transferred into the Kingdom of God's Son (Col. 1:13), granted the gift of eternal life, and adopted as the children of God (Rom. 8:14-16; John 1:12).

Section 1.7. It is the will of God that each believer should be filled with the Holy Spirit and be sanctified wholly,¹ being separated from sin and the world and fully dedicated to the will of God, thereby receiving power for holy living and effective service.² This is both a crisis and a progressive experience wrought in the life of the believer subsequent to conversion.³ (1¹ Thessalonians 5:23, ²Acts 1:8, ³Romans 6:1-14)

Section 1.8. Provision is made in the redemptive work of the Lord Jesus Christ for the healing of the whole person (Isa. 53:4-5; Matt. 8:16-17). Prayer for the sick and anointing with oil are taught in the Scriptures (James 5:13-16) as privileges for the Church in this present age (Acts 4:30).

Section 1.9. The Church consists of all those who believe in the Lord Jesus Christ, are redeemed through His blood, and are born again by the Holy Spirit. Christ is the Head of His Body (Eph. 1:22-23; Col. 1:18), the Church, which has been commissioned by Him to go into all the world making disciples of all peoples (Matt. 24:14, 28:19-20).

The local church is a body of believers in Christ who are joined together for the worship of God, for edification through the Word of God, for prayer, fellowship, the proclamation of the gospel, and observance of the ordinances of Baptism and the Lord's Supper.²⁹ (²⁷Ephesians 1:22-23, ²⁸Matthew 28:19-20, ²⁹Acts 2:41-47)

Section 1.10. There will be a bodily resurrection of all people (Acts 24:15). Our Lord Jesus Christ will judge with perfect justice (Acts 17:31; John 5:28-30) as the unrepentant and unbelieving are raised to the conscious anguish of eternal separation from God (Rev. 20:15, 21:8; 2 Thess. 1:9), and repentant believers are raised (John 6:40) to the unending joy of eternal life with God (Ps. 16:11; Rev. 21:1-4).

Section 1.11. The Second Coming of the Lord Jesus Christ is imminent⁴ and will be personal, visible, and premillennial.⁵ This is the believer's blessed hope and is a vital truth which is an incentive to holy living and faithful service.⁶ (⁴Hebrews 10:37, ⁵Luke 21:27, ⁶Titus 2:11-14)

ARTICLE II MISSION AND OBJECTIVES

Section 2.1. Mission. The Christian and Missionary Alliance has defined its purpose in its mission statement:

The mission of The Christian and Missionary Alliance is to know Jesus Christ; exalt Him as Savior, Sanctifier, Healer, and Coming King; and complete His Great Commission.

All entities of The Christian and Missionary Alliance, including local churches and districts, overseas fields, supporting organizations, and the National Office shall focus their resources on the accomplishment of this central mission.

Section 2.2. Objectives. The mission of The Christian and Missionary Alliance shall be achieved through the accomplishment of the following objectives:

1. To proclaim the truth of God's Word by emphasizing the Lordship of Jesus Christ, the person and work of the Holy Spirit, and the imminent return of the Lord Jesus.
2. To evangelize and disciple persons throughout the United States and around the world, incorporate them into Christ-centered, community-focused congregations, and mobilize them in a missionary effort designed to plant Great Commission churches among both unreached and responsive peoples worldwide.
3. To work collaboratively with other churches and organizations that share the mission and vision of The Christian and Missionary Alliance to extend Christ's Kingdom.

ARTICLE III CHURCHES, DISTRICTS, AND NATIONAL OFFICE

Section 3.1. Accredited Churches. The term "accredited church," as used in these Bylaws, means a corporation or unincorporated association that (a) is comprised of a group of Christians who join together in consultation and cooperation with a district of The Christian and Missionary Alliance, (b) is governed by the particular church constitution promulgated and amended from time to time by The Christian and Missionary Alliance for use by such church group, and under which constitution its

members elect the church governance authority members, officers, and, if required by law, trustees, and (c) remains subject to and abides by the purposes, usages, doctrines, and teachings of The Christian and Missionary Alliance.

Section 3.2. Developing Churches. The term “developing church” as used in these Bylaws means a corporation or unincorporated association that (a) is a new church that is in the first few years of development and has not yet met the standards for accreditation or become accredited, or (b) has been accredited in the past but for one or more reasons is failing to meet the minimal standards of an accredited church as has been determined by the District Executive Committee of the district to which the church is related. A decision on the reclassification of a church from status as an accredited church to any other status may, within 30 days of a reclassification decision, be appealed to the vice president for Church Ministries of The Christian and Missionary Alliance, whose decision as a matter of ecclesiastical law shall be final. A developing church is governed by the Policy for the Governance of Developing Churches of The Christian and Missionary Alliance as adopted by the National Office and applied according to state law in the district to which the church is related.

Section 3.3. Districts. The term “district,” as used in these Bylaws, means a corporation or a multicultural association functioning as a district within the appropriate area of The Christian and Missionary Alliance that (a) has been designated by The Christian and Missionary Alliance as a district thereof, (b) is governed by the particular district constitution promulgated and amended from time to time by The Christian and Missionary Alliance for use by such district, and (c) remains subject to and abides by the purposes, usages, doctrines, and teachings of The Christian and Missionary Alliance.

Section 3.4. National Office. The term “National Office,” as used in these Bylaws, means the Office of the President of The Christian and Missionary Alliance and those corporate officers and staff serving under corporate authority of such president.

ARTICLE IV OFFICES

Section 4.1. Business Offices. The principal office of The Christian and Missionary Alliance shall be headquartered in Reynoldsburg, Ohio. The Christian and Missionary Alliance is incorporated in Colorado and may have such other offices, either within or outside Colorado, as the Board of Directors may from time to time designate.

Section 4.2. Registered Office. The registered office of The Christian and Missionary Alliance required by the Colorado Nonprofit Corporation Act to be maintained in Colorado may be, but need not be, the same as the principal office if in Colorado, and the address of the registered agent may be changed from time to time by the Board of Directors.

ARTICLE V MEMBERS

Section 5.1. Classification, Qualification, Privileges, and Election of Members.

The Christian and Missionary Alliance shall have the following classes of voting and nonvoting members, each requiring the qualifications and having the voting and other rights and privileges set forth below. Whenever the term "members" is used herein in reference to the membership of The Christian and Missionary Alliance, it shall refer to all members of every class unless further clarified or unless the context otherwise requires.

- A. **General Members.** A person shall be a general member if such person is either (1) a member in good standing of an accredited church of The Christian and Missionary Alliance, or (2) a person to whom a license has been issued by the Board of Directors or a district of The Christian and Missionary Alliance, and such person shall continue to be a general member only so long as he/she continues to satisfy (1) or (2) above. Unless also an accredited member as described in Section b below, a general member shall not be entitled to vote on any matter submitted to a vote of the members of The Christian and Missionary Alliance, nor shall such general member have the right to debate with respect to any matter considered or voted upon by the members of The Christian and Missionary Alliance.
- B. **Accredited Members.** A general member shall become an accredited member automatically and without further action on the part of The Christian and Missionary Alliance or on the part of the member upon certification of such person as an accredited delegate to the General Council by the corporate secretary in accordance with Section 6.3 of these Bylaws, and such person shall continue to be an accredited member only so long as such person's status as an accredited delegate continues. No person shall be an accredited member of The Christian and Missionary Alliance who is not then an accredited delegate to the General Council. Each accredited member shall be entitled to one vote on each matter submitted to a vote of the members of The Christian and Missionary Alliance; provided, however, that any member accredited as an online delegate shall only be entitled to one vote for the election of president.

Section 5.2. Termination of Membership. The membership of any general member shall terminate automatically and without further action on the part of The Christian and Missionary Alliance if such general member ceases to satisfy the requirements of Section 5.1A for any reason whatsoever. The accredited membership status of any accredited member shall terminate automatically and without further action on the part of The Christian and Missionary Alliance if such accredited member ceases to be an accredited delegate to the General Council for any reason whatsoever, including, but not limited to, the expiration of such person's term as an accredited delegate to

the General Council in the manner set forth in Section 6.3 of these Bylaws.

Section 5.3. Transfer of Membership; Ownership Interests of Members.

Membership in The Christian and Missionary Alliance is nontransferable between individuals. Members of The Christian and Missionary Alliance shall have no ownership rights or beneficial interests of any kind in the assets or properties of The Christian and Missionary Alliance.

Section 5.4. Meetings of Members. The terms “accredited members” and “accredited delegates” are used herein interchangeably and shall have the same meaning unless the context otherwise requires. The regular meeting of the General Council shall be held biennially and shall constitute the regular meeting of the members, and special meetings of the General Council shall constitute special meetings of the members. All actions taken by accredited delegates at meetings of the General Council shall be deemed to be actions taken by and on behalf of all the members of The Christian and Missionary Alliance.

ARTICLE VI GENERAL COUNCIL

Section 6.1. Role and Purpose of General Council. Acknowledging Christ as Head of the Church and Scripture as the ultimate authority, General Council, representative of the entire membership, is the highest governing body of The Christian and Missionary Alliance. When General Council convenes, attention will be given to the following functions:

- A. Advancing the mission and vision of The Christian and Missionary Alliance.
- B. Evaluating the progress of the ministries of The Christian and Missionary Alliance.
- C. Electing officers, transacting business, and enacting denominational policies.
- D. Providing opportunities for worship, fellowship, spiritual renewal, inspiration to greater service, and the development of ministry skills.

Section 6.2. Basis of Representation to the General Council. There shall be two types of delegates to the General Council: “accredited delegates” and “corresponding delegates.”

A. **Accredited Delegates.** Those eligible to be accredited delegates shall be limited to the following individuals:

- (1) All persons holding an official worker license issued by proper authorities, licensed lay pastors in good standing who are currently fulfilling pastoral assignments, all members of the Board of Directors, and such others as the Board of Directors may designate, including, but not limited to, (a) the

principal officer of each subsidiary corporation or affiliated enterprise if a member in good standing of an accredited C&MA church or an active attendee of a developing or affiliated C&MA church, and (b) lay members of special committees of the General Council who may not have been otherwise appointed.

- (2) The principal officer of each postsecondary educational institution of The Christian and Missionary Alliance (as that term is defined in the Higher Education Regulations). Each postsecondary educational institution shall be permitted two additional delegates who are general members of The Christian and Missionary Alliance, one of whom must be selected from the teaching faculty.
- (3) Two lay delegates from each accredited church of The Christian and Missionary Alliance. If the voting membership (as reported in the most recent annual report of the church) is 150 or more, another lay delegate may be sent for each additional 100 voting members or fraction thereof. For example, if the voting membership of an accredited church is between 150 and 249, the church may send one additional lay delegate; if the voting membership is between 250 and 349, the church may send two additional lay delegates. The church shall appoint and certify lay delegates as specified in the local church bylaws.
- (4) One lay delegate from each developing church of The Christian and Missionary Alliance.
- (5) The national officers (director, assistant director, secretary, treasurer) of Alliance Women.
- (6) The district director of Alliance Women and lay members of District Executive Committees.
- (7) All retired or disabled international workers and U.S. official workers whose names appear in the directory of official workers.
- (8) For presidential elections, accredited delegates shall include online delegates consisting of the individuals described in subsections (1) through (7) above who: (a) do not attend General Council in person and (b) request accreditation for the purpose of the presidential election at least 30 days before the General Council in accordance with Section 6.3.

B. **Corresponding Delegates.** The following persons shall be eligible for admission to the General Council as corresponding delegates:

- (1) On recommendation of the corporate secretary, any general member of The Christian and Missionary Alliance attending the General Council as a visitor may be admitted as a corresponding delegate by the affirmative vote of not less than two-thirds of the accredited delegates who are registered at the General Council and entitled to vote.
- (2) A representative of any national church who is in a working relationship with Alliance Missions of The Christian and Missionary Alliance who has been appointed by his/her national church and approved by Alliance Missions.
- (3) Any representative of an affiliated church (as defined in the Uniform Constitution for Districts) or other nonaccredited church who is designated by the district of The Christian and Missionary Alliance with which such church is associated.
- (4) Such representatives of other organizations as the Board of Directors may invite as corresponding delegates.

Section 6.3. Accreditation of Accredited Delegates.

- A. **Credentialing.** The corporate secretary of The Christian and Missionary Alliance shall be responsible for the accreditation, in the manner set forth in this Section 6.3, of all persons seeking to attend the regular meeting of the General Council as accredited delegates, and of all persons seeking to vote online as accredited delegates. An online accreditation will be revoked if the accredited person attends General Council and votes in person. All challenges to and appeals of the accreditation decisions of the corporate secretary shall be resolved by the Committee on Rules. The decision of the Committee on Rules shall be final and binding on all parties.
- B. **Initial Accreditation Report.** Immediately prior to the convening of the regular meeting of the General Council, the corporate secretary shall submit an initial accreditation report (the "Initial Accreditation Report") to the presiding officer of the General Council listing all persons whose credentials have been found to be in order by the corporate secretary. Upon submission of the Initial Accreditation Report and without action on the part of the members of The Christian and Missionary Alliance, the following shall occur simultaneously: (1) unless accredited pursuant to item 2 below, the status as accredited delegates of all persons who were accredited delegates to the previous General Council shall automatically and immediately terminate, and (2) all persons listed in the Initial Accreditation Report shall automatically and immediately become accredited delegates to the current regular meeting of the General Council.
- C. **Subsequent Accreditation Reports.** Immediately prior to each session of the

regular meeting of the General Council (other than the first session for which the Initial Accreditation Report is submitted and except for sessions occurring after the session at which the Final Accreditation Report is submitted as provided in Section d below), the corporate secretary shall submit a subsequent accreditation report (a "Subsequent Accreditation Report") listing all persons whose credentials have been found to be in order by corporate secretary but who were not listed in the Initial Accreditation Report. Upon submission of each Subsequent Accreditation Report and without action on the part of the members of The Christian and Missionary Alliance, all persons listed therein shall automatically and immediately become accredited delegates to the current regular meeting of the General Council.

- D. **Final Accreditation Report.** Immediately prior to the session of the regular meeting of the General Council at which members of the Board of Directors or officers of The Christian and Missionary Alliance are elected, the corporate secretary shall submit a final accreditation report (the "Final Accreditation Report") listing all persons whose credentials have been found to be in order by the corporate secretary as of the close of the immediately prior session but who were not previously listed in the Initial Accreditation Report or in any Subsequent Accreditation Report. Upon submission of the Final Accreditation Report and without action on the part of the members of The Christian and Missionary Alliance, all persons listed therein shall automatically and immediately become accredited delegates to the current regular meeting of the General Council.
- E. **Special Meetings of the General Council.** All persons accredited under Sections B, C, or D above shall continue to serve as accredited delegates for purposes of any meeting of the General Council or otherwise until new delegates have been accredited pursuant to the submission of the Initial Accreditation Report at the next regular meeting of the General Council. All persons accredited under Section 6.3.G below shall continue to serve until the election of a president.
- F. **Posting of Accreditation Reports.** The Initial Accreditation Report, each Subsequent Accreditation Report, and the Final Accreditation Report shall be posted or otherwise made available in such manner as to allow those persons eligible to serve as accredited delegates to confirm their proper accreditation.

Section 6.4. Voting Rights. Each accredited delegate shall be entitled to one vote on each matter submitted to a vote of the General Council. Each accredited online delegate shall be entitled to one vote only for the election of president. Corresponding delegates shall not be entitled to vote, nor shall corresponding delegates have the right to debate.

Section 6.5. Meetings of the General Council.

- A. **Regular Meeting.** The Board of Directors shall determine the location, date, and time of the regular meeting of the General Council in accordance with the Special Rules of Order of the General Council governing such determinations.
- B. **Special Meetings.** Special meetings of the General Council may be called for any purpose by the Board of Directors or by the president of The Christian and Missionary Alliance and shall be called by the president of The Christian and Missionary Alliance upon the request of at least a majority of the accredited delegates. Special meetings of the General Council shall be held at such time and at such place as set forth in the notice of special meeting.

Section 6.6. Notice of Meetings.

- A. **Regular Meeting.** Notice of the regular meeting of the General Council stating the location, date, and time of the meeting (as determined by the Board of Directors in accordance with Section 6.6) shall be given by the corporate secretary to the members of the corporation in such manner as is in compliance with the provisions of the Colorado Revised Nonprofit Corporation Act. Such notice shall include one printing in an official denominational publication and inclusion in at least one electronic mailing to official workers and to accredited churches. Other forms of notice may be used in addition to these and need not be in writing.
- B. **Special Meetings.** Notice of special meetings of the General Council stating the location, date, and time of the meeting and the purpose or purposes for which the meeting has been called shall be given to each accredited delegate either (1) at least ten days prior thereto by the mailing of written notice by first class, certified, or registered mail to such delegate's address (as such address appears in the records of The Christian and Missionary Alliance as of the last regular General Council registration), or (2) at least twenty-four hours prior thereto by personal delivery of written notice or by telephonic, telegraphic, telex, facsimile, or other means of instantaneous communication delivered to such delegate's telephone, telegraph, telex, or facsimile number (as such numbers appear in the records of The Christian and Missionary Alliance). The method of notice need not be the same as to each accredited delegate. If mailed, notice of special meetings shall be deemed given when deposited in the United States mail, with postage thereon prepaid. If telegraphed, such notice shall be deemed given when the telegram is delivered to the telegraph company. If transmitted by telex or facsimile, such notice shall be deemed given when the transmission is complete. Any accredited delegate may waive notice of any special meeting of the General Council before, at, or after such meeting. Except where an accredited delegate attends a meeting for the express purpose of objecting to the transaction of any business because the meeting has not been lawfully called or convened, the participation of the delegate at such meeting will be deemed a waiver of notice. No items other than those which were stated in the notice as the purpose or the purposes of the

meeting shall be discussed.

Section 6.7. Proxies.

- A. **Regular Meeting.** No delegate shall be entitled to be represented or to vote by proxy at the regular meeting of the General Council.
- B. **Special Meetings.** At each special meeting of the General Council, an accredited delegate may be represented and may vote by proxy executed in writing by the delegate or by such delegate's duly authorized attorney in fact. Such proxy shall be filed with the corporate secretary of The Christian and Missionary Alliance before or at the time of the meeting. No proxy shall be valid after eleven months from the date of its execution, unless otherwise provided in the proxy. In the event an accredited delegate is represented by proxy, the person to whom the proxy is given must be an accredited delegate of The Christian and Missionary Alliance at the time of execution and exercise of the proxy.

Section 6.8. Quorum; Manner of Acting.

- A. **Regular Meeting.** Except as provided in Section 10.1 in connection with an amendment to the Articles of Incorporation of The Christian and Missionary Alliance or these Bylaws, one-third of the onsite accredited delegates listed in all Accreditation Reports submitted prior thereto shall constitute a quorum for any session of the regular meeting of the General Council. The presence of a quorum shall be announced by the presiding officer at the opening of each session of the regular meeting of the General Council and recorded by the corporate secretary in the minutes of the meeting. In the absence of a challenge to the contrary, a quorum shall be deemed to be present at all times thereafter during such session.
- B. **Special Meetings.** Except as provided in Section 10.1 in connection with an amendment to the Articles of Incorporation of The Christian and Missionary Alliance or these Bylaws, one-third of the accredited delegates, present in person or represented by proxy, shall constitute a quorum at any special meeting of the General Council. At any special meeting of the General Council at which a quorum is present, the vote of a majority of the accredited delegates, present in person or represented by proxy, shall be the act of the delegates, unless a greater proportion is required under the Articles of Incorporation of The Christian and Missionary Alliance or these Bylaws. If less than a quorum is present at a special meeting of the General Council, a majority of the accredited delegates present may adjourn the meeting from time to time until a quorum is present. No further notice shall be required other than an announcement at the adjourned meeting.

Section 6.9. Rules of Order. The rules contained in the most recent edition of *Robert's Rules of Order Newly Revised* shall govern all meetings of the General

Council as to all matters to which they are applicable and in which they are not inconsistent with the laws of Colorado, the Articles of Incorporation of The Christian and Missionary Alliance, these Bylaws, or the Special Rules of Order of the General Council.

Section 6.10. General Council Committees. The General Council shall establish in its Special Rules of Order such select committees (committees that meet only during the General Council), standing committees (committees that meet at times other than or in addition to the regular meeting of the General Council), and special committees (committees or commissions that meet to research specific issues and report back to the General Council) as the General Council may deem necessary or advisable. (Such select committees, standing committees, and special committees shall be collectively referred to in these Bylaws as "General Council committees.") Standing committees of the General Council shall include a Committee on Rules, a Committee on Theological Issues, and a C&MA Benefit Board, each having the membership, authority, and responsibility set forth below. Any member of a standing committee of the General Council may be removed by a three-fourths vote of the Board of Directors if, in the judgment of the Board of Directors, the best interests of The Christian and Missionary Alliance will be served thereby.

In the event of a committee member's death, resignation, removal, or the individual ceases to be a member in good standing in an accredited church of The Christian and Missionary Alliance, or an attendee in good standing in a developing or affiliated church of The Christian and Missionary Alliance, the president shall submit the name of a replacement member to the Board of Directors for approval until the next scheduled General Council.

A. **Committee on Rules.** The Committee on Rules shall consist of six members, each of whom shall be elected by the General Council and shall serve on the committee for a period of four years. One-half of the members of the Committee shall be elected at each regular meeting of the General Council, unless the election of more than one-half is required to maintain the number of members prescribed in these Bylaws or, if applicable, the Special Rules of Order of the General Council. The president shall be empowered to name the chairperson of the Committee from its members.

The Committee on Rules shall consider all recommendations and proposals relating to the Articles of Incorporation of The Christian and Missionary Alliance, these Bylaws, or any legislation of the General Council. Except as provided for in Article X, Amendments, its power shall be limited to ruling whether legislation is in proper form and not in conflict with existing legislation or with the provisions of the Articles of Incorporation of The Christian and Missionary Alliance or these Bylaws. An appeal from a decision of the Committee on Rules shall be decided in accordance with the procedures governing appeals from decisions of the presiding officer as set forth in the most recent edition of *Robert's Rules of Order*

Newly Revised. At the request of the presiding officer, the Committee on Rules shall advise the presiding officer on matters of procedure.

- B. Committee on Theological Issues.** The Committee on Theological Issues shall consist of nine members, each of whom shall be nominated by the president, with the advice and consent of the Board of Directors, and elected by a two-thirds vote of the General Council. The Committee members shall be elected to a six-year term, with the terms staggered so that one-third of the membership shall be elected at each regular meeting of the General Council. A member may serve no more than two consecutive six-year terms. The president shall be empowered to name the chairperson of the Committee from its members. The Committee membership shall be broadly representative of The Christian and Missionary Alliance with representation from each of the following categories: theologians from Alliance academic institutions, district superintendents or National Office personnel, and Alliance pastors, international workers, and other similarly qualified official workers, active or retired, with at least seven years of effective Alliance ministry experience. The purpose of the Committee is not to determine a theological position for the General Council, but its function shall be to clarify the issue and provide the General Council with biblical, historical, and theological background material that will assist the General Council to understand the issue and to make informed decisions. The Committee shall not establish its own agenda, but the agenda of theological issues to be studied by the Committee shall be determined by either the General Council or the Board of Directors recommending to the president that a particular issue be studied. The president shall then clarify the issue for consideration and recommend to the Board of Directors the issue to be referred to the Committee with clear guidelines for its study. The final report for each theological issue shall be presented to the Board of Directors prior to its presentation to the General Council. If the Board of Directors is not satisfied with the report, it may be referred back to the Committee with recommendations for further study or refinement.
- C. Presidential Nominations.** During the two years preceding the election of a president, the Committee on Nominations (the "Committee;" utilizing a subcommittee deemed as the Presidential Search Committee consisting of the three Committee officers and no fewer than three committee members chosen by the Committee) will receive names of suggested candidates up to 180 days prior to General Council; gather biographical and other information deemed appropriate regarding possible candidates; and validate those candidates who meet the qualifications. After vetting, the Presidential Search Committee will forward all qualified nominees to the full Committee on Nominations including a notation of its preferred nominee(s). A total of one to three nominees shall be included on the ballot, and the Committee on Nominations may designate their preferred nominee(s) with an asterisk. Forty-five days prior to the first day of General Council, the Committee will publish on the C&MA website the

biographical information for its selected candidates. Floor nominations shall be accepted if (1) the Committee on Nominations previously vetted the nominee and determined him to be qualified and (2) the nominee gives permission for his name to be nominated. All information gathered by the Committee on Nominations shall be kept confidential except for that which is published. The nominee(s)/candidate(s) for president shall be given time to address the General Council concerning their nominations.

D. C&MA Benefit Board.

(1) **Election and Composition.** The C&MA Benefit Board shall consist of the following members.

(a) Four members shall be representatives from the National Office. Of those four, two shall be ex-officio and shall include the treasurer of The Christian and Missionary Alliance and the director for Alliance Benefits, and two shall be appointed by the president with one representing international workers and the other representing U.S. churches. The director for Alliance Benefits shall be a nonvoting member.

(b) A minimum of three but no more than seven members shall be lay members of The Christian and Missionary Alliance who shall be nominated by the president through the Committee on Nominations and elected by the General Council to serve for a period of four years. Each lay member shall have expertise in health insurance, financial services, or retirement plan administration.

(c) Three members shall be participants in either the C&MA Benefit Plan or the C&MA Retirement Plan (the "C&MA Plans") and shall include one active pastor/district superintendent, one active international worker, and one retiree receiving benefits from the C&MA Retirement Plan. They shall be nominated by the president through the Committee on Nominations and elected by the General Council to serve for a period of four years, except for the active international worker who shall be appointed annually by the Board of Directors for a period of one year.

In the event that a nomination submitted by the president is unacceptable to the Committee on Nominations, such nomination shall be referred back to the president, and the president shall submit the name of another person for nomination. The vote of the General Council shall be by ballot and shall be affirmative or negative with respect to each name presented. In the event that the vote of the General Council is negative, the nomination and election process shall be repeated. The president shall be empowered to name the chairperson of the C&MA Benefit Board.

(2) **Authority.** The C&MA Benefit Board shall report through the president to the Board of Directors on those matters related to provisions of the C&MA Plans.

Any recommendations concerning areas of responsibility reserved for the General Council shall be reported to the General Council through the Report of the Corporate Secretary. The C&MA Benefit Board will report to the Board of Directors annually, or more often if needed, and to the regular meeting of the General Council.

- (3) **Responsibility.** The management of the C&MA Plans shall be carried out by the C&MA Benefit Board in cooperation and in conjunction with the administration of the National Office and in accordance with the terms of the C&MA Plans, as from time to time each Plan is amended. The C&MA Benefit Board's administrative duties and powers are limited to those established in the C&MA Plans.

Oversight of personnel, staffing, and the day-to-day operations of the C&MA Plans shall be the responsibility of the administration of the National Office.

- (4) **Vacancies.** To fill vacancies that occur between Councils, the C&MA Board of Directors, upon nomination by the president, shall be empowered to appoint members to the C&MA Benefit Board.

Section 6.11. Nominations and Elections. Unless otherwise changed by the General Council in its Special Rules of Order, the report of the Committee on Nominations and General Council elections at the regular meeting of the General Council shall be as set forth in this Section 6.11.

- A. **Nominations.** The first reading of the report of the Committee on Nominations shall be given early in the General Council. The second reading with opportunity for additional nominations and final closing of nominations shall be given at a following business session. The time of the second reading shall be established and announced during the first reading. This lapse of time rule may be suspended and nominations from the floor with elections following immediately thereafter permitted, upon the approval of at least 80 percent of the accredited delegates listed in all Accreditation Reports submitted prior thereto and who vote. With respect to the election of the president, corporate vice president, and corporate secretary, nominators shall be given a maximum of three minutes to make their nominations to the General Council and the nominees shall be given time as allocated by the Moderator to address the General Council concerning their nominations.
- B. **Elections.** Autobiographical information shall be distributed at least one day prior to elections on each person nominated for president, corporate vice president, corporate secretary, and each person nominated for the Board of Directors. Nominees for the Board of Directors shall appear on the ballot in an order drawn at random, and the names of those persons nominated by the Committee on Nominations shall be so indicated by an asterisk. Except as provided in Section

6.11A, elections shall be a stated order of business at least one day following the closing of nominations. In the event that elections have not been completed before final adjournment, all incomplete elections shall be referred to the Board of Directors, which shall have the power to fill vacancies on behalf of the General Council until the next General Council. Election of the Board of Directors shall be in accordance with Section 7.4 of these Bylaws.

Section 6.12. General Council Procedures. For the purpose of conducting business at meetings of the General Council, and to the extent not in conflict with these Bylaws, the General Council may adopt from time to time Special Rules of Order pertaining to the General Council committees, the order of business and procedures of the General Council, and the time and location of the meetings of the General Council. In addition to the procedures set forth in such Special Rules of Order, the procedures set forth in this Section 6.12 shall govern regular meetings of the General Council.

- A. **Introducing Legislation to the General Council.** All resolutions proposing new legislation presented directly from an accredited delegate to the General Council shall be referred to such General Council committee or committees as the presiding officer shall direct before being discussed by the General Council. No such legislation shall be presented on the closing day of the General Council, provided, however, that this prohibition may be suspended upon the affirmative vote of at least two-thirds of the accredited delegates present in person and voting.
- B. **District Recommendations to the General Council.** If any District Conference of a constituted district recommends a change to the C&MA Manual or if it recommends a new general policy for The Christian and Missionary Alliance, the district may refer the recommendation through its superintendent in the following manner. The district superintendent shall formally notify the chairman of the District Leadership Forum of the recommendation prior to the meeting. The chairman shall present the recommendation at the next meeting of the District Leadership Forum.
- C. **Appearances Before General Council Committees.** Upon request, any accredited delegate shall be entitled to present his/her views to any General Council committee at such time as the committee may determine to be reasonable, provided, however, that only members of the committee shall be entitled to be present during any formal deliberations of the committee.
- D. **Special Privileges Before the General Council.** If any accredited delegate requests a special privilege, the delegate shall inform the presiding officer of its purpose. If the special privilege is granted by the presiding officer, the delegate shall be entitled to address the General Council for a period of time not to exceed three minutes, unless such period of time is extended by the General Council.

ARTICLE VII BOARD OF DIRECTORS

Section 7.1. Board of Directors. The Board of Directors of The Christian and Missionary Alliance shall exercise all corporate powers as defined in the applicable laws of the State of Colorado; shall provide general oversight for the administration and management of The Christian and Missionary Alliance in accordance with its governing documents; shall adopt operational policies for the regulation of administration, District Leadership Forum, districts, and churches; and shall function as the Executive Committee of General Council when Council is not in session.

Section 7.2. Conveyances and Encumbrances. Property of The Christian and Missionary Alliance may be assigned, conveyed, or encumbered by the Board of Directors and such committees of the Board of Directors or such officers of The Christian and Missionary Alliance as may be so authorized by the Board of Directors. The Board of Directors and such authorized committees or officers shall have power to execute and deliver any and all instruments of assignment, conveyance, and encumbrance; however, the sale, exchange, lease, or other disposition of all or substantially all of the property and assets of The Christian and Missionary Alliance shall be authorized only in the manner prescribed by applicable statute.

Section 7.3. Membership. The Board of Directors shall have 28 members, each of whom shall be a member in good standing of an accredited church of The Christian and Missionary Alliance, or shall be an attendee in good standing in a developing or affiliated church of The Christian and Missionary Alliance, and affirm the Statement of Faith of The Christian and Missionary Alliance, and accept and live in accordance with the other Statements contained in the *C&MA Manual*. The president, corporate vice president, and corporate secretary of The Christian and Missionary Alliance shall be members ex officio. In addition, the Board of Directors may invite corporate officers and other individuals to be present as the Board of Directors may consider necessary or advisable but without the right to vote. The membership of those receiving allowance from The Christian and Missionary Alliance shall not be more than nine. For purposes of these Bylaws, "those receiving allowance" shall mean those persons receiving direct or indirect salaries or stipends. The number of laypersons shall not exceed 14. Whether a person is considered to be receiving allowance or to be a layperson shall be determined by their status as of the opening business session of the General Council and shall not be changed, for purpose of nomination, until the opening business session of the next succeeding General Council. The ballot provided by the Committee on Nominations shall indicate those receiving allowance. Except for the three ex officio members, National Office personnel shall not be eligible to serve on the Board of Directors. Any person who works for and is solely or primarily responsible to the National Office, whether or not said person lives in Ohio or has an office at the National Office, shall be deemed to be National Office personnel. The following are exempted from this rule:

- a) International workers
- b) District superintendents and district directors
- c) College and seminary presidents
- d) Association presidents and executive secretaries
- e) Assistant district superintendents.

Section 7.4. Election. Election of the Board of Directors shall be by plurality vote of the General Council. Approximately one-half of the Board of Directors shall be elected at each regular meeting of the General Council, the exact number of which will be equal to the number of vacancies then existing. The individuals receiving the highest number of votes shall be elected to fill the vacancies. Subsequent to the regular meeting of General Council, the corporate secretary shall collect biographical information from the newly elected Board of Directors members, and such information shall be kept in the corporate secretary's files. Election or appointment of a member of the Board of Directors shall not in itself create any contractual rights.

Section 7.5. Term of Office. The term of office of a member of the Board of Directors shall be for four years or until such member's successor shall have been elected and shall have qualified and taken office. Board of Directors members, other than ex officio members, are eligible to serve two consecutive terms, not including any partial term served by such individual. A partial term is defined as half a term or less in office. They are eligible again after the lapse of two years. Except for ex officio members whose term of office shall commence August 1 as provided in Section 8.3 of these Bylaws, the term of office of a member of the Board of Directors shall begin immediately upon election.

Section 7.6. Officers. The Board of Directors shall elect, at its first meeting following the regular meeting of the General Council, a chairperson and vice chairperson from among its members.

Section 7.7. Conflicts of Interest.

A. **Disclosure of Interests.** Each officer of The Christian and Missionary Alliance, whether elected or appointed, and each member of the Board of Directors of The Christian and Missionary Alliance shall disclose in writing to the Board of Directors (or to the parties to which the Board of Directors has delegated authority and responsibility for such matters) the nature and extent of all interests he/she may have in any corporation, business, or organization having a business or fraternal relationship with The Christian and Missionary Alliance or that is connected with and subordinate to The Christian and Missionary Alliance other than accredited churches and districts as defined herein (each, a "Related Entity"). An officer of The Christian and Missionary Alliance or member of the Board of Directors shall be deemed to have an interest in a Related Entity if he/she (or any member of

his/her immediate family) has a legal, equitable, or fiduciary interest in or position with the Related Entity, including, but not limited to, as a director, officer, shareholder, partner, trustee, beneficiary, employee, agent, or representative of the Related Entity.

- B. **Time and Manner of Disclosure.** Disclosure is to be made by the officers of The Christian and Missionary Alliance and members of the Board of Directors within 30 days of the date they become officers or members as to any interest then existing or within 30 days after such interest is acquired. The Board of Directors shall prepare a form to serve as a guide for disclosing the information required, in which case the disclosure shall be made on such form as same may be revised from time to time. The information disclosed in the form shall be treated as confidential and not disclosed (except to the extent disclosure is required for a legitimate business purpose) and shall remain on file with the corporate secretary.
- C. **Abstention from Discussion and Voting.** In the event that the Board of Directors' discussion centers on, or is related to, a Related Entity, each member or officer having an interest in the Related Entity shall, after due expression of his/her concerns and after opportunity for questions is given, excuse himself/herself from the room during further debate and subsequent vote. The member or officer may be allowed to participate in the debate and to vote on the matter in question whenever, in the judgment of at least two-thirds of the remaining members of the Board of Directors, the best interests of The Christian and Missionary Alliance would be served thereby.

Section 7.8. Meetings. The Board of Directors shall hold three regular meetings per year. The exact dates shall be set a year in advance by the Board of Directors.

Section 7.9. Special Meetings. Special meetings of the Board of Directors may be called at any time by the chairperson or by any five members of the Board of Directors upon due and proper notice given to all members of the Board of Directors. The matters to be discussed in a special meeting shall be stated in the notice of the meeting. No other items shall be considered. Unless called at a regular or special meeting of the Board of Directors, all special meetings of the Board of Directors shall commence initially by telephone conference call and may be adjourned to a meeting in person of the members of the Board of Directors only upon the affirmative vote of a majority of the members of the Board of Directors participating by such conference call. If called at a regular or special meeting of the Board of Directors, a special meeting may commence in person if so approved by a majority of the members of the Board of Directors at the regular or special meeting at which such special meeting is called.

Section 7.10. Notice of Meetings. Notice of each meeting of the Board of Directors stating the place, day, and hour of the meeting shall be given to each member either

(a) at least ten days prior thereto by the mailing of written notice by first class, certified, or registered mail to such member's address (as such address appears in the records of The Christian and Missionary Alliance), or (b) at least 24 hours prior thereto by personal delivery of written notice or by telephonic, telegraphic, telex, facsimile, or by other means of instantaneous notice delivered to such member's telephone, telegraph, telex, or facsimile number (as such numbers appear in the records of The Christian and Missionary Alliance). The method of notice need not be the same as to each member. If mailed, such notice shall be deemed to be given when deposited in the United States mail, with postage thereon prepaid. If telegraphed, such notice shall be deemed given when the telegram is delivered to the telegraph company. If transmitted by telex or facsimile, such notice shall be deemed given when the transmission is complete. Any member of the Board of Directors may waive notice of any meeting before, at, or after such meeting. The attendance of a member at a meeting shall constitute a waiver of notice of such meeting, except where a member attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened. Neither the business to be transacted at, nor the purpose of, any meeting of the Board of Directors need be specified in the notice or waiver of notice of such meeting unless otherwise required by law, these Bylaws, or the regulations of the Board of Directors.

Section 7.11. Quorum; Manner of Acting. Fifteen members shall constitute a quorum at any meeting of the Board of Directors. If less than a quorum is present, a majority of the members present may adjourn the meeting from time to time until a quorum is present, and no further notice shall be required other than an announcement at the adjourned meeting. No member shall be entitled to be represented or to vote by proxy at any meeting of the Board of Directors. The rules contained in the most recent edition of *Robert's Rules of Order Newly Revised* shall govern all meetings of the Board of Directors as to all matters to which they are applicable and in which they are not inconsistent with the laws of Colorado, the Articles of Incorporation of The Christian and Missionary Alliance, or these Bylaws.

Section 7.12. Committees of the Board of Directors. By one or more resolutions duly adopted by a majority of the Board of Directors then in office, the Board of Directors may designate and appoint one or more committees (including, but not limited to, an Executive Committee), each of which shall consist of at least two members of the Board of Directors (with the exception of the Sensitive Issues Consultative Group). The power and authority of each such committee shall be limited to the power and authority conferred upon such committee by the Board of Directors. Such committees shall have and may exercise all of the authority of the Board of Directors to the extent provided in these Bylaws and the resolutions establishing the committees, except as prohibited by statute. The delegation of authority to any committee shall not relieve the Board of Directors or any member thereof from any responsibility imposed by law. Rules governing procedures for

meetings of any committee of the Board of Directors shall be established by the Board of Directors or, in the absence thereof, by the committee itself.

- A. **Executive Committee.** The Executive Committee of the Board of Directors shall consist of seven members. The president, corporate vice president, corporate secretary, Board chairperson, and Board vice chairperson shall be members ex officio. The Board shall elect from among its members two additional persons so that the total number shall be seven. The chairperson of the Board shall also chair the Executive Committee. The Executive Committee shall meet at the call of its chairperson, or in the absence of its chairperson, the vice chairperson and/or corporate secretary, at the call of any two of its members, at least one of whom shall be an officer. The Executive Committee shall represent the Board of Directors between meetings of the Board of Directors and shall have such authority and responsibility as the Board of Directors may from time to time delegate to it. The chairperson shall present to the Board of Directors a report of all business transacted by the Executive Committee since the last meeting of the Board of Directors. The Executive Committee shall be responsible for the support and pastoral care of the president and other officers. This will include regularly reviewing with the president: spiritual life, work performance, effectiveness, position description, and such other issues as the Board of Directors would additionally wish to include.
- B. **Other Committees.** The Board of Directors may appoint from time to time such other committees as it deems necessary or appropriate. When a committee of the Board of Directors is chosen by vote or is constituted by some other method authorized by the Board of Directors, it shall be expected to report at the next meeting of the Board of Directors unless otherwise instructed. If the report is not ready for presentation in final form it shall present, in writing, a report of progress. In the event that the committee fails to report for two consecutive regular meetings of the Board of Directors, not including meeting(s) held at the time of the General Council, it is automatically dismissed. The Board of Directors may reappoint it or may name another committee to cover the same matter if and when it chooses. As long as the committee makes periodic reports, and as long as the Board of Directors does not by action change the personnel, the same membership of the committee shall be maintained. The Board of Directors at any regular meeting may dismiss the committee, change its chairperson, or change the membership in any way it may choose. If the General Council has directed a committee to be appointed by the Board of Directors, that committee is responsible to bring its report to the Board of Directors which shall then report to the next General Council. The expenses of committee members for this purpose are to be charged to the General Council Expense account.

Section 7.13. Nondelegable Authority. The Board of Directors shall not delegate any authority it may have with respect to any of the following matters: (a) approval of

the biennial budget and presentation of same to the General Council for adoption; (b) matters relating to basic changes of policies or regulations (resolutions involving unbudgeted and/or unappropriated expenditures in excess of 2 percent of the current General Council-adopted 12-month fiscal budget must pass by a two-thirds vote of the members present); (c) amending or restating the Articles of Incorporation of The Christian and Missionary Alliance or these Bylaws; (d) electing, appointing, or removing any member of any committee of the Board of Directors or any officer of The Christian and Missionary Alliance which officer the Board of Directors has authority to elect, appoint, or remove; (e) adopting a plan of merger or adopting a plan of consolidation with another corporation; (f) authorizing the sale, lease, exchange, encumbrance, or mortgage of all or substantially all of the property and assets of The Christian and Missionary Alliance; (g) authorizing the voluntary dissolution of The Christian and Missionary Alliance or revoking proceedings therefor; (h) adopting a plan for the distribution of the assets of The Christian and Missionary Alliance; (i) amending, altering, or repealing any resolution of the Board of Directors which by its terms provides that it shall not be amended, altered, or repealed by a committee of the Board of Directors; or (j) approving the decision or action of any postsecondary educational institution, district, or other entity to disaffiliate or otherwise separate itself from The Christian and Missionary Alliance as contemplated by Section 11.1 of these Bylaws.

Section 7.14. Assignment of National Office Functions. The assignment, adjustment, or reassignment of National Office functions shall be the responsibility of the Board of Directors. A list of such functions shall be included in the *Manual of The Christian and Missionary Alliance* in the appropriate section.

Section 7.15. Removal. Any member of the Board of Directors may be removed by the Board of Directors, with or without cause and without regard to any rights such member may have under internal procedures of The Christian and Missionary Alliance governing the Board of Directors, whenever, in the judgment of at least two-thirds of the Board of Directors then serving, the best interests of The Christian and Missionary Alliance will be served thereby.

Section 7.16. Vacancies. Any member of the Board of Directors may resign at any time by giving written notice to the Board of Directors through the corporate secretary of The Christian and Missionary Alliance. A member's resignation shall take effect at the time specified in such notice and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective. A vacancy in the membership of the Board of Directors, however occurring, shall be filled by the members of The Christian and Missionary Alliance at the next meeting of the General Council.

Section 7.17. Meetings by Telephone. Members of the Board of Directors or any committee thereof may participate in a meeting of the Board of Directors or

committee by means of conference telephone or similar communications equipment by which all persons participating in the meeting can hear each other at the same time. Such participation shall constitute presence in person at the meeting.

Section 7.18. Action Without a Meeting.

- A. Any action required or permitted to be taken at a meeting of the Board of Directors, or any committee thereof, may be taken without a meeting if each and every member of the Board in writing either: (1) votes for such action; or (2)(i) votes against such action or abstains from voting, and (ii) waives the right to demand that a meeting be held.
- B. Action is taken under this Section 7.18 only if the affirmative vote for such action equals or exceeds the minimum number of votes that would be necessary to take such action at a meeting at which all directors then in office were present and voted.
- C. No action taken pursuant to this Section 7.18 shall be effective unless writings describing the action taken and otherwise satisfying the requirements of Section 7.18A, signed by all directors and not revoked pursuant to Section 7.18D, are received by the corporation. Any such writing may be received by the corporation by electronically transmitted facsimile or other form of wire or wireless communication providing the corporation with a complete copy of the document, including a copy of the signature on the document. Action taken pursuant to this Section 7.18 shall be effective when the last writing necessary to effect the action is received by the corporation unless the writings describing the action taken set forth a different effective date.
- D. Any director who has signed a writing pursuant to this Section 7.18 may revoke such writing by a writing signed and dated by the director describing the action and stating that the director's prior vote with respect thereto is revoked, provided that such writing is received by the corporation before the last writing necessary to effect the action is received by the corporation.
- E. Action taken pursuant to this Section 7.18 has the same effect as action taken at a meeting of the Board of Directors.
- F. All signed written instruments necessary for any action taken pursuant to this Section 7.18 shall be filed with the minutes of the meetings of the Board of Directors.

ARTICLE VIII OFFICERS

Section 8.1. Number. The executive officers of The Christian and Missionary Alliance shall consist of a president, a corporate vice president, and a corporate secretary. Other corporate officers shall include a treasurer and such officers as the Board of

Directors may consider necessary or advisable. All officers must be general members of The Christian and Missionary Alliance as defined in Section 5.1A of these Bylaws, shall affirm the Statement of Faith of The Christian and Missionary Alliance, and accept and live in accordance with the other Statements contained in the *C&MA Manual*.

Section 8.2. Election, Authority, and Duties.

- A. **President.** The president shall be elected by the General Council. Election shall be according to the process described in these Bylaws. The president shall be the spiritual leader and chief executive officer of The Christian and Missionary Alliance. The president shall be the presiding officer of the General Council or, at the president's request, a qualified person may be appointed by the Board of Directors to preside over the General Council in place of the president. Such other person shall be nominated before the regular meeting of the General Council by the president and confirmed by the Board of Directors. All other officers and administrators are under the president's direction and are responsible to the president. The president is responsible to the Board of Directors and the General Council. The president shall be an ex officio member of the Board of Directors and of all advisory/councils, consultations, and committees.
- B. **Corporate Vice President.** The corporate vice president shall be elected by the General Council and shall be an ex officio member of the Board of Directors. The corporate vice president shall be elected two years following the regular election of the president. Election shall be by ballot. The corporate vice president shall perform the duties of the president in the absence or disability of the president. The question of whether the president is absent or disabled to such an extent as to render the president incapable of sufficiently performing the duties of the president shall be determined by the Board of Directors. In the case of resignation or the death of the president, the corporate vice president shall discharge the duties of the president until the next meeting of the General Council when a successor shall be elected for the unexpired term. Should the corporate vice president be unwilling or unable to discharge the duties of the president, the Board of Directors shall name an interim president in accordance with Section 8.5.
- C. **Corporate Secretary.** The corporate secretary shall be elected by ballot at the General Council two years following the regular election of the president. The corporate secretary shall serve as an ex officio member of the Board of Directors. The corporate secretary shall be responsible to record and secure the corporate records, proceedings, and historic documents of The Christian and Missionary Alliance, generate official communications, and coordinate legal services for all areas of ministry. The corporate secretary, with assistants, shall be responsible for keeping a proper record of the proceedings of the General Council. The corporate secretary shall prepare the minutes of the General Council and the

Report of the President. The corporate secretary shall notify each person elected by the Board of Directors and shall take such actions on behalf of the Board of Directors as may be necessary. The corporate secretary shall include in the corporate secretary's report to the General Council all matters reported by or referred from the Board of Directors to the General Council. The corporate secretary shall report at the first meeting of the President's Cabinet following the General Council all matters referred to the Board of Directors by the General Council. The corporate secretary shall execute such legal documents as require the corporate secretary's signature and perform such other duties as the president may assign to the corporate secretary.

- D. **Treasurer.** The treasurer shall be elected by the Board of Directors of The Christian and Missionary Alliance. The treasurer shall (1) be the principal financial officer of The Christian and Missionary Alliance and have the care and custody of all its funds, securities, evidences of indebtedness, and other personal property and deposit the same in accordance with the instructions of the Board of Directors; (2) receive and give receipts and acquittances for monies paid in on account of The Christian and Missionary Alliance, and pay out of the funds on hand all bills, payrolls, and other just debts of The Christian and Missionary Alliance of whatever nature upon maturity; (3) be the principal accounting officer of The Christian and Missionary Alliance and as such prescribe and maintain the methods and systems of accounting to be followed, keep complete books and records of account, prepare and file all local, state, and federal tax returns and related documents, prescribe and maintain an adequate system of internal audit, and prepare and furnish to the president and the Board of Directors statements of account showing the financial position of The Christian and Missionary Alliance and the results of its operations; (4) upon request of the Board of Directors, make such reports to it as may be required at any time; and (5) perform all other duties incident to the office of treasurer and such other duties as from time to time may be assigned to such office by the president or the Board of Directors. Assistant treasurers, if any, shall have the authority and shall carry out the responsibilities delegated to them by the treasurer.
- E. **Other Corporate Officers.** The Board of Directors may elect any other corporate officers, with such authority and duties, as the Board of Directors may consider necessary or advisable.

Section 8.3. Term of Office. The term of office for executive officers of The Christian and Missionary Alliance shall begin on August 1 of the year in which they are elected. Unless terminated earlier pursuant to Section 8.4, the term of each office shall be four years, and an individual may hold the same office for only three consecutive terms, not including any partial term served by such individual. A partial term is defined as half a term or less in office.

Section 8.4. Removal.

- A. **By the Accredited Members.** Any officer of The Christian and Missionary Alliance, whether elected or appointed, may be removed by the accredited members of The Christian and Missionary Alliance whenever, in the judgment of such members, the best interests of The Christian and Missionary Alliance will be served thereby.
- B. **By the Board of Directors.** Any officer of The Christian and Missionary Alliance, whether or not elected or appointed by the Board of Directors, may be removed whenever, in the judgment of at least two-thirds of the Board of Directors then serving, the best interests of The Christian and Missionary Alliance will be served thereby.
- C. **Effect of Removal.** Such removal shall be without prejudice to the contract rights, if any, of the person so removed. Election or appointment of an officer shall not in itself create any contractual rights.

Section 8.5. Vacancies. A vacancy in any office elected by the General Council, however occurring, may be filled by the Board of Directors until the next meeting of the General Council.

**ARTICLE IX
DISTRICT LEADERSHIP FORUM**

Section 9.1. Members. The District Leadership Forum shall be composed of the president of The Christian and Missionary Alliance or his designee, all district superintendents, and the presidents or executive directors of those associations established by the National Office as voting members.

The District Leadership Forum shall meet annually at a time determined by the president or more often as determined by him. The president or his designee shall chair the District Leadership Forum, or, at his request, the members shall elect a chair from among the district superintendents.

Section 9.2. Functions. This body shall exercise the following functions:

- A. Consider and recommend to the president those policies, procedures, and guidelines regarding district administration that shall comprise four handbooks related to districts, churches, and official workers (*CM Handbook, CC Handbook, Discipline Policy Handbook, and Pastor's Handbook*).
- B. Advise the president of The Christian and Missionary Alliance on matters pertaining to the vision, goals, programs, and conduct of Alliance ministries.

- C. Receive and discuss the recommendations of the District Conferences regarding policies and regulations pertaining to local churches, districts, and the entire denomination.

All recommendations from District Conferences receiving majority support by the District Leadership Forum will be recommended to the Board of Directors for consideration. The president will refer such recommendation to the Board of Directors with or without his recommendation.

All such recommendations will be considered by the Board of Directors. The Board of Directors can approve, amend, refer to General Council if required or desired, or refer it back to the District Leadership Forum for further study.

- D. Refer specific matters pertaining to local church policies and regulations to District Conferences for comment and input.
- E. Propose and recommend new policies and procedures regarding aspects of The Christian and Missionary Alliance work to the National Office.

If a recommendation relates to a national policy or to other administrative units, it will be considered by the president, and the president will then refer it to the Board of Directors with or without recommendation. The Board of Directors can approve, amend, refer to General Council if required or desired, or refer it back to the District Leadership Forum for further study.

ARTICLE X AMENDMENTS

Section 10.1. Articles of Incorporation and Bylaws. All amendments to the Articles of Incorporation of The Christian and Missionary Alliance or these Bylaws shall require the approval of the accredited delegates or, when appropriate, the Committee on Rules in the manner set forth in this Section 10.1.

Before any action may be taken under this section by the Committee on Rules: 1) the Committee must agree unanimously that the proposed amendment is routine and/or editorial and not of a substantive nature, 2) the Committee must provide opportunity, during the notice period, for an accredited delegate to communicate to the Committee concerning the amendment, and 3) the Committee may not amend the proposed amendment. An approval by the Committee on Rules shall have the same effect as if the accredited delegates had taken the necessary action for approval. Upon the failure of any of the required conditions including proper notice, the Committee may refer the proposed amendment back to the Board of Directors with explanation or the proposed amendment may be referred to such General Council committee or committees as the presiding officer shall direct before being discussed by the General Council.

Any amendments adopted by the Committee on Rules during the General Council shall be included in the Minutes of the General Council. Any amendments adopted

by the Committee on Rules between regular meetings of the General Council shall be reported to the next regular meeting of the General Council through the Report of the Corporate Secretary.

- A. **Submission Requirements.** Proposed amendments to the Articles of Incorporation or these Bylaws shall be submitted to a vote of the accredited delegates upon either (1) the adoption by the Board of Directors of a resolution (a) setting forth the proposed amendment, and (b) directing that the proposed amendment be submitted to a vote at a meeting of the General Council, or (2) the request of at least one-twentieth of the accredited delegates.

Proposed amendments to the Articles of Incorporation or these Bylaws may be submitted to a vote of the Committee on Rules upon the adoption by the Board of Directors of a resolution (a) setting forth the proposed amendment, (b) finding that the proposed amendment is of a routine or editorial nature and will not alter any substantive provision of the document, and (c) directing that the proposed amendment be submitted to a vote of the Committee on Rules.

- B. **Notice Requirements.** Upon the occurrence of either (1) or (2) set forth in Section A above, written notice setting forth the proposed amendment or a summary of the changes to be effected thereby shall be given to each accredited delegate within the time and in the manner provided in these Bylaws for meetings of the General Council.

The submission to the Committee on Rules shall require written notice, setting forth the proposed amendment or a summary of the changes to be effected thereby, be given by the corporate secretary to each accredited delegate in such manner as is in compliance with the provisions of the Colorado Revised Nonprofit Corporation Act. Such notice shall include one printing in an official denominational publication and inclusion on the official Christian and Missionary Alliance website and that electronic notification via email when feasible be sent to accredited delegates and churches at least one month prior to any action being taken by the Committee on Rules.

- C. **Quorum Requirements.**

(1) **Regular Meeting.** A quorum for purposes of voting upon a proposal to amend the Articles of Incorporation or these Bylaws at any session of a regular meeting of the General Council shall consist of at least 50 percent of the accredited delegates listed in all Accreditation Reports submitted prior to such session.

(2) **Special Meetings.** A quorum for purposes of voting upon a proposal to amend the Articles of Incorporation or these Bylaws at a special meeting of the General Council shall consist of at least 50 percent of the accredited delegates present in person or represented by proxy at such special meeting.

- D. **Voting Requirements.**

- (1) **Regular Meeting.** If voted upon at a session of any regular meeting of the General Council at which a quorum is present, (a) a proposed amendment to the Articles of Incorporation shall be adopted upon the affirmative approval of at least two-thirds of the accredited delegates present in person at the session, and (b) a proposed amendment to these Bylaws shall be adopted upon the affirmative approval of at least two-thirds of the accredited delegates present in person at the session and voting.
 - (2) **Special Meetings.** If voted upon at a special meeting of the General Council at which a quorum is present, (a) a proposed amendment to the Articles of Incorporation shall be adopted upon the affirmative approval of at least two-thirds of the accredited delegates present in person or represented by proxy at the special meeting, and (b) a proposed amendment to these Bylaws shall be adopted upon the affirmative approval of at least two-thirds of the accredited delegates present in person or represented by proxy at the special meeting and voting.
 - (3) **Committee on Rules.** A proposed amendment submitted to the Committee on Rules must be approved unanimously by all members of the Committee in order for such approval to be effective.
- E. **Amendments to Preamble, Statement of Faith, and Objectives.** Anything in these Bylaws to the contrary notwithstanding, prior to becoming effective, all amendments to the Preamble and Articles I and II of these Bylaws and all amendments to corresponding provisions of the Articles of Incorporation shall be both (1) adopted at a regular meeting of the General Council in the manner set forth in this Section 10.1, and (2) adopted verbatim at the immediately succeeding regular meeting of the General Council in the manner set forth in this Section 10.1, except that the submission requirements set forth in Section A above shall not apply to adoption at the immediately succeeding regular meeting.

Section 10.2. Other Documents.

- A. **Special Rules of Order.** The General Council or, when appropriate, the General Council's Committee on Rules may amend the Special Rules of Order of the General Council in accordance with the provisions of such Special Rules of Order.
- B. **Uniform Constitutions.** The General Council may amend the Uniform Constitution for Districts and the Uniform Constitution for Accredited Churches upon the approval of at least two-thirds of the accredited delegates present in person and voting at the meeting of the General Council. The Board of Directors may recommend to the General Council or to the General Council's Committee on Rules when appropriate in accordance with the provisions of Section 10.1 as applied to the Uniform Constitution for Districts and the Uniform Constitution for Accredited Churches, amendments to the Uniform Constitution for Districts and to the Uniform Constitution for Accredited Churches. Such amendments, however, shall be subject to the approval of at least two-thirds of the accredited delegates

present in person and voting at the meeting of the General Council, unless any such amendment is properly approved by the Committee on Rules.

- C. **Other Documents and Regulations.** Except as provided in Section 10.1 and Section 10.2, the Board of Directors shall be authorized to promulgate and amend all other constitutions and regulations of The Christian and Missionary Alliance, including, but not limited to, the regulations of the Board of Directors. The Board of Directors shall report to the General Council any amendments authorized by the Board of Directors during the prior two years.

ARTICLE XI TITLE TO REAL AND PERSONAL PROPERTY

All real and personal property owned or used by The Christian and Missionary Alliance, accredited churches, postsecondary educational institutions, districts, or other entities that are connected with The Christian and Missionary Alliance shall be used to further the purposes, usages, doctrines, and teachings of The Christian and Missionary Alliance as set forth in its Statement of Faith contained in Article I of these Bylaws and in the objectives stated in Article II of these Bylaws. Title to all real and personal property owned by The Christian and Missionary Alliance shall be vested in the name of The Christian and Missionary Alliance. All accredited churches, postsecondary educational institutions, districts, and other entities connected with The Christian and Missionary Alliance shall relate themselves and their property to The Christian and Missionary Alliance by duly inserting in their governing constitution and in their deeds, if any, or incorporating this Article XI therein by reference, the statement (or its equivalent as approved by the Board of Directors) set forth in Sections 11.1 and 11.2 for such accredited church, postsecondary educational institution, district, or other entity. For purposes of Sections 11.1 and 11.2 below, the words "revert to" shall mean the complete and final transfer either to the district of The Christian and Missionary Alliance or to The Christian and Missionary Alliance, as applicable, of all interests, present or future, in the subject property.

Section 11.1. Postsecondary Educational Institutions, Districts, and Other Entities. This [postsecondary educational institution, district, or other entity] is connected with and subordinate to its parent religious organization, The Christian and Missionary Alliance, a Colorado nonprofit corporation, headquartered in Reynoldsburg, Ohio. In consideration of the mutual benefits generated and derived from this relationship, and understanding that The Christian and Missionary Alliance is relying hereon in agreeing to initiate or continue such relationship, this [postsecondary educational institution, district, or other entity] agrees as follows:

- A. **Property Reversion Events.** Any of the following shall constitute a "property reversion event:" (1) the termination of this [postsecondary educational institution's, district's, or other entity's] existence for any reason, (2) the failure for

any reason of this [postsecondary educational institution, district, or other entity] to be subject to or abide by any of the purposes, usages, doctrines, or teachings of The Christian and Missionary Alliance, or (3) the decision or action of this [postsecondary educational institution, district, or other entity] to disaffiliate or otherwise separate itself from The Christian and Missionary Alliance without the prior written approval of such decision or action by the Board of Directors of The Christian and Missionary Alliance.

- B. **Determination of a Property Reversion Event.** The determination of whether a property reversion event has occurred shall be considered and decided by the Board of Directors of The Christian and Missionary Alliance or its Executive Committee in accordance with procedures established from time to time by the Board of Directors of The Christian and Missionary Alliance. The decision of the Board of Directors of The Christian and Missionary Alliance or its Executive Committee shall be final and binding on The Christian and Missionary Alliance and the [postsecondary educational institution, district, or other entity] and may not be challenged by any party.
- C. **Consequences of a Property Reversion Event.** Upon the occurrence of a property reversion event as determined in accordance with paragraph B above, legal title to all real and personal property (tangible and intangible), appurtenances, fixtures, and effects of whatever type then owned, held, or used by this [postsecondary educational institution, district, or other entity], without regard to how or from whom acquired, shall, upon the demand of The Christian and Missionary Alliance, revert to and become the property of The Christian and Missionary Alliance. During the period of time between the occurrence of the property reversion event and the complete and final transfer of legal title to The Christian and Missionary Alliance, this [postsecondary educational institution, district, or other entity] shall hold such property in trust for The Christian and Missionary Alliance to be used exclusively to further the purposes, usages, doctrines, and teachings of The Christian and Missionary Alliance.

Section 11.2. Accredited Churches. This church is connected with and subordinate to its parent religious organization, The Christian and Missionary Alliance, a Colorado nonprofit corporation, headquartered in Reynoldsburg, Ohio. In consideration of the mutual benefits generated and derived from this relationship, and understanding that The Christian and Missionary Alliance is relying hereon in agreeing to initiate or continue such relationship, this church agrees as follows:

- A. **Property Reversion Events.** Any of the following shall constitute a "property reversion event:" (1) the decision or action of this church to disaffiliate or otherwise separate itself from The Christian and Missionary Alliance without the prior written approval of such decision or action of the District Executive Committee (or its equivalent) of the district in which this church is located, (2) the

failure for any reason of this church to be subject to or abide by any of the purposes, usages, doctrines, or teachings of The Christian and Missionary Alliance, (3) the failure for any reason of this church to qualify as an “accredited church” of The Christian and Missionary Alliance (as such term is defined in the Bylaws of The Christian and Missionary Alliance), or (4) the termination of this church’s existence for any reason.

- B. Determination of a Property Reversion Event.** The determination of whether a property reversion event has occurred shall be considered and decided by the District Executive Committee (or its equivalent) of the district of The Christian and Missionary Alliance in which this church is located in accordance with procedures established from time to time by the Board of Directors of The Christian and Missionary Alliance. The decision of such District Executive Committee (or its equivalent) shall be final and binding on The Christian and Missionary Alliance, the district of The Christian and Missionary Alliance in which this church is located, and this church, except an appeal from such decision may be taken, within 30 days of the declaration of a reversionary event, to a committee of three members of the Board of Directors of The Christian and Missionary Alliance. Such appeal shall be limited to the issues of fraud, collusion, or arbitrariness on the part of the district in declaring a reversionary event. The decision of such committee shall be final as a matter of ecclesiastical law.
- C. Consequences of a Property Reversion Event.** Upon the occurrence of a property reversion event as determined in accordance with paragraph B above, legal title to all real and personal property (tangible and intangible), appurtenances, fixtures, and effects of whatever type then owned, held, or used by this church, without regard to how or from whom acquired, shall, upon the demand of the district of The Christian and Missionary Alliance in which this church is located, revert to and become the property of such district of The Christian and Missionary Alliance. During the period of time between the occurrence of the property reversion event and the complete and final transfer of legal title to the district of The Christian and Missionary Alliance in which this church is located, this church shall hold such property in trust for such district to be used exclusively to further the purposes, usages, doctrines, and teachings of The Christian and Missionary Alliance.
- D. Waiver of Certain Property Reversion Events.** In the event of a property reversion event attributable to differences in doctrine between this church and The Christian and Missionary Alliance, the property reversion process set forth above may be waived upon the approval of (1) at least two-thirds of the members in good standing of this church, (2) the District Executive Committee (or its equivalent) of the district of The Christian and Missionary Alliance in which this church is located, and (3) the National Office of The Christian and Missionary Alliance.

- E. **Exclusion of Certain Property.** Paragraph C above shall not apply to any real or personal property which (i) this church owned prior to its becoming an accredited church, and (ii) is expressly identified as property not subject to paragraph C above in a written agreement entered into in connection with such accreditation between this church and the district of The Christian and Missionary Alliance in which this church was located upon its accreditation. The exclusion of property pursuant to this paragraph E, and the agreement described in the preceding sentence, shall (1) terminate ten (10) years after this church's accreditation, and (2) not apply to any church that was in developing status prior to its accreditation.

ARTICLE XII MISCELLANEOUS

Section 12.1. Emergencies.

- A. **Committee on Emergencies.** There shall be a Committee on Emergencies consisting of the president, the corporate vice president, and the corporate secretary. It shall have the power to take any action that may be made necessary by any emergency arising out of an international or national crisis and only in such emergencies. Subject to the foregoing, this Committee shall have power to cancel or suspend any action of the General Council, or provision of these Bylaws, relating to the interests of The Christian and Missionary Alliance, or any such decisions, either of the Board of Directors or any of the areas of ministry. This power shall include the authority to increase within the limits of current income or decrease the total amount of the budget as the emergency may require. The president shall make a report to the next General Council of any and all actions taken under this emergency provision. Two members of this Committee shall constitute a quorum.
- B. **Emergency Program.** Because there is a possibility of national or international relationships so deteriorating that some of the larger centers might be destroyed or come under hostile control, the Board of Directors shall set up an emergency program as follows:
- (1) **Order of Succession.** The following basis of succession shall be made effective in the event of disaster: (a) president, (b) corporate vice president, (c) corporate secretary, (d) such other corporate officers as determined by the Board of Directors, (e) Board of Directors, and (f) district superintendents. In the matter of other corporate officers, Board of Directors, and district superintendents, each classification shall proceed in the order of seniority of election or appointment. Persons who have served as officers of The Christian and Missionary Alliance, left office, and subsequently been elected or appointed to an office involving the order of succession shall continue their seniority minus the years of service in a nonqualifying category. Persons retired

and subsequently elected or appointed to an office involving the order of succession shall continue their seniority minus the years of their retirement. In the event that more than one has the same such seniority, the order will be determined by seniority of service.

The corporate secretary shall publish every two years in the Report of the President a list of the persons in line of succession to take responsibility in the event of disaster.

- (2) **Disaster Committee.** In the event of a catastrophic disaster taking place, a Disaster Committee of twelve shall be responsible for administering the work of The Christian and Missionary Alliance. The chairperson of this Committee shall be the highest-ranking person in the line of succession. The next eleven persons shall, with the person mentioned above, make up the Committee. In the event that there are not twelve such persons living or able to function, persons who are qualified in the line of succession shall meet, along with enough other survivors of the official workers of The Christian and Missionary Alliance. The chairperson shall choose eleven persons from among these to make this Committee of twelve. The Disaster Committee shall have authority to appoint officers, including district superintendents, and to do such other business as may require immediate attention, including the responsibilities of the officers and the vice presidents for areas of ministry. It shall have emergency powers to act as a Board of Directors. At the earliest moment possible it shall arrange to call a special meeting of the General Council in accordance with the constitutional basis of representation.
- (3) **Modification of Emergency Program.** The Executive Committee of the Board of Directors is authorized to amend any of the provisions of Section 12.1B as may be needed from time to time.

Section 12.2. Divorce. In keeping with its high view of the sanctity of marriage and the family, The Christian and Missionary Alliance expresses its opposition to divorce on any grounds other than scriptural grounds (Malachi 2:16, Matthew 19:9, 1 Corinthians 7:15). Furthermore, The Christian and Missionary Alliance recognizes that a believer's lack of success in remaining the "husband of one wife" (1 Timothy 3:2) or the wife of one husband jeopardizes both his/her Christian witness and his/her ability to exercise church leadership with integrity. As a rule, divorced persons who are remarried and persons who are married to divorced persons shall not be elected or appointed to National Office or be given a Christian and Missionary Alliance official worker license or certification. Exceptions may be made only upon appeal and where the divorce and remarriage were on scriptural grounds (Matthew 19:9, 1 Corinthians 7:15) or occurred prior to conversion (Romans 8:1, 1 Corinthians 6:11, 2 Corinthians 5:17).

Section 12.3. Account Books, Minutes, etc. The Christian and Missionary Alliance shall keep correct and complete books and records of account and shall keep minutes of the proceedings of its members, Board of Directors, and committees. All books and records of The Christian and Missionary Alliance may be inspected by any general member of The Christian and Missionary Alliance, or such person's authorized agent or attorney, for any proper purpose at any reasonable time upon reasonable notice to The Christian and Missionary Alliance.

Section 12.4. Fiscal Year. The fiscal year of The Christian and Missionary Alliance shall be as established by the Board of Directors.

Section 12.5. Employees. The Christian and Missionary Alliance is committed to world missions, stressing the fullness of Christ in personal experience, building the Church, and preaching the gospel of Jesus Christ to the ends of the earth. The ultimate goal of all programs, functions, and activities undertaken by The Christian and Missionary Alliance is to further the foregoing purposes and to give spiritual and organizational support to all general members of The Christian and Missionary Alliance so that they are free to preach the gospel, to plant churches, and to hasten the return of the Lord and Savior Jesus Christ. Because of The Christian and Missionary Alliance's primary and exclusive Christian and religious purposes as set forth in its Articles of Incorporation and in these Bylaws, and because The Christian and Missionary Alliance holds steadfastly to the Christian religious belief that each and every employee of The Christian and Missionary Alliance should minister as a servant of God whose primary responsibility is proclaiming the gospel of Jesus Christ and, as such, is an integral part of the Christian mission and ministry of The Christian and Missionary Alliance, The Christian and Missionary Alliance shall only employ individuals who: (a) profess a personal belief in Jesus Christ as personal Savior, and (b) are active members of a local Christian church. Employees of The Christian and Missionary Alliance, as part of their duties as employees, shall: (a) be ready, willing, and able to participate in chapel or other Christian services held or sponsored by The Christian and Missionary Alliance, (b) refrain from behavior during working and nonworking hours that detracts from the Christian testimony of The Christian and Missionary Alliance or that is not in conformity with biblical standards as determined by The Christian and Missionary Alliance, and (c) be spiritually ready, willing, and able to fulfill such other ministry functions and requirements as may be requested by The Christian and Missionary Alliance.

Section 12.6. Designated Contributions. The Christian and Missionary Alliance may accept any designated contribution, grant, bequest, or device consistent with its general tax-exempt purposes as set forth in the Articles of Incorporation. As so limited, donor-designated contributions will be accepted for special funds, purposes, or uses, and such designations will be honored to the extent possible. The Christian and Missionary Alliance shall reserve all right, title, and interest in and to and control of such contributions, as well as full discretion as to the ultimate expenditure or

distribution thereof in connection with any such special fund, purpose, or use. Furthermore, The Christian and Missionary Alliance shall acquire and retain sufficient control over all donated funds (including designated contributions) to assure that such funds will be used to carry out The Christian and Missionary Alliance's tax-exempt purposes.

Section 12.7. Loans to Members of the Board of Directors and Officers

Prohibited. No loans shall be made by The Christian and Missionary Alliance to any member of the Board of Directors or to any officer of The Christian and Missionary Alliance. Any such member or officer who assents to or participates in the making of any such loan shall be liable to The Christian and Missionary Alliance for the amount of such loan until it is repaid.

Section 12.8. References to Internal Revenue Code. All references in these Bylaws to provisions of the Internal Revenue Code are to the provisions of the Internal Revenue Code of 1986, as amended, and to the corresponding provisions of any subsequent federal tax laws.

Section 12.9. Severability. The invalidity of any provision of these Bylaws shall not affect the other provisions hereof, and in such event these Bylaws shall be construed in all respects as if such invalid provision were omitted.

Section 12.10. Nature and Effect of Document. For purposes of the Colorado Nonprofit Corporation Act, this document shall serve and be referred to as the "Bylaws" of The Christian and Missionary Alliance.

Section 12.11. Use of Terms. For purposes of these Bylaws and all documents relating hereto, unless otherwise expressly provided or the context otherwise requires, (a) the term "session" shall mean a single official gathering of accredited delegates in one room or area to transact business for a length of time during which there is no cessation of proceedings, except for a short recess, and (b) the term "meeting" shall mean a series of related sessions devoted to a single order of business, program, agenda, or announced purpose in which each succeeding session is scheduled for the purpose of continuing business at the point at which it was left at the previous session.

Section 12.12. Headings. The article and section headings in these Bylaws are for convenience only and shall not be considered part of these Bylaws or used to interpret these Bylaws.

A3

SPECIAL RULES OF ORDER OF THE CHRISTIAN AND MISSIONARY ALLIANCE GENERAL COUNCIL

ARTICLE I TIME, LOCATION, AND PLANNING OF THE GENERAL COUNCIL

The Board of Directors shall select the time and location of the regular meeting of the General Council subject to the following conditions. The regular meeting of the General Council shall be held during the month of May, June, or July of each Council year. Any district desiring to host the General Council may submit to the President's Office an invitation to consider specific sites within its boundaries. Administration shall determine the viability of such invitations and make a recommendation to the Board of Directors as appropriate.

The President's Office shall have the primary responsibility for the planning of the General Council.

ARTICLE II COMMITTEES OF THE GENERAL COUNCIL

Pursuant to Section 6.11 of the Amended and Restated Constitution and Bylaws of The Christian and Missionary Alliance (the "Bylaws"), the General Council shall establish such standing committees, select committees, and special committees as it deems necessary or advisable in addition to those committees specifically provided for in the Bylaws. For purposes of these Special Rules of Order, a "standing committee" shall be a committee that meets at times other than or in addition to the regular meeting of the General Council, a "select committee" shall be a committee that meets only during the regular meeting of the General Council; and a "special committee" shall be a committee or commission that meets to research specific issues and reports back to the General Council.

Section 2.1. Standing Committees.

Committee on Nominations.

Membership of Committee on Nominations:

The Committee on Nominations shall consist of 13 members who serve through the next scheduled General Council. Members of the Committee on Nominations

will be determined as follows:

- (1) **At Large.** Six at-large members shall serve on the Committee, including at least one international worker and two laypeople. In non-Council years, the District Leadership Forum shall nominate nine at-large nominees and report them to the Office of the Corporate Secretary. Of the nine nominees, at least two shall be international workers and three shall be laypeople. Election by the General Council shall be by plurality vote, with the six individuals receiving the greatest number of votes serving on the Committee. The six elected must include at least one international worker and two laypeople, thereby replacing others who may actually receive more votes.
- (2) **Board of Directors.** The Board of Directors shall appoint four members of the Board of Directors who are not eligible for reelection at the next scheduled General Council.
- (3) **Officers.** The Committee on Nominations shall nominate and report to the General Council the Committee's chairperson, vice chairperson, and secretary to serve through the next scheduled General Council.

Responsibilities of Committee on Nominations:

Completion of Membership: The Committee on Nominations shall have the responsibility for the completion of membership of its Committee. Any vacancies will be filled in consultation with the district superintendents.

Nominations from Committee: The Committee on Nominations shall nominate for election by the General Council the following: (a) the executive officers of The Christian and Missionary Alliance; (b) the members of the Board of Directors; (c) the Committee on Rules; and (d) special committees, if any.

Nominations from President: The Committee shall report the nominees selected by the president for election by the General Council for the following: (a) Committee on Theological Issues and (b) C&MA Benefit Board.

Nominations of Select Committee Officers: The Committee shall nominate and report the nominees (in consultation with current select committees, district superintendents, and/or the National Office) for each General Council select committee chairperson, vice chairperson, secretary for the next scheduled General Council.

Tellers, Ushers, and Communion Stewards: The Committee on Nominations shall submit a report of the tellers, business-session ushers, and communion stewards as appointed by the corporate secretary. The tellers shall be responsible for distributing, collecting, counting, and verifying the ballots cast during the General Council elections. The head teller shall report in writing the results of the election(s) to the appointed representative in the Office of the Corporate Secretary for verification prior to presentation to the presiding officer of the General Council.

Board of Directors Legend: The Committee on Nominations shall distribute information as to the position of each nominee for the Board of Directors, such as district superintendent, pastor, educator, layperson, etc., in addition to the district where each resides. It also shall distribute a listing of the current Board of Directors, showing the non-retiring members and the retiring members.

Nominee Consent and Church Membership: No self-nomination shall be accepted. No person's name shall be presented in nomination by the Committee on Nominations or by any accredited delegate unless the person's consent has been obtained and the person is a member in good standing of an accredited church of The Christian and Missionary Alliance, or is an attendee in good standing in a developing or affiliated church of The Christian and Missionary Alliance.

Nominee Qualifications for Positions of President, Corporate Vice President, Corporate Secretary, and Board of Directors: In addition to consent and church requirements in the above paragraph, no person's name shall be presented in nomination by the Committee on Nominations or by any accredited delegate unless the person:

- (1) In the power of the Holy Spirit lives a life that is above reproach. Embodies and models biblical principles that result in a Christ-like lifestyle, character, and attitude.
- (2) Accepts and lives in accordance with the C&MA:
 - a. mission, objectives, governance, and values
 - b. Statement of Faith
 - c. Statements and policies in the *C&MA Manual*
- (3) Prayerfully and personally contributes to the Great Commission Fund and leads any church/organization he/she oversees in appropriate C&MA engagement.
- (4) Proven aptitude to meet the requirements of the position.

Section 2.2. Select Committees.

A. **Committees.** There shall be the following select committees:

- (1) Committee Relating to the President's Report
- (2) Committee Relating to Ministry Support and Development
- (3) Committee Relating to Church Ministries
- (4) Committee Relating to Alliance Missions

(5) Committee Relating to Special Reports and General Legislation

B. **Eligibility and Election.** No member of the Board of Directors shall be eligible to serve on any select committee, and no National Office staff person shall be eligible to serve on any select committee that is responsible to review the work of the National Office area in which the staff person serves. Each select committee shall be determined as follows:

(1) Each constituted district shall elect one member and an alternate to each committee.

(2) The National Office shall select three international workers on regular home assignment and an alternate to each committee.

(3) The president in conjunction with the colleges shall select one representative of an officially recognized or associated postsecondary educational institution in the United States and an alternate to each committee.

C. **Orientation.** Two months prior to the General Council, the corporate secretary of The Christian and Missionary Alliance shall inform all select committee members of their responsibilities and the time and location of the first meeting, and all pertinent information shall be sent to all committee members prior to their first meeting. A list of all committee members, except for those elected by the General Council, shall be included in each delegate packet.

D. **Perfection.** To expedite the completion of membership, the Office of the Corporate Secretary shall fill vacancies in consultation with the nominating party prior to Council. If necessary, the Committee on Nominations shall have the responsibility for the completion of membership of each select committee at Council.

E. **Initial Meeting.** The first meeting of each select committee, shall be called by the chairpersons to convene the night before the opening of the General Council. Each committee shall continue through the following day or until its work is completed.

F. **Reports.** The corporate secretary shall call for the reports of each General Council select committee as an order of business beginning the afternoon of the first full day of the General Council.

G. **Functions of Particular Select Committees.**

Committee Relating to Special Reports and General Legislation. This committee shall carefully consider all special reports that relate to The Christian

and Missionary Alliance in general and report its findings back to the General Council. It shall have referred to it all legislation that pertains to the General Council or the operation of the Board of Directors or such other legislation as does not come within the scope of any other committee. The Committee Relating to Special Reports and General Legislation may also consider other matters that normally come within the scope of this Committee or matters referred. Recommendations growing out of matters not referred shall be presented as a first reading before final action is taken on them. All legislation proposed from the floor of the General Council shall be referred to this Committee before being discussed by the General Council except in those cases where the presiding officer rules that the matter should be referred to another committee of the General Council. The committee to which the matter is referred shall present its findings to the General Council with such recommendations as it considers advisable.

Section 2.3. Special Committees. The General Council may establish special committees or commissions that meet to research specific issues and report back to the General Council. If a motion is brought before the General Council to appoint or elect a special committee or commission, it shall be accompanied by a projected budget which has been reviewed by the Committee on Legislation Relating to Operations/Finance.

ARTICLE III ORDER OF BUSINESS

The order of business at the General Council shall be as follows:

1. **Partial Report of Committee on Nominations.**
2. **Report of the President.** The president shall survey all the work of The Christian and Missionary Alliance for the preceding two years and shall report the results of his findings.
3. **Report of the Board of Directors through the Corporate Secretary.** All recommendations to the General Council from the administration shall be processed and presented by the Board of Directors.
4. **Reports of Special Committees.** All reports of special committees or commissions established by the General Council shall be reported directly to the General Council unless the General Council designates otherwise and, after its reading, may be discussed by the General Council. Such reports shall be presented in electronic or printed form and made available to all delegates.
5. **Reports of Council Committees.**

6. **Elections.** Elections shall be held in accordance with Section 6.12 of the Bylaws.

7. **Adjournment.**

ARTICLE IV REPORTS TO THE GENERAL COUNCIL

The Report of the President, the Report of the Corporate Secretary, special committee reports, and any pending legislation shall be communicated to all official workers of The Christian and Missionary Alliance and registered delegates to the upcoming General Council one month prior to the General Council. The final disposition of matters that have been referred to various committees, commissions, Board of Directors, National Office, or individuals will be included in the Report of the Corporate Secretary to the General Council.

Section 4.1. Report of the President. The president shall present a survey of all the work of The Christian and Missionary Alliance, incorporating the reports of all areas of ministry in the National Office.

Section 4.2. Reports Referred to Select Committees. Select committees shall carefully consider all reports and matters referred to them related to areas of ministry in the National Office and shall report to the General Council with such recommendations as they may consider advisable. They also may consider other matters that normally come within the scope of said committee, not growing out of these reports. Recommendations, however, growing out of matters not referred are to be presented as a first reading before final action is taken upon them. As far as possible, all select committees shall be appointed before the reading of the Report of the President so that said committees may give proper attention and make necessary notes.

Section 4.3. Disposition of Reports. Parts of the Report of the President detailing certain areas of ministry, and all reports from the Board of Directors in the Report of the Corporate Secretary, shall be referred to a committee of the General Council before being discussed by the General Council. All reports of special committees or commissions established by the General Council shall be reported directly to the General Council unless the General Council designates otherwise and, after its reading, may be discussed by the General Council. Such reports shall be presented in electronic or printed form and made available to all delegates.

ARTICLE V DELEGATE CERTIFICATION

Section 5.1. Issuance. The corporate secretary shall provide certification for each

person eligible to attend the General Council as an accredited delegate in accordance with Section 6.2 of the Amended and Restated Constitution and Bylaws of The Christian and Missionary Alliance.

Section 5.2. Signature. The delegate certification provided by the corporate secretary shall be authorized as follows:

- A. **President.** The president may authorize certification for each of the following persons:
- (1) Corporate vice president
 - (2) Corporate secretary
 - (3) Members of the Board of Directors
 - (4) Persons employed in the National Office holding an official worker license issued by the proper authority
 - (5) Such other officers and employees in the National Office as may be determined by the Board of Directors.
 - (6) Former presidents
 - (7) Former vice presidents
 - (8) Persons who served as corporate vice president or corporate secretary for at least 12 years
 - (9) Lay members of each meeting committee to which certification has not previously been issued
 - (10) Principal officers of each postsecondary educational institution of The Christian and Missionary Alliance
 - (11) Executive directors of official retirement centers of The Christian and Missionary Alliance
 - (12) Presidents of any Alliance subsidiary corporation
- B. **Corporate Secretary.** The corporate secretary shall authorize certification for the president.
- C. **National Office.** The National Office shall authorize certification for each of the following persons:
- (1) District superintendents
 - (2) Assistant district superintendents
 - (3) National officers of Alliance Women

- (4) Federal chaplains
- (5) Each international worker who is eligible to attend the General Council
- (6) Each retired international worker desiring to attend the General Council
- (7) Official workers and lay delegates from each developing ethnically based district
- (8) Each marketplace ministries delegate at the discretion of the vice president for Alliance Missions

D. **District Superintendent/Director.** The district superintendent or director shall authorize certification for each of the following persons:

- (1) Official workers in the district
- (2) Nonfederal chaplains
- (3) Evangelists
- (4) Ministers-at-Large
- (5) Lay delegates certified by the church they are representing
- (6) Two delegates designated by each postsecondary educational institution of The Christian and Missionary Alliance (one of whom shall be a member of the teaching faculty)
- (7) District director for Alliance Women
- (8) Members of a General Council committee elected by District Conference or appointed by the District Executive Committee
- (9) Lay ministers and each Christian worker who is a pastor of a church
- (10) Lay members of the District Executive Committee
- (11) Retired U.S. official workers residing in the district who desire to attend the General Council
- (12) Orchard Alliance Regional Consultants residing in the district

ARTICLE VI EXPENSES TO THE GENERAL COUNCIL

The Christian and Missionary Alliance shall pay the expenses, as specified by the Board of Directors, of attending the General Council, for each of the following persons:

- A. Executive officers and *spouses*
- B. Members of the Board of Directors

- C. District superintendents, assistant district superintendents, and presidents of multicultural associations
- D. International workers on home assignment (subject to the regulations established by the National Office)
- E. Such others as described or identified in the Bylaws of the Board of Directors

ARTICLE VII AMENDMENTS

These Special Rules of Order may be amended at any regular meeting of the General Council upon either: 1) a two-thirds affirmative vote of accredited delegates present and voting at the session in which the motion is considered, providing that a first reading of the proposed amendment has occurred in a previous session of that regular meeting, or 2) when appropriate in accordance with the provisions of Section 10.1 of the Amended and Restated Constitution and Bylaws of The Christian and Missionary Alliance as applied to the Special Rules of Order, the unanimous vote of the General Council's Committee on Rules.

A4

UNIFORM CONSTITUTION FOR DISTRICTS OF THE CHRISTIAN AND MISSIONARY ALLIANCE

The Uniform Constitution for Districts has been framed and adopted by the General Council, the denomination's highest governing body. The accredited churches of The Christian and Missionary Alliance have participated in this process through their authorized delegates. Each district of The Christian and Missionary Alliance shall adopt and be governed by the following constitution.

PREAMBLE

The district organization in The Christian and Missionary Alliance is designed to help churches fulfill Jesus' command to make disciples of all peoples and to provide for the regional relationships which are indicated in the New Testament. While the local assembly is the primary visible form of the church, the relationships beyond the congregation are essential if the local church is to fulfill its function in fellowship, evangelism, church health and multiplication, and world missions.

Therefore, The Christian and Missionary Alliance churches of this district are united in governance, fellowship, and service in order to promote unity of faith in the fullness of Jesus Christ as Savior, Sanctifier, Healer, and Coming King, and to facilitate the spread of the gospel at home and abroad under the guidance and enabling of the Holy Spirit.

ARTICLE I NAME

This district shall be known as the _____ District of The Christian and Missionary Alliance. Its geographical or cultural boundaries are defined by the Board of Directors of The Christian and Missionary Alliance and may be changed from time to time by such Board of Directors.

ARTICLE II ORGANIZATION AND GOVERNMENT

The organization of this district shall be in harmony with this constitution and the Amended and Restated Constitution and Bylaws of The Christian and Missionary Alliance (the "Bylaws") and shall include all accredited, developing, and affiliated churches, official workers, and ministries of The Christian and Missionary Alliance within the district, except those under the immediate supervision of the Board of

Directors of The Christian and Missionary Alliance.

Section 1. District Conference. The District Conference shall constitute the legislative body of this district. Its legislation shall be limited to district affairs and in no case shall such legislation be in conflict with the actions of the General Council of The Christian and Missionary Alliance. The District Conference may recommend amendments to existing national policies and procedures for districts or new policies and procedures to the District Leadership Forum through the district superintendent; it may recommend changes or additions to the *C&MA Manual* through the district superintendent; and it may recommend new general policies for The Christian and Missionary Alliance through the district superintendent. This district shall adopt bylaws setting forth, among other things, the rules and procedures governing its District Conference. This district shall hold a District Conference each year and there shall be two types of delegates to the District Conference: "accredited delegates" and "corresponding delegates." Accredited delegates shall be entitled to vote. The conference shall be held at the time(s) stated in the district bylaws with the format and agenda to be determined by the District Executive Committee, or as stated in the district bylaws and in conformity with the requirements of state law. The agenda during business sessions shall include elections as necessary, an evaluation of the progress of the district ministry, financial reports, and other related matters as stated in the district bylaws or required by state law.

A. **Accredited Delegates.** Those eligible to be accredited delegates to the District Conference shall be limited to the following individuals:

- (1) All persons holding official worker licenses in this district and other officers of this district.
- (2) All evangelists residing in this district licensed by the Board of Directors.
- (3) Lay delegates as follows:
 - (a) Each accredited church of The Christian and Missionary Alliance shall be entitled to send two lay delegates, in addition to its official workers. If the voting membership (as reported in the last annual report of the church) is 150 or more, another lay delegate may be sent for each additional 100 voting members or fraction thereof. The church shall appoint and certify lay delegates as specified in the local church bylaws.
 - (b) Each developing church shall be entitled to send one lay delegate chosen from among the congregation's general members by the Church Advisory Board and appointed by the district superintendent, in addition to its official workers. The church shall appoint and certify lay delegates as specified in the local church bylaws.

- (c) Each affiliated church of The Christian and Missionary Alliance shall be entitled to appoint and certify one lay delegate as specified in the local church bylaws, in addition to its official workers.
 - (4) Members or representatives of the Board of Directors of The Christian and Missionary Alliance who may be able to attend.
 - (5) Lay members of the District Executive Committee.
 - (6) The director of district Alliance Women.
 - (7) Any military chaplain on active duty or other federal chaplain duly credentialed as an official worker of The Christian and Missionary Alliance who is serving his/her assignment in this district at the time of the District Conference.
 - (8) All retired or disabled international workers and U.S. official workers residing in this district whose names appear on the official worker list of The Christian and Missionary Alliance.
 - (9) Laypersons who are either elected or appointed as specified in the district's bylaws to serve on the regional college Board of Trustees.
 - (10) Other persons holding official worker licenses, lay minister licenses, or vocational certificates who have been accredited by the District Executive Committee.
- B. **Corresponding Delegates.** The following persons shall be eligible to attend the District Conference as nonvoting, corresponding delegates:
- (1) Official representatives of each of the four areas of ministry of The Christian and Missionary Alliance.
 - (2) International workers of The Christian and Missionary Alliance who may be able to attend.
 - (3) Official representatives of educational work connected with The Christian and Missionary Alliance.
 - (4) On recommendation of the District Conference Committee on Credentials, any member of The Christian and Missionary Alliance visiting the Conference may be admitted as a corresponding delegate by a two-thirds vote of the Conference.

(5) One representative of a cooperating non-Alliance church.

C. **Quorum.** One-third of the number of accredited delegates shall constitute a quorum.

Section 2. District Executive Committee.

A. **General.** The District Executive Committee shall be the Board of Directors of the corporation. This committee shall consist of the officers of the district and such other members as shall be elected by the District Conference. As much as possible, they shall represent the various sections of this district. This Committee shall consist of not less than nine members.

The administrative work of this district shall be committed to the District Executive Committee of which the district superintendent shall be the chairperson. It may appoint a subcommittee to act with the district superintendent between meetings of the District Executive Committee and report to the District Executive Committee.

The District Executive Committee may request an audited report at any regular meeting. It shall be the responsibility of the District Executive Committee to appoint annually an independent Certified Public Accountant who shall perform an examination of the district's financial statements. Furthermore, the District Executive Committee shall appoint annually an Audit Review Committee that shall meet with the auditor to review the audit and management letter and shall submit a report of its review to the District Executive Committee. These reports and the annual audit or review by the auditor shall be submitted to the Board of Directors through the National Office¹.

B. **Removal.** Any officer or supporting organization official, except the district superintendent, of the [district] of The Christian and Missionary Alliance, whether elected by District Conference or appointed by the District Executive Committee, or any individual member of the District Executive Committee, may be removed by a two-thirds majority vote of the District Executive Committee if, in the judgment of the District Executive Committee, the best interests of the [district] of The Christian and Missionary Alliance will be served thereby. This decision must be reviewed and approved by the National Office prior to becoming effective.

Section 3. Officers. The officers of this district shall consist of district superintendent, assistant district superintendent, secretary, and treasurer.

¹ National Office is defined in the Amended and Restated Constitution and Bylaws of The Christian and Missionary Alliance as the Office of the President of The Christian and Missionary Alliance and those corporate officers and staff serving under corporate authority of such president.

- A. **District Superintendent.** The district superintendent shall be the recognized head of the district organization and member ex officio of all district committees and shall exercise oversight of the entire work of this district. The district superintendent shall be the president of the corporation where such office is required by law.
- B. **Assistant District Superintendent.** The need for an assistant district superintendent shall be determined by the Board of Directors. He is a member ex officio of the District Executive Committee.
- C. **Secretary.** The district secretary shall keep the minutes of the District Conference and the minutes of all meetings of the District Executive Committee and shall perform all other duties pertaining to his/her office or as assigned by the District Executive Committee.
- D. **Treasurer.** The district treasurer shall supervise the receipt and disbursement of all funds intended for expenditure for district purposes as directed by the District Executive Committee. He/she shall present to the District Conference an annual financial report and shall prepare for the District Executive Committee such reports as it may request.

Section 4. Elections.

- A. **District Superintendent.** The district superintendent shall be elected by the District Conference and appointed by the National Office. His term of office shall be four years, beginning the August 1 or January 1 following his election. He is eligible for three consecutive terms. He is eligible again after the lapse of one term.

The district shall establish a District Superintendent Search Committee at least ten months in advance of the District Conference at which an election is to take place, according to the district bylaws and the guidelines provided by the National Office. A list of the names of workers who have proper qualifications for district superintendent shall be developed in consultation with the National Office.

The Committee on Nominations or any person making a nomination must consult with the National Office prior to presenting a nominee to District Conference. The Board of Directors may present a nomination if requested.

Election shall be by ballot and shall be determined by two-thirds of the votes cast.

In the event that a decision cannot be reached by the District Conference, the Board of Directors shall appoint a district superintendent for up to one term. In the

event of death, resignation, or involuntary removal of the district superintendent where there is no assistant district superintendent in accordance with the policies set by the Board of Directors, the National Office shall appoint an individual to perform the duties of the district superintendent until the office has been filled either by the Board of Directors or by election of the District Conference.

A district superintendent may be removed by the use of the Uniform Policy on Discipline, Restoration, and Appeal where a duly appointed Discipline Committee finds him guilty of one of the bases for discipline. Where the issue at hand is not one that falls within the Discipline Policy, a district superintendent may be removed by a two-thirds vote of the District Executive Committee and the agreement of the vice president for Church Ministries. The district superintendent has the right to appeal this decision to the Board of Directors within 10 days following his removal in the manner outlined in the Church Ministries District Handbook.

- B. **Assistant District Superintendent.** When authorized by the Board of Directors, an assistant district superintendent may be elected by the District Conference and appointed by the National Office. His term of office shall be four years, beginning the August 1 or January 1 following his election. He is eligible for three consecutive terms. He shall be nominated by the district superintendent through the Committee on Nominations of the district after consulting with the National Office. Should the nomination be unacceptable to the Committee on Nominations, it shall be referred back to the district superintendent. The vote of the District Conference shall be by ballot and shall be affirmative or negative with respect to the name presented and shall be determined by two-thirds of the votes cast.

In the event of the death, resignation, or removal of the assistant district superintendent, the district superintendent, in consultation with the National Office and the District Executive Committee may appoint an individual to perform the duties of the assistant district superintendent until the office is filled by the above-stated procedure.

- C. Other officers of this district and members of the District Executive Committee shall be elected by the District Conference annually or as may be specified in the district bylaws.
- D. The Credentialing Council shall be elected by the District Conference, or appointed by the District Executive Committee, as may be specified in the district bylaws.
- E. The director of the district Alliance Women shall be selected as provided for within the national policy contained in the *CM Handbook*.

- F. Other district committees or personnel shall be elected or appointed as specified in the district bylaws.

Section 5. Credentialing Council (CC). There shall be a single Credentialing Council in each district. The Credentialing Council shall be elected by the District Conference or appointed by the District Executive Committee, as may be specified in the district bylaws. The Credentialing Council shall examine and recommend approval for the licensing of official workers and approve leaves of absence. All licenses and leaves of absence recommended and approved shall be issued by the district superintendent. The Credentialing Council shall examine and consecrate and ordain qualified candidates for the Christian ministry.

District practices and procedures in matters of licensing, consecration and ordination, and discipline are subject to the uniform policies pertaining thereto as promulgated and amended from time to time by The Christian and Missionary Alliance.

Section 6. Disciplemaking Ministries. This district shall encourage, coordinate, and give oversight to disciplemaking ministries in churches as well as provide resources and training for such ministries at all age levels. This district shall specify the means by which these ministries are pursued within its bylaws.

Section 7. Church Health and Multiplication. This district shall encourage, coordinate, and give oversight to church planting and multiplication ministries throughout the district as well as provide ongoing assessment and consultation for the continued growth of healthy congregations. This district shall specify the means by which these ministries are pursued within the district in its bylaws.

Section 8. Mission Mobilization. This district shall mobilize district churches for the accomplishment of the Great Commission by encouraging participation in the worldwide missionary and church planting efforts of The Christian and Missionary Alliance including but not limited to, active promotion of and support for the Great Commission Fund. This district shall specify the means by which mobilization efforts are pursued within the district in its bylaws.

Section 9. Property.

- A. This district may acquire, own, dispose of, improve, encumber, and convey property, real and personal, for district purposes, in conformity with the laws of the state where the property is situated. Where trustees are required, they shall be elected by the District Conference according to law. Such property may be sold, conveyed, exchanged, or encumbered under the order of the District Conference and authority of the District Executive Committee by the trustees, or by the district superintendent and secretary, or other district officer, in conformity with the laws

of the state where the property is situated. Where state law permits, the District Conference may empower the District Executive Committee to acquire, dispose of, improve, encumber, and convey property, real and personal, on behalf of the District Conference.

- B. This district may adopt a bylaw empowering any three of its officers to release a reversionary or other contingent interest in the real property of an accredited church in the event of the sale of church real property, or to subordinate such interest to a mortgage, when it is in the best interest of both the church and this district.
- C. This district is connected with and subordinate to its parent religious organization, The Christian and Missionary Alliance, a Colorado nonprofit corporation, headquartered in Reynoldsburg, Ohio. In consideration of the mutual benefits generated and derived from this relationship, and understanding that The Christian and Missionary Alliance is relying hereon in agreeing to initiate or continue such relationship, this district agrees as follows.
- (1) **Property Reversion Events.** Any of the following shall constitute a “property reversion event:” (a) the decision or action of this district to disaffiliate or otherwise separate itself from The Christian and Missionary Alliance without the prior written approval of such decision or action by the Board of Directors of The Christian and Missionary Alliance, (b) the failure for any reason of this district to be subject to or abide by any of the purposes, usages, doctrines, or teachings of The Christian and Missionary Alliance, or (c) the termination of this district’s existence for any reason.
- (2) **Determination of a Property Reversion Event.** The determination of whether a property reversion event has occurred shall be considered and decided by the Board of Directors of The Christian and Missionary Alliance or its Executive Committee in accordance with procedures established from time to time by the Board of Directors of The Christian and Missionary Alliance. The decision of the Board of Directors of The Christian and Missionary Alliance or its Executive Committee shall be final and binding on The Christian and Missionary Alliance and the district except an appeal from such decision may be taken, within 30 days of the declaration of a reversionary event, to a committee of three members of the Board of Directors of The Christian and Missionary Alliance. Such appeal shall be limited to the issues of fraud, collusion, or arbitrariness on the part of the district in declaring a reversionary event. The decision of such committee shall be final as a matter of ecclesiastical law.
- (3) **Consequences of a Property Reversion Event.** Upon the occurrence of a property reversion event as determined in accordance with paragraph (2) above, legal title to all real and personal property (tangible and intangible),

appurtenances, fixtures, and effects of whatever type then owned, held, or used by this district, without regard to how or from whom acquired, shall, upon the demand of The Christian and Missionary Alliance, revert to and become the property of The Christian and Missionary Alliance. During the period of time between the occurrence of the property reversion event and the complete and final transfer of legal title to The Christian and Missionary Alliance, this district shall hold such property in trust for The Christian and Missionary Alliance to be used exclusively to further the purposes, usages, doctrines, and teachings of The Christian and Missionary Alliance.

Section 10. Accredited Churches. Accredited churches shall be those churches satisfying the requirements set forth in Section 3.1 of the Bylaws of The Christian and Missionary Alliance. The spiritual ministry of the church shall be under the care of a pastor who shall be appointed by the district superintendent in conjunction with the governance authority.

Section 11. Developing Churches. Developing churches shall be those churches recognized as such by the district and operating under the Policy for the Governance of a Developing Church with the objective of becoming a fully accredited church of The Christian and Missionary Alliance. Each newly established church shall first be reported as a developing church.

Section 12. Affiliated Churches. Churches not satisfying the requirements of Section 3.1 of the Bylaws of The Christian and Missionary Alliance but desiring to cooperate in various degrees of fellowship with The Christian and Missionary Alliance may be classified as affiliated churches. Each affiliated church shall adopt and comply with the requirements, terms, and provisions for affiliated churches as promulgated and amended from time to time by The Christian and Missionary Alliance. Each affiliated church shall have the privilege of sending one accredited lay delegate to the District Conference.

Section 13. Cooperating Non-Alliance Churches. Churches outside The Christian and Missionary Alliance but desiring to cooperate in various degrees of fellowship with The Christian and Missionary Alliance may be classified as cooperating non-Alliance churches. Each cooperating non-Alliance church shall direct to The Christian and Missionary Alliance its Great Commission Fund offerings. Each cooperating non-Alliance church shall have the privilege of sending one corresponding delegate to the District Conference.

Section 14. Supporting Organizations. Proposals for establishment and operation of all postsecondary educational institutions, retirement centers, and any other such similar ministries within this district which are directly controlled by the district, shall first be recommended by the District Executive Committee to the Board of Directors through the proper area for its action. They shall not be established unless and until

authorized by the Board of Directors.

Section 15. Evangelists. Upon recommendation of the District Executive Committee, or a committee appointed by the District Conference, the district superintendent may license evangelists who reside in this district and who hold membership in The Christian and Missionary Alliance, even though their fields of service extend outside the boundaries of this district. They shall report annually to the District Executive Committee concerning their activities.

Section 16. Publication Work. *Alliance Life* is recognized as the official communications vehicle of The Christian and Missionary Alliance.

Section 17. Bylaws. This district may adopt bylaws not in conflict with the provisions of this Constitution or the Bylaws of The Christian and Missionary Alliance.

Section 18. Amendments. This Constitution may be amended by the General Council of The Christian and Missionary Alliance in accordance with the provisions of Section 10.2 of the Amended and Restated Constitution and Bylaws of The Christian and Missionary Alliance as applied to the Uniform Constitution for Districts.

Section 19. Conformance with Applicable Law. In cases where any provision of this Constitution may not conform to state laws, this district shall be authorized to make such adjustments as necessary in counsel with the National Office of The Christian and Missionary Alliance so as to conform to such laws.

ARTICLE III EMERGENCIES

In the event that a district superintendent is involved in a catastrophic disaster as contained in Section 12.1B(2) of the Bylaws of The Christian and Missionary Alliance, the assistant district superintendent, district secretary, or district treasurer shall call a meeting of the District Executive Committee as soon as possible thereafter to make interim arrangements. The District Executive Committee shall function until a Disaster Committee has arranged a program in accordance with Section 12.1B(2) of the Bylaws of The Christian and Missionary Alliance.

A5

UNIFORM CONSTITUTION FOR ACCREDITED CHURCHES OF THE CHRISTIAN AND MISSIONARY ALLIANCE

Each accredited church of The Christian and Missionary Alliance shall adopt and be governed by the following Constitution.

PREAMBLE

The New Testament teaches that the local church is the visible organized expression of the Body of Christ. The people of God are to live and serve in obedience to the Word of God and under the Lordship of Jesus Christ.

The Christian and Missionary Alliance operates on the presupposition that the congregation finds broader meaning and outreach in fulfilling its biblical responsibilities within the life and witness of the denomination.

This Constitution has three objectives:

1. Set out in general an outline for organization and administration for this church.
2. Define the relationship of this church to the district of which it is an integral part.
3. Relate this church to the denominational framework through which the worldwide work of The Christian and Missionary Alliance is carried out.

The Uniform Constitution for Accredited Churches has been framed and adopted by the General Council, the denomination's highest governing body. The accredited churches of The Christian and Missionary Alliance have participated in this process through their authorized delegates. This church can, in accordance with this Constitution and in a manner that is consistent with the Bylaws of The Christian and Missionary Alliance, formulate its bylaws so as to carry out its ministry appropriately and efficiently.¹

This church is an integral part of the district, national, and worldwide fellowship of

¹ Model Bylaws, which include three different governmental models, have been developed by Church Ministries and are available through each church's individual district (see Section E14).

The Christian and Missionary Alliance and is united in governance, fellowship, and service in order to promote unity of faith in the fullness of Jesus Christ as Savior, Sanctifier, Healer, and Coming King, and to facilitate the spread of the gospel at home and abroad under the guidance of the Holy Spirit.

ARTICLE I NAME

The official name under which this church is incorporated or organized is _____ (shall include the words "The Christian and Missionary Alliance").

ARTICLE II RELATIONSHIP

This church is connected with and subordinate to its parent religious organization, The Christian and Missionary Alliance, a Colorado nonprofit corporation, headquartered in Reynoldsburg, Ohio. In consideration of the mutual benefits generated and derived from this relationship and understanding that The Christian and Missionary Alliance is relying hereon in agreeing to initiate or continue such relationship, this church agrees to be subject to and abide by the terms and conditions of Article XVI hereof relating to the reversion of property of accredited churches.

ARTICLE III MEMBERSHIP

Section 1. Qualifications.

1. Confession of faith in Jesus Christ and evidence of regeneration.
2. Belief in God the Father, Son, and Holy Spirit; in the verbal inspiration of the Holy Scriptures as originally given; in the vicarious atonement of the Lord Jesus Christ; in the eternal salvation of all who believe in Him and the eternal punishment of all who reject Him.
3. Acceptance of the doctrines of the Lord Jesus Christ as Savior, Sanctifier, Healer, and Coming King.
4. Full sympathy with the mission and core values of The Christian and Missionary Alliance and cooperation by systematic support of its work.
5. Such other qualifications for membership as may be stated in the bylaws.

Section 2. Removal. Persons may be removed from membership under one or more

of the following circumstances:

1. Submission of a written letter of resignation to the elders of the church.
2. Failure to meet the qualifications of membership as stated above.
3. Disciplinary action taken under the Uniform Policy for Discipline, Restoration and Appeal of The Christian and Missionary Alliance.

An appeal of decisions made to remove a person from membership for reasons of qualification or a disciplinary action may be submitted to the district superintendent within 30 days of the action.

ARTICLE IV ORDINANCES

Baptism and the Lord's Supper are recognized as the two ordinances of the church.

Believers' baptism by immersion is taught and practiced as the scriptural mode. The pastor or other elders shall oversee baptism. They shall provide the instruction about baptism and shall administer the baptisms themselves or choose other spiritually respected people to do these ministries.

The Lord's Supper is administered regularly. The pastor or other elders shall oversee Communion. They shall provide the instruction about Communion and shall administer the Communion themselves or choose other spiritually respected people to do these ministries.

ARTICLE V GOVERNMENT

There shall be an annual meeting of the members of this church to be held at a time specified in the bylaws at which time the members shall receive reports of ministries, including audited reports of the treasurers, and shall elect church officers, elders, and members of the governance authority. Additional ministry positions shall be filled as specified in the local church bylaws. The governance authority, as specified in the local church bylaws, shall conduct the affairs of the church between annual meetings and shall be amenable to the membership and the district superintendent as constitutionally defined. Other meetings of the members may be called by proper notice to the membership as specified in the bylaws. On general church matters in which no legal questions are involved, it is understood that all members in good and regular standing who have reached the age of 16 years are entitled to vote, but in matters involving titles of property or legal procedure, the laws of the state determine the age at which members are eligible to vote.

ARTICLE VI GOVERNANCE AUTHORITY

Section 1. General. Each local church shall structure its governance authority in accordance with the governing documents of The Christian and Missionary Alliance, the responsibilities of elders as defined in Article X, Section 1, the bylaws of the district, and the laws of the state in which the church is located. The members of the governance authority shall satisfy the scriptural standards for church leadership and shall be members of this church.

The lead pastor shall be chairman or, at his request, the governance authority shall elect an elder as chairman. An elder also shall be elected as vice chairman. Meetings shall be held for prayer and business, and abbreviated minutes shall be reported to the church as the church may decide. Special meetings may be called by the chairman or by written request of one-half of the governance authority membership. All officers, committees, and organizations except the Nominating Committee are amenable to the collective oversight of the elders.

Section 2. Removal. In consultation with the district superintendent and the lead pastor, any officer or auxiliary official, except licensed pastoral staff, of this church, whether elected at the church annual meeting or appointed by the governance authority, or any individual member of the governance authority, may be removed by a two-thirds majority vote of the governance authority and the approval of the district superintendent if, in the judgment of the governance authority, the best interests of this church will be served thereby.

ARTICLE VII OFFICERS

The officers shall be members of this church and shall satisfy the scriptural standards for church leadership. They shall consist of the following who, with the exception of the lead pastor, shall be elected at the annual meeting of the church: lead pastor, secretary, treasurer, assistant treasurer, and such other officers as may be designated in the church bylaws or in the state law.

ARTICLE VIII LICENSED STAFF

The governance authority shall not give consideration to any candidate for licensed ministry without the approval of the district superintendent. Licensed staff members shall be called by the governance authority and appointed by the district superintendent. The district superintendent shall suggest to the governance authority the names of such workers as in his judgment have proper qualifications for licensed

staff. Upon appointment by the district superintendent, a licensed staff member and spouse become members of this church. Licensed staff include all those whose position calls for licensing as an "official worker," as defined in the General Regulations in the *Manual of The Christian and Missionary Alliance*.

Any member of the licensed staff may resign from this church by giving due notice of this intention to the district superintendent and the governance authority. The governance authority may, in conjunction with the district superintendent, ask for the resignation of any member of the licensed staff. Before such action is taken, the governance authority and that member shall follow the guidelines as prescribed by the district superintendent. The district superintendent, with the approval of the District Executive Committee, shall have the authority to remove or transfer a member of the licensed staff when the governance authority is in disagreement or whenever circumstances make such removal or transfer advisable.

ARTICLE IX DUTIES OF CHURCH OFFICERS

Section 1. Lead Pastor. The lead pastor shall have oversight of this church. He shall be chairman of the governance authority except as he may choose to proceed according to the provisions in Article VI. He shall preside at all regular or special meetings of the church membership. He is a member ex officio of all church committees and organizations. When the membership has no pastor, the chairman or vice chairman of the governance authority shall have oversight of the church in conjunction with the district superintendent. The lead pastor shall be the president of this church where such office is required by law.

Section 2. Secretary. The secretary shall keep the minutes of membership meetings and conduct the correspondence of this church as directed by the governance authority. The secretary shall attend and keep minutes of other meetings as specified in the local church bylaws.

Section 3. Treasurer. The treasurer shall receive all monies of this church and shall be responsible for the payment of all bills on the order of the governance authority as specified by the local church bylaws, keeping proper book records of all transactions, and filing canceled vouchers and receipts for payments made. The governance authority shall determine where funds of this church shall be kept. No offerings shall be solicited from the membership except upon approval of the governance authority.

Section 4. Missionary Treasurer. When required by local church bylaws, the missionary treasurer shall account for all missionary monies and oversee the forwarding of the same to the treasurer of The Christian and Missionary Alliance on or before the tenth of the following month.

Section 5. Assistant Treasurer. The assistant treasurer shall, with another person or persons appointed by the governance authority, be responsible to count all monies and keep a separate record of all receipts. The assistant treasurer may be empowered to issue receipts to the donors.

ARTICLE X COMMITTEES AND ORGANIZATIONS

Section 1. Elders. The call of Christ the Chief Shepherd to men to serve as elders is both discerned and confirmed by the church membership. Elders shall therefore be male members of this church and shall be elected as specified in the church bylaws. Elders shall be the lead pastor, elected lay elders, and other male members of the licensed ministry staff as deemed appropriate by the local church. The lead pastor and the other elders are the highest level of servant leadership in the church. As undershepherds, elders shall serve with the lead pastor to oversee both the temporal and spiritual affairs of the local church in order to accomplish Christ's mission. They shall constitute the Committee on Membership. They shall be the Committee on Discipline in accordance with the Uniform Policy on Discipline, Restoration, and Appeal of The Christian and Missionary Alliance. All officers, committees, and organizations except the Nominating Committee are amenable to the collective oversight of the elders through the governance authority.

Section 2. Deacons. The deacons shall be members of this church and shall be appointed or elected as specified in the local church bylaws. The deacons shall have charge of those ministries and charities of the church as specified in the bylaws, receive offerings for such purposes and dispense the same, and make monthly reports as directed. Where there are no deacons, the governance authority shall assume responsibility for their ministries until such are elected or appointed.

Section 3. Deaconesses. Deaconesses shall be members of this church and shall be appointed or elected as specified in the local church bylaws. The deaconesses shall have charge of those ministries as specified in the bylaws. Where there are no deaconesses, the governance authority shall assume responsibility for their ministries until such are elected or appointed.

Section 4. Trustees. The trustees shall be members of this church and may be appointed or elected as specified in the local church bylaws. Trustees shall have charge of those ministries and duties as specified in the bylaws, or the laws of the state in which the church is located. Where there are no trustees, the governance authority shall assume responsibility for those ministries and duties until such are elected or appointed.

Section 5. Alliance Women. Local church Alliance Women may be established. They shall be organized according to the Alliance Women policies as contained in the *CM*

Handbook.

ARTICLE XI MISSIONS MOBILIZATION

The church shall participate in the worldwide missions and church planting ministries of The Christian and Missionary Alliance, and the support of the Great Commission Fund. The Governance Authority shall specify the means by which it purposes to mobilize members' involvement, including prayer, recruitment of men and women for vocational ministry both at home and abroad. A Missions Conference or congregation-wide event for missions mobilization shall be held each year.

ARTICLE XII DISCIPLEMAKING MINISTRIES

A major ministry of this church shall be making disciples of Jesus Christ. The discipling process includes evangelism, building up believers, equipping workers, and multiplying leaders, among adults, youth, and children. The Governance Authority shall specify how discipling is to be pursued. The purpose of discipling ministries is to bring people to a saving knowledge of Christ, teach biblical principles emphasizing missions and the centrality of Christ as Savior, Sanctifier, Healer, and Coming King, and equip people for evangelism and Christian service.

ARTICLE XIII PROPERTY AND RECORDS

Section 1. Property. This church may acquire, own, dispose of, improve, encumber, and convey property, real and personal, for church purposes, in conformity with the laws of the state where the property is situated.

Real property may be purchased, sold, conveyed, exchanged, mortgaged, or encumbered only by order of the membership through the governance authority in consultation with the district superintendent. In states where trustees are required, the order of the membership shall proceed through them.

Section 2. Records. The official records of all officers of the church and all its departments are the property of the church. In the event of the death or resignation of the incumbent or upon the election of his successor, the current records of the office shall be passed on to the newly elected officer. All records other than current shall be kept in a secure repository selected by the governance authority.

Section 3. Audit. All financial records shall be examined annually or at more frequent intervals on order of the governance authority. At least three persons, none of whom

is a financial officer or a church staff member, shall be appointed by the governance authority to conduct the examination. They shall follow procedures set forth in the current edition of the *Manual for Alliance Church Treasurers (and Pastors)*. The governance authority shall authorize actions to conform with additional audit standards that may be required by the jurisdiction in which the church is located.

ARTICLE XIV NOMINATING COMMITTEE

A Nominating Committee shall consist of the lead pastor, two members from the church membership, selected by, but not necessarily from the governance authority, and two elected from the church membership in a manner stipulated by the local church bylaws, at least one month prior to the annual meeting.

ARTICLE XV ELECTIONS

In consideration of elections, the Nominating Committee shall present at least one name for each office to be filled. Other nominations may be made by the membership as stipulated in the church bylaws. The officers shall be elected by ballot at the annual meeting. Where only one name is presented, the ballot may be waived by unanimous vote.

ARTICLE XVI REVERSION OF PROPERTY

Recognizing the purpose of the members of this congregation to support both the doctrines and the mission of The Christian and Missionary Alliance through the contribution of their tithes, offerings, and special gifts, and to ensure that the future use of such assets and real property as this church may from time to time acquire shall not be diverted from this purpose, this church adopts the following property reversion clause.

1. **Property Reversion Events.** Any of the following shall constitute a "property reversion event:" (a) the decision or action of this church to disaffiliate or otherwise separate itself from The Christian and Missionary Alliance without the prior written approval of such decision or action by the District Executive Committee (or its equivalent) of the district in which this church is located, (b) the failure for any reason of this church to be subject to or abide by any of the purposes, usages, doctrines, or teachings of The Christian and Missionary Alliance, (c) the failure for any reason of this church to qualify as an "accredited church" of The Christian and Missionary Alliance (as such term is defined in the Bylaws of The Christian and Missionary Alliance), or (d) the termination of this church's existence for any reason.

2. **Determination of a Property Reversion Event.** The determination of whether a property reversion event has occurred shall be considered and decided by the District Executive Committee (or its equivalent) of the district of The Christian and Missionary Alliance in which this church is located in accordance with procedures established from time to time by the Board of Directors of The Christian and Missionary Alliance. The decision of such District Executive Committee (or its equivalent) shall be final and binding on The Christian and Missionary Alliance, the district of The Christian and Missionary Alliance in which this church is located, and this church, except an appeal from such decision may be taken, within 30 days of the declaration of a reversionary event, to a committee of three members of the Board of Directors of The Christian and Missionary Alliance. Such appeal shall be limited to the issues of fraud, collusion, or arbitrariness on the part of the district in declaring a reversionary event. The decision of such committee shall be final as a matter of ecclesiastical law.
3. **Consequences of a Property Reversion Event.** Upon the occurrence of a property reversion event as determined in accordance with paragraph 2 above, legal title to all real and personal property (tangible and intangible), appurtenances, fixtures, and effects of whatever type then owned, held, or used by this church, without regard to how or from whom acquired, shall, upon the demand of the district of The Christian and Missionary Alliance in which this church is located, revert to and become the property of such district of The Christian and Missionary Alliance. During the period of time between the occurrence of the property reversion event and the complete and final transfer of legal title to the district of The Christian and Missionary Alliance in which this church is located, this church shall hold such property in trust for such district to be used exclusively to further the purposes, usages, doctrines, and teachings of The Christian and Missionary Alliance.
4. **Waiver of Certain Property Reversion Events.** In the event of a property reversion event attributable to differences in doctrine between this church and The Christian and Missionary Alliance, the property reversion process set forth above may be waived upon the approval of (a) at least two-thirds of the members in good standing of this church, (b) the District Executive Committee (or its equivalent) of the district of The Christian and Missionary Alliance in which this church is located, and (c) Church Ministries of The Christian and Missionary Alliance.
5. **Exclusion of Certain Property.** Paragraph 3 above shall not apply to any real or personal property which (i) this church owned prior to its becoming an accredited church, and (ii) is expressly identified as property not subject to paragraph 3 above in a written agreement entered into in connection with such accreditation between this church and the district of The Christian and Missionary Alliance in

which this church was located upon its accreditation. The exclusion of property pursuant to this paragraph 5, and the agreement described in the preceding sentence, shall (1) terminate ten (10) years after this church's accreditation, and (2) not apply to any church that was in developing status prior to its accreditation.

ARTICLE XVII BYLAWS

Church bylaws not in conflict with this Constitution, the provisions of the Bylaws of The Christian and Missionary Alliance, the bylaws of the district within which the church is located, or the laws of the state are required and will be adopted by a duly called meeting of the church. As a minimum, the church bylaws will include provisions for the composition and name of its governance authority that is in keeping with Article VI above. A copy of such bylaws shall be filed with the district superintendent.

ARTICLE XVIII AMENDMENTS

This Constitution may be amended only by the General Council of The Christian and Missionary Alliance in accordance with the provisions of Section 10.2 of the Amended and Restated Constitution and Bylaws of The Christian and Missionary Alliance as applied to the Uniform Constitution for Accredited Churches.

ARTICLE XIX CONFORMANCE WITH APPLICABLE LAW

In cases where any provision of this Constitution may not conform to state laws, the district concerned shall be authorized to make such adjustments as necessary in counsel with the vice president for Church Ministries of The Christian and Missionary Alliance so as to conform to such laws.

SECTION B

GENERAL REGULATIONS

Definition of an Official WorkerB1

B1

DEFINITION OF AN OFFICIAL WORKER

Official workers are persons who have fully met the licensing criteria of Section E of the *Manual*, are licensed by proper authority to serve in the following categories of ministry within The Christian and Missionary Alliance, and maintain an active relationship with the appropriate licensing body. The Board of Directors will determine the proper licensing authority through its Bylaws.

Official workers may include:

1. Officers of The Christian and Missionary Alliance who have been elected by the General Council.
2. Administrators approved by the Board of Directors. This category includes National Office ordained personnel, the National Alliance Women director, and the chief executive officer of a supporting organization.
3. Pastors of The Christian and Missionary Alliance churches, organized and unorganized, including those who are engaged in secular employment with the approval of the District Executive Committee.
4. Pastors of, associate pastors of, assistant pastors or directors or ministers of: pastoral ministries, Disciplemaking Ministries, counseling, discipleship, evangelism, music, visitation, youth, and other specific ministries, who are appointed by the district to ministries in Christian and Missionary Alliance churches, organized and unorganized, including those who are engaged in secular employment with the approval of the District Executive Committee.
5. Alliance pastoral staff personnel serving affiliated churches and meeting the requirements of E9.
6. Evangelists/ministers-at-large approved by the district in which they reside.
7. District superintendents, multicultural district directors, and other district administrative personnel, such as directors of extension and directors of Disciplemaking Ministries, who are in the full-time employment of a district.
8. District-approved, ordained personnel serving in cooperating non-Alliance churches or special ministries in nonecclesiastical organizations and for whom licensed gospel ministry status is appropriate and significant to their position.

9. Career international workers, international worker associates, CAMA Services personnel, international workers on special assignment, or international workers on loan to other organizations who are approved by Alliance Missions or by Multicultural Ministries under Church Ministries.
10. Persons who are administrative officers of officially related educational institutions or whose teaching position in those institutions is within the area of Bible, theology, missions, sacred music, or Disciplemaking Ministries.
11. Persons officially recognized as federal chaplains under Church Ministries or as district-licensed, nonfederal chaplains who serve in institutions or the military.
12. Retired international workers of The Christian and Missionary Alliance who are licensed by Alliance Missions or by Multicultural Ministries under Church Ministries.
13. Retired U.S. official workers of The Christian and Missionary Alliance who are licensed by districts.

Explanatory Notes

1. Persons included in the categories above are eligible to receive credentials for the General Council.
2. Women may engage in any kind of ministry except that which involves elder authority.

SECTION C

EXECUTIVE ADMINISTRATION

IntroductionC1

Higher Education RegulationsC2

Office of the Corporate Secretary General RegulationsC3

Office of the Vice President for Administration General RegulationsC4

C1

EXECUTIVE ADMINISTRATION

INTRODUCTION

Executive Administration supports the ministry of The Christian and Missionary Alliance through the offices of the President, the Corporate Vice President, the Corporate Secretary, and the Vice President for Administration. Under the direction of the Board of Directors and in cooperation with the other areas of ministry, Executive Administration is responsible for the following functions: executive oversight of the preparations for and proceedings during General Council, administrative support for the Board of Directors, leadership of the President's Cabinet, preparation and maintenance of corporate records, coordination of Board of Directors appointed committee activities, and the administration of National Office policies and procedures, official communications, strategic planning, human resources, and legal services.

Descriptions of duties are contained in Section 8.2 of the Bylaws of The Christian and Missionary Alliance.

C2

EXECUTIVE ADMINISTRATION

HIGHER EDUCATION REGULATIONS

The system of higher education functions within the framework of the Amended and Restated Constitution and Bylaws of The Christian and Missionary Alliance (C&MA). Its purpose, procedure, accountability, and authority flow from this integral relationship. Except when noted otherwise, the Higher Education Regulations apply only to officially recognized C&MA postsecondary educational institutions as defined in Section V below. For guidelines and regulations other than those stated here, see Section I, "Supporting Organizations."

I. ADMINISTRATION

The Office of the President of the C&MA (President) has general oversight of C&MA postsecondary educational institutions in the United States in accordance with regulations adopted by the Board of Directors. As such, the President acts as an agent of the C&MA in accomplishing its ministries and as an advocate of the institutions for the development of their welfare. The President also directs all matters relating to C&MA postsecondary education.

The President is the avenue of communication between the C&MA postsecondary educational institutions and the C&MA governing authorities. The President issues reports and recommendations as required and is responsible to carry out all legislation and regulations adopted by the General Council and/or the Board of Directors of The Christian and Missionary Alliance (Board of Directors) relating to C&MA postsecondary educational institutions in the United States.

II. HIGHER EDUCATION COUNCIL

A. Meetings. The Higher Education Council, consisting of the President and the presidents of the C&MA postsecondary educational institutions. Meetings will occur at the discretion of and as directed by the President. These meetings will occur at least once a year and as often as directed by the President. The chairmanship is also determined by the President and can change each meeting. The agenda will be determined in consultation with the President. All expenses for these meetings are to be included in the annual budget for the Office of the President. Representatives from Ambrose University College and Ambrose Theological Seminary may be invited. Some meetings, at the discretion of the President, may include Chief Academic Officers. Each institution is responsible to underwrite the travel expenses for its Chief Academic Officers.

- B. Purpose. The Council will consider issues, trends, opportunities, and challenges faced by C&MA postsecondary educational institutions (including academic programs) and other matters of significance to Alliance higher education.
- C. Action. The Higher Education Council, through the President, may make proposals or recommendations to the respective Boards of Trustees or Board of Directors.

III. **POSTSECONDARY EDUCATIONAL INSTITUTIONS**

An officially recognized C&MA postsecondary educational institution is defined as a school whose relationship to the C&MA is defined in Section I of the *Manual* as a "Subsidiary Corporation" or an "Affiliated Enterprise."

- A. Establishment. The following regulations govern the establishment of postsecondary educational institutions.
 - 1. Upon the request of a sponsoring group through appropriate channels and endorsed by Church Ministries, a full study guided by the President shall be made to determine feasibility. A priority consideration shall be to include the proposed institution as a branch or extension of an existing accredited official Christian and Missionary Alliance postsecondary educational institution.
 - 2. If the proposed institution cannot be included as a branch or extension of an existing official Christian and Missionary Alliance postsecondary educational institution and the results of the study suggest that the establishment of such an institution is feasible, a proposal shall be submitted to the President by the sponsors. If approved by the President, the proposal shall be presented to the Board of Directors and thence to the General Council for final action.
- B. Governance. C&MA postsecondary educational institutions, established or yet to be established in such localities as deemed feasible, must comply with the Guidelines and Regulations found in Section I of the *Manual of The Christian and Missionary Alliance*, and adhere to these Higher Education Regulations.
- C. Deeds, Charters, and Constitutions. Upon request, the President will inspect the deeds, charters, and constitutions of the C&MA postsecondary educational institutions and will keep official copies.
- D. Programs. The programs of the C&MA postsecondary educational institutions should primarily address the needs and opportunities of C&MA college-bound students.
 - 1. To this end, Council 1986 adopted the following statement of purpose for Alliance higher education.

The purpose of The Christian and Missionary Alliance higher education system shall be to provide primarily for the ministerial education needs of The Christian and Missionary Alliance, thus preparing missionaries, pastors, and other vocational church workers; and secondarily, for its lay education needs with programs in the arts, sciences, humanities, and other professional training. The Christian and Missionary Alliance higher education system is a servant of, submissive to, and supported by The Christian and Missionary Alliance. It is intended to support the stated objectives of The Christian and Missionary Alliance in its educational programs.

2. The C&MA postsecondary educational institutions will offer Bible, Theology, and Ministry Degrees that meet the minimum requirements of their accrediting body and qualify graduates for licensed ministry in the C&MA.
- E. Recognition of Degrees. The Christian and Missionary Alliance shall not recognize nor permit its official workers, home or overseas, to use degrees which originate from sources not approved by the President.
1. The President shall approve degrees from any institution listed in the last edition of *Accredited Institutions of Postsecondary Education*, published for the Council on Higher Education Accreditation by the American Council on Education, One Dupont Circle, Washington, D.C.; or *Universities and Colleges of Canada*, published by Authority of The Minister of Industry, Trade, and Commerce.
- In the event a postsecondary educational institution is not listed in said educational directories, the question of academic standing of the postsecondary educational institution may be referred to the President for consideration.
2. In the event that an official worker of The Christian and Missionary Alliance receives an honorary degree or an earned degree, the burden of proof shall be upon him/her to have the degree recognized by the President. Unless and until the President has recognized that degree, it will not be used in connection with any printed literature produced by The Christian and Missionary Alliance or district, and it should not be used on church letterheads, bulletin boards, or websites.
- F. Official United States Colleges, Universities, and Graduate Schools. The Christian and Missionary Alliance has two official colleges, two universities, and one graduate school.
1. Colleges/Universities.
 - Alliance University, 2 Washington Street, New York, New York, 10004.

Crown College, 8700 College View Dr., St. Bonifacius, Minnesota, 55375, Midwestern regional college.

Simpson University, 2211 College View Drive, Redding, California, 96003, Pacific Coast regional college.

Toccoa Falls College, Toccoa Falls, Georgia, 30598, Southeastern regional college

2. Graduate School.

A.W. Tozer Theological Seminary, 2211 College View Drive, Redding, California, 96003, one-year, masters' degree school.

IV. DOCTRINE AND POSITION STATEMENTS

The C&MA Statement of Faith, Statement on the Sanctity of Life, and Statement on Sexuality, as they appear in the most current version of the *C&MA Manual* on the C&MA website, will be the doctrinal position of C&MA postsecondary educational institutions on these issues. Since these Doctrine and Position Statements are at the heart of the distinctives and mission of the C&MA, and since the time spent at college and graduate school are sensitive and formative years in the lives of the students, it is essential that all administrative and faculty personnel affirm and do not teach inconsistently with the Doctrine and Position Statements of the denomination. It is expected that faculty will be conversant with all viewpoints within the discipline taught.

This affirmation is necessary for three reasons: (1) a stronger relationship between the schools and The Christian and Missionary Alliance provides a stronger level of legal protection; (2) clear statements maintain Alliance theological identity in a shifting cultural environment; and (3) many Alliance partners outside the United States look to the U.S. Christian and Missionary Alliance to maintain theological integrity for their own strength and viability.

To accomplish these objectives, the C&MA requires and directs the following procedures which apply to all administrative and teaching personnel, whether full-time, part-time, or visiting; teaching theological or nontheological courses; or involved in on-campus or off-campus units of the institution.

- A. Prospective Administrators and Teachers. Prior to being employed, the C&MA Doctrine and Position Statements will be distributed to all persons under consideration for administrative or faculty positions. They are required to indicate their affirmation of the doctrinal statement by affixing their signatures to an Acknowledgement Agreement in advance of receiving a contract.
- B. Currently Employed Administrators and Teachers. The president of each institution shall require the administrators and faculty members employed by the C&MA postsecondary educational institutions to annually affirm

adherence to the C&MA Doctrine and Position Statements and not to teach inconsistently with them.

- C. Reservations and Disagreement. If an administrator or faculty member takes exception to any part of the C&MA Doctrine and Position Statements, he/she shall report the exception in writing to the president of the C&MA postsecondary educational institution. Any exceptions deemed substantive by the president of the C&MA postsecondary educational institution shall be reported to the President.
- D. Guest Artists and Visiting Lecturers. Since flexibility may be necessary in the engaging of guest artists and visiting lecturers, irregularities should be resolved by the respective institution.
- E. Discipline and Appeal. When it has been determined that the basic tenets of the C&MA Doctrine and Position Statements are not being affirmed in teaching and practice, and when the administrator or teacher is unwilling to withdraw, jurisdiction and discipline will follow procedures similar to those outlined in the *Manual*, Section E8, "Uniform Policy on Discipline, Restoration, and Appeal" (see Section VIII below, Disciplinary Process for Teaching Contrary to the C&MA Doctrine and Position Statements).

V. **FINANCES**

- A. Accounting Procedures. The accounting procedures of C&MA postsecondary educational institutions are to conform to those endorsed by the Financial Accounting Standards Board (FASB) and the National Association of College and University Business Offices (NACUBO).
- B. Grants. In consultation with the President, the chief financial officer of the C&MA (CFO) will administer funds received from the Great Commission Fund through specified provisions.
- C. Operational Deficits. If a C&MA postsecondary educational institution has two consecutive years of 3 percent operational deficit, or has an accumulated deficit exceeding 10 percent of its annual operating budget, the CFO will appoint a Financial Review Committee to conduct an on-site study in conjunction with a committee appointed by the Board of Trustees of the institution. The review committee will present a report to the CFO which includes an analysis of the financial conditions and recommendations for resolving the financial problems. The President, after consulting with the president of the respective postsecondary institution, will present a report to the Board of Directors along with any recommendations to be presented to the Board of Trustees of the institution for resolving the financial problems.

VI. REPORTS AND RECOMMENDATIONS

The following reports and recommendations must be submitted to the appropriate office or body in writing. Reports and recommendations must be submitted on standardized forms if provided by the President or as determined by the Board of Directors.

A. Matters of Report to the President.

1. Fall and spring enrollment and various statistics relating to the composition of the student body.
2. Annual list of administrative officers and faculty.
3. Board of Trustees meeting book.
4. Audit (bound), management letter, institutional response, and Board minute stating the audit was reviewed and accepted. Three copies of each item should be submitted to the President or his designee by September 1. The Audit Review Committee of the Board of Directors will review these materials.
5. Other items the President may request or the Board of Trustees may desire to submit.

B. Matters of Record to the President.

1. Catalogs.
2. Copies of the minutes of all Boards of Trustees meetings and the corresponding subcommittees.
3. Copies of charter, constitution, and bylaws.
4. Annual report of the institution's chief executive officer.

C. Matters of Report to the Board of Directors. The President will report the following matters to the Board of Directors:

1. Fall and spring enrollments.
2. Reply of an accrediting association to the self-study of an institution and the response of the institution to the accrediting agency.
3. Other matters as set forth in Section I, "Supporting Organizations."

D. Matters of Approval by the Board of Directors.

1. Recommendations to General Council.
2. The establishment of a branch campus as defined by the postsecondary educational institution's accreditation agency.
3. Other matters as set forth in Section I, "Supporting Organizations."

E. Matters of Report and/or Recommendation to General Council.

1. Proposals for the modification of the officially adopted purposes for C&MA education.
2. Reports or recommendations that the President, in consultation with the Board of Directors, believes warrant the attention and/or approval of Council.
3. A report included in the President's Report to Council. It may contain any and all matters relating to higher education within the limits set by the President.

VII. DIVORCED PERSONS

In keeping with Scripture's high view of the sanctity of marriage, and because of the great responsibility for those in positions of spiritual leadership to model exemplary lifestyles, C&MA postsecondary educational institutions will not normally employ officers or hire full-time faculty in the areas of Church Ministries, Bible, Theology, Missions, Sacred Music, and Christian Education who are divorced or who are married to a divorced person where in either case the divorce was not permitted by Scripture.

Exceptions to this policy may be made on a case-by-case basis upon appeal where divorce and remarriage occurred prior to conversion (see *C&MA Manual*, A2, Section 12.2).

Except for scripturally permitted reasons for divorce (see *C&MA Manual*, H2, Statement on Singleness and Marriage), a full-time employee (in the above-stated areas) of a C&MA postsecondary educational institution who is involved in a divorce during his/her employment may not continue employment with the institution.

Each postsecondary educational institution, under the oversight of the president will determine whether the employee's status is consistent with the C&MA Statement on Singleness and Marriage, and what, if any, course of action will be taken. A full report will be submitted to the President. If the employee is an official worker of the C&MA, the president of the postsecondary educational institution will forward all documentation to the district superintendent of the district in which the official worker is licensed.

VIII. DISCIPLINARY PROCESS FOR TEACHING CONTRARY TO THE C&MA DOCTRINE AND POSITION STATEMENTS

Accusations against an individual at any C&MA postsecondary educational institution regarding the teaching of doctrine contrary to the C&MA Doctrine and Position Statements shall be considered according to the procedures established by each institution.

- A. It is recommended that the process be guided by the “Uniform Policy on Discipline, Restoration, and Appeal” as found in the *Manual*, Section E8, including the use of an Investigative Committee.
- B. Each institution, under the oversight of the president will determine a course of action and seek to bring the matter to closure. A full report, including a copy of the written charges, will be submitted to the President. If the accused is an official worker of the C&MA, the president of the Institution will forward all documentation to the district superintendent of the district in which the official worker is licensed for action in keeping with the C&MA Uniform Policy on Discipline, Restoration, and Appeal.
- C. If the proposed course of action fails to bring closure and written charges continue to be made against the accused, the matter will be turned over to the President and his Cabinet.
- D. The President’s Cabinet will review the written charges and the written response to the charges from the accused. Personal interviews may be conducted if deemed necessary.
- E. The President’s Cabinet will determine whether or not the accused has been teaching doctrine contrary to that of the C&MA Doctrine and Position Statements. This decision may not be appealed.
- F. The decision will be communicated to the president of the institution by the President.
 - 1. If the decision substantiates the allegations of teaching doctrine contrary to that of the C&MA, the Board of Trustees will determine discipline consistent with the C&MA Uniform Policy on Discipline, Restoration, and Appeal. The decision of the Board of Trustees may not be appealed.
 - 2. If the President’s Cabinet concludes the charges are unsubstantiated, the Board of Trustees will determine appropriate action to bring the matter to closure. The action taken may not be appealed.
- G. The president of the institution will communicate the decision and the designated course of action to the accused and to the charging parties in a timely manner.
- H. At any point during this process, the accused may resign.
- I. Upon closure of any doctrinal investigation or disciplinary proceeding, the president of the institution will submit a final report to the President, and in the case of official workers, a report will be submitted to the district superintendent as well.

IX. AMENDMENTS TO THE HIGHER EDUCATION REGULATIONS

The Higher Education Council may propose amendments to the Higher Education Regulations at one of its regular meetings. Such amendments will be submitted to the Board of Directors for its consideration. The Higher Education Regulations may be amended by the Board of Directors or by the General Council. Actions taken by the Board of Directors or the General Council regarding higher education may be amended or deleted only by those respective bodies.

C3

OFFICE OF THE CORPORATE SECRETARY GENERAL REGULATIONS

The Office of the Corporate Secretary shall notify each person elected by the Board of Directors, take such actions on behalf of the Board of Directors as may be necessary, and include in the Report of the Corporate Secretary to the General Council all matters reported by or referred from the Board of Directors to the General Council.

LEGAL MATTERS

The Office of the Corporate Secretary shall be responsible for all legal matters:

COMMITTEE TO PERFORM CERTAIN LEGAL FUNCTIONS

The Committee to Perform Certain Legal Functions shall consist of the members of the Executive Committee of the Board of Directors.

1. This Committee shall meet at the call of the chairperson of the Executive Committee.
2. This Committee is subject and subordinate to the Board of Directors and its Executive Committee and shall carry out any orders and directives of the Board of Directors or its Executive Committee by acting in an administrative capacity. This Committee shall have no substantive authority to act on behalf of The Christian and Missionary Alliance which authority is vested solely in the Board of Directors and its Executive Committee.
3. The responsibility of this Committee shall be to process routine matters such as opening and certifying signatories on bank and brokerage accounts, amendatory resolutions, powers of attorney, and other such items that constitute administrative actions of a routine nature.
4. This Committee may authorize any one or more of its officers for and in the name of The Christian and Missionary Alliance to execute all documents which are required to carry out the orders and directives of the Board of Directors or its Executive Committee or are needed in connection with routine matters of an administrative nature.
5. Three members shall constitute a quorum.

6. The Office of the Corporate Secretary shall be responsible for processing and maintaining such records and documents as may be necessary.
7. A written report shall be presented to the Board of Directors of all business transacted by this Committee.

C4

OFFICE OF THE VICE PRESIDENT FOR ADMINISTRATION GENERAL REGULATIONS

ADMINISTRATIVE MATTERS

At the discretion of the president, The Office of the Vice President for Administration shall be responsible for the executive operations of The Christian and Missionary Alliance. In coordination with the areas of ministry, executive operations may include, as determined by the president and the Board of Directors, executive oversight of the preparations for and proceedings during General Council, administrative support for the Board of Directors, leadership of the President's Cabinet, coordination of Board of Directors appointed committee activities, and the administration of National Office policies and procedures, strategic planning, and such other functions as assigned by the president and Board of Directors from time to time.

SECTION D
DEVELOPMENT

Introduction D1
Alliance Life D2

D1

DEVELOPMENT

INTRODUCTION

Development is responsible for communicating The Christian and Missionary Alliance story, raising funds for the movement, promoting the vision, preserving the rich Alliance heritage, and mobilizing the Alliance family toward Great Commission completion. Development works in partnership with the other areas of ministry to coordinate communications, funding, marketing and events, and leadership development for tomorrow's church.

D2

ALLIANCE LIFE

1. *Alliance Life* is the official communications vehicle of The Christian and Missionary Alliance. Its threefold objective is to:
 - a. Encourage Christian growth, particularly by emphasizing the message of the Fourfold Gospel.
 - b. Encourage support for the worldwide ministry of The Christian and Missionary Alliance.
 - c. Encourage people to identify with The Christian and Missionary Alliance family.
2. The magazine operates under the general oversight of the vice president for Development of The Christian and Missionary Alliance.
3. The editor is responsible for the overall content and appearance of the magazine. He is responsible for hiring the *Alliance Life* staff in consultation with the vice president for Development of The Christian and Missionary Alliance.

SECTION E
CHURCH MINISTRIES REGULATIONS

Introduction E1

Districts and Associations (Geographical and Multicultural) E2

Uniform Policy on:

 Licensing and Certification E3

 Consecration and Ordination E4

 Certification of Nonclergy Church Professions E5

 Retired Workers E6

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General Regulations E8

 Regulations Governing Multicultural Ministries E9

 Policy for the Governance of Developing Districts E10

Churches:

 Policy for Qualifying as an Accredited Church E11

 Policy for the Governance of a Developing Church E12

 Model Articles of Incorporation for Local C&MA Churches E13

 Model Bylaws for Local C&MA Churches E14

 Agenda for Organizing an Accredited Alliance Church E15

 Policy for Reclassifying Accredited Churches to Developing Church Status E16

 Policy for Church Closure E17

E1

CHURCH MINISTRIES

INTRODUCTION

Church Ministries is responsible to oversee the ministry of The Christian and Missionary Alliance districts and churches in the United States, Puerto Rico, and the Bahamas. That responsibility is exercised in conjunction with the district superintendents and other district officers and includes relationships with districts and their annual District Conferences, official workers, and local churches. The scope of responsibility includes providing resources and services in the following areas: church advance (health) and multiplication, multicultural ministries including associations, leadership recruitment and development, missions mobilization, children's and youth discipling ministries, chaplains ministries, and Alliance Women.

E2

DISTRICTS AND ASSOCIATIONS

Alliance churches in the United States and its trust territories, Puerto Rico, and the Bahamas, are organized into certain geographically based and ethnically based districts, the parameters of which are subject to change by action of the Board of Directors. Each district is under the general supervision of a district superintendent and shall adopt the Uniform Constitution for Districts as found in the *Manual of The Christian and Missionary Alliance*. Districts designated as “developing,” shall be governed by the Policy for the Governance of Developing Districts.

DISTRICTS

Districts shall be classified as:

- (a) **Constituted District.** A district having a minimum of 40 accredited churches and functioning according to The Christian and Missionary Alliance Uniform Constitution for Districts may apply to become a “Constituted District.” Upon action of the District Executive Committee, a constituted district may submit a request to the vice president for Church Ministries to transfer the district from Multicultural Ministries to direct supervision from the office of the vice president.
- (b) **Developing District.** A district having between 11 and 39 accredited churches and functioning according to the Policy for the Governance of Developing Districts shall be known as a “Developing District.”

The various districts shall be as follows:

Alliance Northwest—Alaska, that portion of Idaho in the Pacific time zone, Oregon, and Washington.

Alliance South—Alabama, Georgia, Mississippi, North Carolina, South Carolina, that portion of Tennessee in the Eastern Time Zone, and that portion of Florida west of the Okaloosa/Walton County line.

Alliance South Central—Arkansas, Oklahoma, Texas, and Louisiana.

Central—West Virginia and that portion of Ohio bounded on the west by county lines most closely paralleling a line running from the western boundary of the city of Sandusky, Ohio, on the north to the western boundary of the city of Ironton, Ohio, on the south.

Central Pacific—Hawaii, Utah, Nevada, and that portion of California lying north of the southern boundary of the counties of Monterey, Tulare, and Inyo.

Eastern Pennsylvania—That portion of Pennsylvania lying east of a north and south line running through the eastern boundary of Huntingdon, Pennsylvania.

Great Lakes—Lower Peninsula of Michigan and that portion of Northwest Ohio, north of a line drawn east and west along the southern boundary of Henry and Wood counties, and extending to the eastern boundary of Seneca County, thence north to the western boundary of the city of Sandusky, Ohio.

Hmong—Those churches identified as Hmong congregations in all 50 states and U.S. territories.

Korean—Those churches identified as Korean congregations in all 50 states and U.S. territories.

Metropolitan—New Jersey and that portion of New York which includes New York City, Long Island, and the counties of Rockland, Orange, Putnam, and Westchester.

MidAmerica—Colorado, Iowa, Kansas, Missouri, and Nebraska.

Mid-Atlantic—Delaware, District of Columbia, Maryland, and Virginia.

Midwest—Illinois and Indiana.

New England (d/b/a Alliance New England)—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

North Central—Minnesota, North Dakota east of the Missouri River to Bismarck, and a line due north from the western limits of Bismarck to the Canadian border, and South Dakota east of the Missouri River.

Northeastern—New York, excluding New York City, Long Island, and the counties of Rockland, Orange, Putnam, and Westchester.

Ohio Valley—The state of Kentucky plus that portion of Western Ohio, south of a line drawn east and west along the southern boundary of Henry and Wood counties, and extending to the eastern boundary of Seneca County, thence south to the western boundary of the city of Ironton, Ohio, and that portion of Tennessee in the Central Time Zone.

Puerto Rico—Island of Puerto Rico.

Rocky Mountain—Montana, that portion of Idaho in the Mountain time zone, North Dakota west of the Missouri River to Bismarck, and a line due north from the western limits of Bismarck to the Canadian border, South Dakota west of the Missouri River, and Wyoming.

South Pacific (d/b/a South Pacific Alliance)—Arizona, New Mexico, and that portion of California south of the northern boundary of the counties of San Luis Obispo, Kern, and San Bernardino.

Southeastern (d/b/a The Alliance Southeast)—Florida, including everything east of the Okaloosa/Walton County line, and the Bahamas.

Spanish Eastern—Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, New Jersey, Pennsylvania, West Virginia, Virginia, Delaware, Maryland, Tennessee, Georgia, North and South Carolina, Florida, Mississippi, Alabama, and that portion of Louisiana east of a north/south line running through the eastern boundary of Jeanerette, Louisiana.

Vietnamese—Those churches identified as Vietnamese congregations in all 50 states and U.S. territories.

Western Great Lakes—Wisconsin and the Upper Peninsula of Michigan.

Western Pennsylvania—That portion of Pennsylvania west of a north and south line running through the eastern boundary of Huntingdon, Pennsylvania.

DEVELOPING DISTRICTS

Exceptions to these parameters may be necessary to facilitate the starting of new churches, to accommodate natural geographical barriers, or to adapt to standard metropolitan regions. A District Executive Committee may request exceptions to district boundaries from Church Ministries. With the mutual agreement of the districts involved and with the concurrence of Church Ministries, exceptions may be affected either for a limited period of time or permanently. Exceptions will not be noted in the publication of boundaries.

ASSOCIATIONS AND CHAPLAINCY

Church Ministries shall give oversight to the following:

1. **Associations**—ethnic, linguistic, and cultural groups within the United States and its trust territories may affiliate across districts to advance ministry within a cultural/linguistic group in accordance with the Regulations for Associations

found in the *Church Ministries Handbook*. These associations include but are not limited to the following: African, Arabic-Speaking, Cambodian, Chinese, Filipino, Haitian, Montagnard, Native American, and Spanish Western.

The Board of Directors also recognizes the African-American Pastors Association and Licensed Workers Association.

2. **Federal Chaplains**—endorsement of military chaplains and institutional chaplains serving federal agencies.

E3

UNIFORM POLICY ON LICENSING AND CERTIFICATION

PREAMBLE

It was He who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up ... (Ephesians 4:11,12). *No one takes this honor upon himself; he must be called by God, just as Aaron was* (Hebrews 5:4).

Persons appointed to vocational Christian ministry are regarded with honor and respect by the Church. They must know God has called them to serve Him and that he has equipped them with appropriate gifts. Both God's calling and His gifting for service must be affirmed by the Church. The devotion, character, lifestyle, and values of the person who is called to serve Christ and His people must demonstrate the reality of their commitment to the Lord and to His Word.

The purpose of this Uniform Policy is to establish the means by which such persons may be recognized for ministry by the churches of The Christian and Missionary Alliance (C&MA) and commended to the larger community of faith. It establishes Orders of Ministry, the requirements for each, and the means by which persons who wish to serve our Lord in such a capacity within the C&MA may apply to do so.

All persons who apply to be licensed as an official worker (see B1, Definition of an Official Worker) with The Christian and Missionary Alliance (C&MA), or to be recognized with a certificate for ministry, will adhere to this Uniform Policy.

I. ORDERS OF MINISTRY

The Christian and Missionary Alliance shall distinguish two Orders of Ministry within its churches. Official workers, who are *licensed*, are recognized as clergy and serve in positions dedicated to preaching and teaching the Word of God, administering ordinances, and leading the church to walk in the fullness of Christ and to fulfill the Great Commission worldwide. Persons who are granted *certificates* for ministry are authorized to fulfill a variety of vocational functions within the church that contribute to same ends, but which do not include the same clergy responsibilities.

All official worker *licenses*, except those issued to National Office personnel and federal chaplains, will be issued by the district superintendent where the person

serves, or to which he/she is applying for service, upon approval of that district's Credentialing Council. The Credentialing Council will be constituted according to the Uniform Constitution for Districts of The Christian and Missionary Alliance (see A4, Article II, Section 5).

All *certificates*, except those issued to National Office personnel, will be issued and/or approved by the district superintendent where the worker serves, or to which he/she is applying for service, after consultation with the pastor and elders of the church where the applicant maintains membership. The district superintendent shall report the names of all persons holding certificates to the Credentialing Council on an annual basis.

Licenses and/or certificates will be issued for the following Orders of church ministry. Licensed official workers are considered to be clergy and may qualify for "clergy privileges" under U.S. Internal Revenue Service regulations.

A. Licensed Official Workers

1. Consecrated and Ordained Official Worker
2. Provisional Official Worker
3. Church Ministry Worker
4. Lay Ministry Worker

B. Certified Workers

1. Apprentice Ministry Certificate
2. Vocational Ministry Certificate
3. Christian Worker Certificate

II. TYPES OF OFFICIAL WORKER LICENSE

A. Ordained Official Worker License

1. **Description:** A Consecrated and Ordained Official Worker License may be issued to those who are appointed by the district superintendent to serve in pastoral and other related ministries which have as a primary responsibility preaching and teaching the Word of God, administering ordinances, and leading the church.
2. **Requirements:** A consecrated and ordained official worker must meet all the General and Academic Requirements for licensing as outlined in this Policy. He/she shall first be licensed as a Provisional Official Worker for a minimum period of two years, during which time he/she shall fulfill all requirements for ordination as outlined in the Uniform Policy for Consecration and Ordination found in the *Manual of the C&MA* (E4).

3. **Privileges:** Within the polity of the C&MA, and in conformity with the Statement of Church Government (General Council 1981), those who are issued this license are considered to be spiritual leaders having certain rights and privileges including but not limited to, the authority to administer the ordinances, conduct worship services, and perform service (s) in the control, conduct, and maintenance of designated entities of the C&MA. Consecrated and ordained and licensed personnel are entitled to be accredited delegates to General Council and District Conference.

B. **Provisional Official Worker License**

1. **Purpose:** The Provisional Official Worker License shall be issued as a preparatory license. It is intended to provide opportunity for mentoring by experienced pastors, for the development of skills in ministry and church leadership, and demonstration of Christian character for persons who are called to serve the church in consecrated and ordained ministry. It may also be issued to individuals who are required to fulfill additional educational qualifications as a prerequisite, in order to fulfill all requirements for consecration and ordination as outlined in the Policy in the *C&MA Manual*(E4).
2. **Description:** A Provisional Official Worker License may be issued to either men or women who are appointed by the district superintendent to serve in pastoral ministries and provide leadership to the church. It shall be issued for a minimum of two consecutive years during which time the provisional official worker must work to fulfill requirements for consecration/ordination. The maximum number of years that a person may be licensed as a provisional official worker may be determined as thought prudent by the district Credentialing Council.
3. **Requirements:** This license may be granted to persons who are able to articulate a sense of God's call to consecrated and ordained ministry. They must fulfill both the General and Academic requirements for licensing as found in this Policy or be enrolled in an approved program of theological education in order to fulfill academic requirements as stated in this Policy. They must continue to work toward fulfillment of the requirements for consecration/ordination as outlined in the *Manual of the C&MA* under the supervision of the district superintendent and the district Credentialing Council.
4. **Privileges:** Within the polity of the C&MA, and in conformity with the Statement of Church Government (General Council 1981), persons who are issued this license are considered to be spiritual leaders having certain rights and privileges including but not limited to the authority to

administer the ordinances and conduct worship services under the oversight of consecrated and ordained official workers, and perform service (s) in the control, conduct, and maintenance of designated entities of the C&MA. Provisionally licensed official workers are entitled to be accredited delegates to General Council and District Conference. When circumstances warrant, men who are provisionally licensed may be appointed by the district superintendent to act as a lead pastor and therefore may serve as an elder and as the chairman of the church governance authority.

C. Church Ministry Worker License

1. **Description:** A Church Ministry Worker License may be issued to persons who are appointed by the district superintendent to serve in local church ministries involving the ministry of God's Word and limited leadership responsibilities, but who do not seek to serve as a consecrated and ordained worker, nor exercise the privileges of consecrated/ordained ministry. Persons who hold this license serve the church under the immediate oversight of a consecrated/ordained official worker.
2. **Requirements:** A Church Ministry Worker License may be issued to persons who have fulfilled the General and Academic Requirements for licensing as found in this Policy and who have served satisfactorily for a minimum of one year as Provisional Official Worker. They must fulfill requirements for licensing as a Church Ministry Worker as outlined in the *Credentialing Council Handbook*.
3. **Privileges:** Within the polity of the C&MA, persons who are issued the church ministry worker license are considered to be spiritual leaders having certain rights and privileges including but not limited to the authority to administer the ordinances, conduct worship services, and perform service(s) in the control, conduct, and maintenance of designated entities of the C&MA under the immediate supervision of a consecrated and ordained official worker. Church ministry workers are entitled to be accredited delegates to General Council and District Conference.
4. **Transition to consecrated and ordained ministry:** Persons who have been licensed as church ministry workers, and who subsequently believe that God is calling them to pursue consecrated and ordained ministry, must submit a request for licensing as a provisional official worker in writing to the district superintendent and the district Credentialing Council. They may be required to appear before the Credentialing Council for an additional interview regarding God's call to consecrated

and ordained ministry and other matters relevant to licensing as a provisional official worker.

D. **Lay Ministry Worker License**

1. **Description:** A lay ministry worker license may be issued to persons who are secularly employed or retired, and who are appointed by the district superintendent to give leadership to a church or ministry conducted under the auspices of the district.
2. **Requirements:** Lay ministry workers must fulfill the General Requirements for licensing found in the Policy and such Academic requirements as determined prudent by the district superintendent and the district Credentialing Council. They must be members of the congregation to which they are assigned ministry.
3. **Privileges:** Within the polity of the C&MA, persons who are issued a lay ministry worker license are considered to be spiritual leaders having certain rights and privileges including but not limited to the authority to administer the ordinances, conduct worship services, and perform service(s) in the control, conduct, and maintenance of designated entities of the C&MA under the auspices of the district superintendent. They are entitled to be accredited delegates to General Council and District Conference. Men who hold this license are only considered to be elders when they are appointed by the district superintendent to serve as a lead pastor or when elected as an elder by the local church.

III. **REQUIREMENTS FOR LICENSING**

- A. **General Requirements:** All persons who are seeking to fulfill a call from God to vocational ministry with The Christian and Missionary Alliance must complete an Application for Alliance Ministry, including the Doctrinal Questionnaire. After all required documents have been submitted to the district superintendent (or as appropriate to the Candidate Development Office [CDO]); an interview will be scheduled to determine eligibility for licensing as an official worker. Candidates for licensed ministry will be assessed in the light of the following:
 1. Ability to articulate a divine call to serve God in vocational Christian ministry.
 2. Consistency in the exercise of spiritual disciplines such as prayer, worship, personal devotions, and the study and application of God's Word to daily life.

3. Relational and emotional health and maturity, including family relationships.
4. Passion to share the gospel with lost men and women, and an ability to motivate and train others to do the same.
5. Working knowledge of the Bible, biblical interpretation, biblical and pastoral theology, and Great Commission ministry.
6. Understanding of and commitment to the mission, vision, core values, and distinctives of the C&MA, and willingness to submit to constituted authority as defined by the Board of Directors of the C&MA.
7. Comply with the intent of the *Statement on Lifestyle and Conduct of C&MA Official Workers* in the *Credentialing Council Handbook*.

Candidates for licensed ministry will be required to demonstrate their knowledge of biblical content by successfully completing a written examination. All licensed workers are required to maintain current active membership in an accredited C&MA church, or a church formally affiliated with the C&MA. All licensed workers shall participate in the worldwide work of the C&MA by contributing financially to the support of C&MA Great Commission Ministries. Exceptions to these requirements may be made only upon approval of the district superintendent and the district Credentialing Council.

- B. **Academic Requirements:** All persons who seek to be licensed as official workers must have a minimum of thirty (30) semester credit hours of study in Bible, theology, and ministry with a minimum of 18 of these credits being in Bible and/or theology from an Alliance college or graduate school or a fully accredited graduate or undergraduate institution which affirms the authority of Scripture as the only rule of Christian faith and practice. The district Credentialing Council has the authority to waive or adjust these academic requirements when applicants for licensed ministry demonstrate an equivalent level of academic training in biblical, theological, and practical preparation for ministry. This academic requirement may be fulfilled through alternative study programs which offer a program of study equivalent to 30 semester credit hours of academic study in Bible, theology, and ministry and that are approved by Church Ministries.
- C. **Alliance Polity:** All candidates for licensed ministry must provide evidence that they have successfully completed a course in Alliance Polity and distinctives as approved by Church Ministries or complete this course during their first six months of licensed ministry.

IV. PROCEDURES

- A. **Making Application for Alliance Ministry:** College or seminary students in their senior year may submit their completed Application for Alliance Ministry and Doctrinal Questionnaire directly to the director for Candidate Development at the C&MA National Office (CDO), or to the district superintendent of the district in which the college/seminary they attend is located, or the district in which they desire to minister. All other applicants must submit their applications to the district superintendent in the district in which they intend to minister.
- B. **Assessment Interview:** Upon receiving the completed Application for Alliance Ministry and Doctrinal Questionnaire from an applicant, the Office of Candidate Development (CDO) or the district superintendent will arrange for an assessment interview. If the applicant is married, the spouse is also expected to participate in the interview. Applicants who are approved by the CDO or Credentialing Council are eligible for placement in ministry with the C&MA. An appropriate official worker license will be issued only upon appointment to a place of ministry by the district superintendent. An approved candidate for placement will have up to two years from the date of his/her approval to find placement through the district superintendent, after that time candidates may be subject to re-interview at the discretion of the superintendent and the Credentialing Council.
- C. **Transfer from another Denomination:** Persons seeking ministry in the C&MA who have been previously licensed and/or consecrated and ordained by another recognized Christian denomination or by an independent or non-denominational church body, must fulfill the General and Academic requirements for licensing as an official worker. They may apply to serve with the C&MA as follows:
1. Submit a completed Application for Alliance Ministry and a Doctrinal Questionnaire to the district superintendent of the district in which they seek to serve.
 2. Provide a copy of their service history and consecration/ordination certificate from the ordaining body.
 3. Commit to the mission, vision, core values and distinctives of the C&MA and indicate their willingness to submit to constituted authority as defined by the Board of Directors of the C&MA.
 4. Secure approval of the Credentialing Council through an assessment interview to determine suitability for their intended ministry role and their understanding and agreement with the doctrinal distinctives, history, and polity of the C&MA.

5. Complete a course in Alliance Polity and distinctives as approved by Church Ministries. The Credentialing Council may require additional readings or papers at its discretion.

Everyone who transfers to Alliance ministry from another denomination is required to attend a New Official Workers Forum provided by Church Ministries or the district in which they are licensed, as a condition of licensing.

The Credentialing Council shall determine if an applicant who has been ordained by another recognized body meets qualifications for ordination/consecration in the C&MA by means of an oral examination. If so, the Credentialing Council may sustain the actions of the former body to ordain/consecrate the individual and issue an appropriate certificate indicating that the consecration/ordination has been sustained by the C&MA. Individuals who have not been consecrated or ordained previously shall be issued a provisional official worker license if they intend to pursue consecrated and ordained ministry with the C&MA. If they do not intend to do so, they may be issued a Church Ministry Worker license.

- D. **Persons Consecrated or Ordained by C&MA National Churches outside the United States:** Those who have been consecrated or ordained by another C&MA national church may be licensed as consecrated and ordained official workers upon their placement in local church ministry by the district superintendent and upon providing documentation of their consecration or ordination. Their consecration or ordination may be recognized after the Credentialing Council has determined that they have met suitable requirements for consecration and ordination by the C&MA in the United States and have completed the Alliance Polity Course
- E. **Divorce and Remarriage:** The C&MA does not license persons who have been divorced and remarried, except when the divorce was prior to conversion or when there were sufficient biblical grounds. Individuals who have been divorced and remarried within these conditions may be eligible to serve as licensed official workers (General Bylaws, Article XII, Section 12.2). Following a preliminary interview with the district's superintendent, and upon his recommendation, applicants for licensed ministry who have been divorced and remarried, or whose spouse has been divorced, may appeal to the district Credentialing Council for a review of conditions, to determine if they meet the guidelines adopted by the Board of Directors of the C&MA. If approved, the candidate may continue the licensing process through the district Credentialing Council.

- F. **Renewal of License:** All licenses are issued for one year, beginning January 1 of each year and ending December 31, and are subject to suspension and/or revocation as outlined in Section VI of the Policy (see also E7, Uniform Policy on Discipline, Restoration, and Appeal). Persons who are licensed following January 1 each year will receive a license for the months remaining in the year.

The district superintendent will provide the Credentialing Council with a current list of licensed official workers in the district before the end of each calendar year along with a recommendation to renew the license as appropriate. A written explanation of cause will be provided for those circumstances in which renewal is not recommended. A copy of the explanation will also be provided to the person for whom a renewal has not been recommended. This notification must include notice of the worker's right to appeal the decision.

Workers who are not reissued a license/certification may make an appeal for review of the decision and reinstatement of the license to the vice president for Church Ministries, or to his designee, within 30 days of receipt of the notification. The vice president's decision will be final.

V. SPECIAL CLASSIFICATIONS

- A. **Evangelists:** The C&MA recognizes the call of God to some for evangelistic ministry outside the confines of a local church. Licensed official workers who are consecrated and ordained may be assigned to evangelistic ministry at the district level. District evangelists shall submit an annual ministry report to the district superintendent.
1. **District Evangelists:** Upon approval of the Credentialing Council, the district superintendent may issue an appropriate official worker license to any qualified evangelist residing in the district who commits a majority of their time to such evangelistic ministry.
- B. **Workers Serving in Non-Alliance Churches:** Persons who are serving in non-Alliance churches may be issued an official worker license provided the church in which they are serving is in compliance with the *Manual of The Christian and Missionary Alliance* (E8, Article V), or the worker actively participates in the work of the district as defined by the district Credentialing Council. Licenses may not be issued to individuals who hold current licenses with another denomination.
- C. **Workers in C&MA Educational Institutions:** Persons who are administrative officers of official Christian and Missionary Alliance post-

secondary educational institutions, or whose primary teaching position in those institutions is within the area of Bible, theology, pastoral ministry, missiology, worship, sacred music, discipling ministries, or related disciplines, and who meet the General and Academic requirements for licensing, and are recommended by the president of the institution, and who are members of a Christian and Missionary Alliance church, may be licensed as official workers.

D. **Chaplains.**

1. **Federal:**

- (a) Alliance personnel desiring national endorsement for reserve or active duty military, Veterans Affairs, or federal prison chaplain ministry must have first been licensed as an Alliance official worker, have served a minimum of two years in a local church ministry, and have completed the prescribed consecration/ordination process. They also must meet the minimum requirements established by the Department of Defense and/or the Federal Bureau of Prisons for chaplain ministry.
- (b) At any time following fulfillment of the above requirements, an application for endorsement may be submitted to the denominational federal endorser for consideration.
- (c) Once the endorsement process is complete and the chaplain is accepted for a federal assignment, the denominational federal endorser may license the person as an official worker-military chaplain or official worker-prison chaplain. The chaplain will be responsible to the federal endorser for all matters of license, discipline, appeal, chaplain functions, and employment relationships. The chaplain also will attend General Council as often as his/her responsibilities will permit, file required reports, and perform other duties as required by the endorser. Federal chaplains are accredited delegates to General Council and to the District Conference of the district in which they reside.
- (d) Initial and continued endorsement is contingent upon satisfactory service to the federal agency concerned and regular participation in the denominational endorsement cost-sharing plan.

2. **Non-Federal:**

- (a) Licensed official workers who desire to serve voluntarily in non-federal chaplain ministries in addition to their regularly appointed ministry,

and who do not need additional professional certification, may be approved by a district Credentialing Council for chaplaincy ministry. Those official workers who must fulfill professional certification may be licensed as chaplains only upon giving evidence that such certification has been secured. All persons licensed and appointed to district chaplaincy ministry shall be reported to Church Ministries.

- (b) Official workers who are seeking to be licensed to either full-time or part-time ministry (paid or unpaid) as a non-federal institutional chaplain, and who are also required by the institution to fulfill requirements for professional certification may be licensed and endorsed by the district on behalf of the C&MA after completing the necessary requirements and consulting with Church Ministries. Individuals who are licensed to serve in non-federal institutions that require national denominational endorsement in lieu of or in addition to district endorsement, may be issued a letter of endorsement by Church Ministries after they have been approved for licensing by the district Credentialing Council and fulfilled the necessary requirements as determined by the National Office. Church Ministries shall issue a letter of endorsement to the appropriate institution as necessary, a copy of which shall be included in the worker's service records.
 - (c) Official workers who are assigned to non-federal chaplaincy ministry are responsible to the district superintendent of the district issuing the official worker license and, when denominational endorsement is given to Church Ministries. Non-federal chaplains shall attend General Council and District Conference as accredited delegates as often as his/her responsibilities will permit. They shall file reports, participate in district continuing education, and perform other duties as required by the superintendent consistent with the availability of time by his/her employer.
 - (d) A Christian Worker Certificate can be issued to Alliance church members who are seeking to serve as a non-licensed person in a volunteer chaplaincy ministry of the local church.
- E. **Unassigned Workers:** With the approval of the Credentialing Council, persons who are licensed as official workers, and who are not currently appointed to a place of ministry, may be issued an official worker license and designated "Unassigned," for the balance of the current calendar year and one additional year. No further extension of time will be granted except by recommendation of the district superintendent and approval of the Credentialing Council and the District Executive Committee (DEXCOM).

- F. **College/Seminary Students:** Students enrolled in college or seminary-level ministerial programs may be issued a provisional official worker license providing they have been appointed to serve as pastors or staff members in full or part-time ministry positions and have expressed a desire to enter consecrated and ordained ministry with the C&MA. Individuals in internship programs of less than nine months do not qualify for licensing. Persons who have been granted a provisional official worker license before completing the required thirty (30) hours of study in Bible, theology, and ministry, shall be interviewed at the end of their studies to re-assess readiness and qualifications for ministry in the C&MA.
- G. **Ministerial Study Program Students:** Individuals who otherwise qualify for licensing as an official worker and who have not completed a minimum of thirty (30) hours of study in Bible, theology, and ministry, may be issued a provisional official worker license upon acceptance as a student in the Ministerial Study Program (MSP) provided by Church Ministries on condition that they intend to pursue consecrated and ordained ministry. Persons who intend to serve as Church Ministry Workers may be issued an appropriate license conditioned upon their acceptance as a student in the MSP. Workers who are enrolled in the MSP must maintain active enrollment in order to retain their status as a licensed official worker. The district superintendent will appoint a mentor to work with the licensed worker during the time they are enrolled as an MSP student. The mentor may also serve as the Credentialing Council sponsor (see E4). MSP students shall be expected to complete the academic requirements for licensing within the time limits set by this policy for licensing as a provisional worker (II, B, 2).
- H. **Special Assignment:** Persons holding an official worker license who serve in ministries not included in the above categories may be issued an appropriate official worker license by the district in which they minister that indicates the nature of their special assignment, provided they continue to actively participate as an official worker in the district as determined by the Credentialing Council.
- I. **Permanently Disabled Official Workers:** Licensed official workers who become permanently disabled, or their legal representatives, may apply to the Credentialing Council for continued licensing as an official worker. Documentation of the disabling condition must be provided.
- J. **Retired Workers:**
1. Individuals who have served a minimum of five continuous years as an active licensed official worker immediately prior to retirement, shall qualify for a Retired Official Worker license, provided they continue to

meet the general requirements for an Official Worker license (Article III, Section A).

2. Retired workers will be issued an official worker license, appropriate to the license they held while serving in active ministry, by the district in which they reside. The Retired Official Worker license will be issued for one year, beginning January 1 of each year and ending December 31, unless revoked by the district in consultation with the National Office or until the worker returns to active ministry, whether full-time or part-time, or is deceased. The district Credentialing Council may require a current background check before authorizing renewal of the license. It is the responsibility of the retired worker to inform the respective district office of their current place of residence. Licensed official workers may be considered eligible for retirement upon reaching the age of 62 years. Official workers may not receive a Retired Official Worker License if they conclude ministry while they are licensed as a Provisional Official Worker license.

K. Leave of Absence

1. Licensed official workers may be granted leave of absence for a period of one year. Leave of absence may be renewed on an annual basis upon approval of the Credentialing Council. Licensed official workers on leave of absence shall not receive service recognition for the duration of the leave, nor shall time on leave of absence be credited toward the requirements for consecration and ordination.
2. Leave of absence from licensed official ministry may be granted to persons who request to be placed on leave in writing from the Credentialing Council. The request may be granted for the following reasons:
 - a. The licensed official worker is unable to continue active ministry for reasons of ill health or because it has become necessary to provide intensive care for a family member who is disabled or in ill health.
 - b. The licensed official worker is returning to full-time ministerial studies which have been approved by the district superintendent.
 - c. The licensed official worker is temporarily engaged in secular work to regain financial stability.

VI. SUSPENSION OR REVOCATION

All official worker licenses are subject to transfer, suspension, removal, and/or revocation. Neither the district superintendent nor the Credentialing Council are obligated to renew an official worker license (IV, E) if they believe that it is in the best interests of the ministry not to do so. Transfer, suspension, removal, or revocation of an official worker license may be accomplished as follows:

A. **Transfer or Removal:** The district superintendent, with prior approval of the DEXCOM, will have the authority to transfer or remove licensed official workers who have been appointed as members of a congregation's pastoral staff with or without the agreement of the church's elders and/or governance authority, when in the judgment of the superintendent and DEXCOM; circumstances make transfer or removal advisable. A worker who has been removed from a ministry appointment by such action may be issued a license as "Unassigned" (V, F) if circumstances warrant.

B. **Suspension:**

1. The district superintendent will have authority to suspend the public ministry of any licensed official worker who is subject to an investigation or disciplinary proceeding. This action shall be reported immediately to the Credentialing Council and the DEXCOM. With the approval of DEXCOM, the district superintendent may remove any licensed official from their current ministry assignment who is subject to investigation or disciplinary proceedings and whose license has been suspended, if removal is judged to be in the best interests of the worker and/or the church.
2. The district superintendent, with the approval of the Credentialing Council, has the authority to suspend the license of any church staff member when circumstances make transfer or removal advisable.

C. **Revocation**

1. The district superintendent, with the approval of the Credentialing Council, may revoke the official worker license of a worker enrolled in the Ministerial Study Program for failure to make progress toward completing the program.
2. The district superintendent, with the approval of the DEXCOM, shall revoke the license of any official worker who has been determined guilty of a disciplinary offense which has been found to merit revocation of the official worker license or expulsion from the C&MA.

VII. SUPPLEMENTARY MATTERS PERTAINING TO LICENSING

A. Reexamination:

1. Workers who are currently licensed as official workers, and who are not under investigation or involved in disciplinary actions, shall not be subject to reexamination as a condition for appointment to ministry in a district other than the one in which they hold their current license. Reexamination will be required for persons transferring from a C&MA related national church which maintains membership in the Alliance World Fellowship only if that national church maintains a different statement of faith from the C&MA in the United States.
2. Persons who have been accredited for ministry as official workers but who have been unable to secure a position as a licensed official worker after a period of two years shall be required to verify their call to ministry and continued doctrinal agreement with The Christian and Missionary Alliance before they are again eligible for placement.

B. Transfer to a Non-Alliance Church: Licensed official workers who accept a ministry position in a non-Alliance church located in a district other than the one in which they hold their current license, may not transfer that license without the approval of the district superintendents of both districts.

C. Official Workers in Secular Work: Persons who are assigned to ministry positions that require supplementary income in addition to the support provided by the church, or who are employed in secular work for strategic ministry purposes, may be licensed as official workers provided their secular employment does not hinder their pursuit of God's primary call to vocational ministry. Persons for whom pastoral ministry is an avocation and who are primarily engaged in secular work rather than church ministry, shall be licensed as Lay Ministry Workers, except as approved by the district superintendent and the Credentialing Council (II, E).

D. Participation in Congregations Formerly Served: Licensed official workers may participate in congregations where they have previously served in ministry only with the agreement of the district superintendent and the pastor currently serving the congregation.

E. Same Sex Marriages: In accordance with the *Statement on Human Sexuality*, no licensed worker of The Christian and Missionary Alliance may, under any circumstances, sanction, bless, conduct, or officially participate in either a civil or religious ceremony that results in a "marriage" or civil union of persons of the same sex. Nor may they participate in, sanction, bless, or conduct any civil or religious ceremony involving a person or persons who

have medically altered their sexual identity or assumed the identity of the opposite sex.

- F. **District Actions:** All districts of the C&MA in the United States shall recognize the actions of another district as equal to its own in matters of licensing, consecration and ordination, and discipline.

G. **Reporting**

1. District superintendents shall report to Church Ministries monthly all changes in the status of licensed official workers by means of the Data Management Office constituent management system.
2. Official workers transferring to another district shall be reported as a “transfer” rather than a new worker. The workers will be reported as “transferring in” by the new district, and as “transferring out” by the releasing district to complete its records.

VIII. CERTIFICATION

All persons who have been certified for ministry within the C&MA are subject to the Policies regarding licensed official workers found above, except as indicated in the paragraphs following.

A. **Types of Certification**

1. **Apprentice Ministry Certificate**

- a. **Description:** The Apprentice Ministry Certificate is intended to provide an opportunity for persons who are seeking to confirm God’s call and gifting for vocational ministry to serve within the church under the guidance of experienced licensed official workers. An apprentice ministry certificate does not authorize the bearer to conduct worship services, administer ordinances, or exercise leadership without the assistance and guidance of a consecrated and ordained official worker. This certification may be granted on an annual basis for a maximum of two years.
- b. **Requirements:** Persons who wish to be certified as an apprentice must complete an Application for Alliance Ministry and indicate their agreement with the C&MA Statement of Faith. They must meet items 2 through 7 of the General requirements for ministry as a licensed official worker. After completing an application, the candidate shall be interviewed by the district superintendent to assess their knowledge

of Alliance distinctives, core values, and mission. Persons who are certified as a ministry apprentice will be required to complete a Personal Development Plan during their first year of service and before the conclusion of the second year; they are required to declare in writing to the district superintendent their intent to pursue licensing as an official worker or exit vocational ministry at the end of that year.

- c. **Privileges:** A certified ministry apprentice may preach and teach the Word of God and lead church ministries in a lay capacity, whether receiving a salary or not, under the guidance and supervision of a consecrated and ordained licensed official worker. Persons holding an Apprentice Ministry Certificate may attend General Council and District Conference as a corresponding delegate.
- d. **Transition to Official Worker License:** At any time during the apprenticeship, an individual who has been certified as an apprentice may request to be licensed as an official worker. They must meet all of the requirements for licensing as an official worker which are outlined in this Policy. Persons with an apprentice ministry certificate must be recommended for an official worker license by the consecrated and ordained worker who has supervised their ministry as an apprentice, and by the elders of the church in which they served.

2. Vocational Ministry Certificate

- a. **Description:** A Vocational Ministry Certificate may be issued by the district superintendent to individuals whose ministry in the church is primarily administrative or relating to business functions, and whose work contributes directly to the accomplishment of the church's mission and the effectiveness of its ministries. It is not intended for people whose responsibilities are primarily public preaching and teaching nor is it intended for volunteer workers.
- b. **Requirements:** Persons who seek to be certified for vocational ministry shall submit an Application for Alliance Ministry to the district superintendent who shall assess the candidate for placement. Candidates for certification shall fulfill General Requirements for licensing found in the Policy, items 1-4, 6, and 7. They may be required to provide documentation of their educational or other qualifications for the position they are seeking at the discretion of the district superintendent.
- c. **Privileges:** Persons holding a Vocational Ministry Certificate are recognized as leaders in the church for the contribution they make to

advance the work of the church and the mission of the C&MA worldwide. They may be approved to attend District Conference as accredited delegates by the district superintendent. They are entitled to serve on DEXCOM and hold office within the district or the national C&MA.

- d. **Transition to Ministry as a Licensed Official Worker:** Individuals who hold a vocational ministry certificate and who subsequently believe that God is calling them to ministry as a licensed official worker may submit their request to the district superintendent. They must meet all of the requirements for an official worker license which are outlined in this Policy. At the discretion of the district superintendent and with approval of the district Credentialing Council, the mandatory two-year period for licensing as a provisional official worker may be waived so long as the worker meets all other requirements for consecration and ordination.

3. **Christian Worker Certification**

- a. **Description:** A Christian Worker Certificate is intended to provide recognition for individuals whose lay ministry extends beyond the local church and is endorsed by the elders of the church where they are members as contributing significantly to the mission and purposes of that local church. The certificate may be issued by the pastor/lead pastor and elders of the congregation, with the approval of the district superintendent, only in restricted circumstances where validation of character and competence is required to enable lay ministry (i.e., volunteer chaplaincy, local prison or hospital ministries, etc.) beyond the usual ministries of the local church.
- b. **Requirements:** A letter requesting certification as a Christian Worker may be submitted to the district superintendent on behalf of the person who requires certification by the pastor/lead pastor and elders of the congregation where they are members. The request must be accompanied by a statement of rationale for certification as well as relevant personal information, a statement of personal testimony from the individual, formal recommendation from the elders and pastoral endorsement.
- c. **Accountability:** Everyone who receives certification as a Christian Worker will be required to submit a written report of their activities to the pastor and local church elders. A copy will be forwarded to the district superintendent for his information. The church issuing the Christian Worker Certificate will assume all responsibility and liability

relating to the oversight of the worker and performance of his/her ministry.

IX. EXCEPTIONS

The vice president for Church Ministries may make exceptions to this Policy when it is in the interests of the C&MA and the advancement of its ministries and purposes to do so.

X. DISPUTES

Licensing and certification for ministry within The Christian and Missionary Alliance is wholly an ecclesiastical process. The receipt of a license or certificate from the C&MA is a privilege conferred by the church to an individual who has been recognized to have been called by God and who has been judged worthy for ministry within the C&MA. Therefore, any dispute arising out of the application of this Policy shall be resolved through the internal processes and procedures of the C&MA. In accordance with Holy Scripture (1 Cor. 6:1-8), neither these processes nor procedures shall under any circumstance, be subject to review by civil authorities including a court of law.

XI. AMENDMENTS

Amendments to this document may be made by the Board of Directors of the C&MA.

E4

UNIFORM POLICY ON CONSECRATION AND ORDINATION

PREAMBLE

There is biblical precedent for setting people apart for special work for God. Those set apart were expected, both by God and His people, to instruct, protect, motivate, and equip God's people to know and glorify God personally and corporately by obedience to His will, including evangelizing those who were not God's people, thus participating in building and advancing His Kingdom. These biblical concepts form the framework for what we do by ordaining people to ministry.

We believe that consecration and ordination is a holy process of vetting, certifying, and endorsing those who sense God's call to vocational ministry; have evidenced that call through character, giftedness, and preparation; and have had that call affirmed by the church. We do not believe that consecration and ordination automatically equate to eldership.

The occasion for setting men and women apart for ministry is the Church's affirmation of the candidate's faithful completion of preparation for ordination through approved education, in-service training, field experience with mentoring for a minimum of two years, and examination by a qualified council of peers.

The practice of "laying on of hands," though not limited to activity resembling ordination, has accompanied setting persons apart for God's work at every ministry level and is an Old and New Testament practice. God may choose this occasion to impart spiritual gifts and/or special empowerment of the Holy Spirit for the ministry to which that person is called.

Since consecration and ordination is the Church's public recognition of the call from God to men and women for a lifetime ministry, under certain circumstances such public recognition may be withdrawn. These circumstances would generally relate to those situations that would give rise to discipline, even if the individual is no longer under the direct authority of The Christian and Missionary Alliance.

A female official worker who holds the conviction that a woman should not be ordained or carry the designation reverend may, at her initiative, request to be consecrated and to hold the designation Consecrated Woman in Ministry (CWM).

I. COMMITTEE ON EXAMINATION FOR CONSECRATION AND ORDINATION

- A. The examining and ordaining body shall be constituted according to the Uniform Constitution for Districts.
- B. The questions which have been prepared and approved by Church Ministries are to be used as a guide in the examination of candidates. Other questions may be asked. The candidates should be examined under a system of rotation of examiners.

II. ELIGIBILITY GUIDELINES FOR EXAMINATION FOR CONSECRATION AND ORDINATION

- A. Candidates who are called of God to pastoral or theological ministries shall be eligible for consecration and ordination.
- B. Candidates without formal theological training shall, in order to be eligible for ordination, first complete a training program through the Church Leadership Academy as approved by Church Ministries.
- C. Candidates for consecration and ordination shall give full time to the ministry of the church. Any exception must have the approval of the district superintendent and the Credentialing Council (CC).
- D. Candidates for consecration and ordination must serve acceptably in licensed ministry for at least two years in The Christian and Missionary Alliance.
- E. A candidate's consecration and ordination shall be recommended by the local church elders to the district superintendent, who shall request the candidate's ordination to the Credentialing Council. In certain instances, the district superintendent may recommend consecration and ordination without local church recommendation.
- F. A seminary graduate may be considered for consecration and ordination after one year of serving acceptably in licensed ministry as a pastor, provided that he/she has been licensed for at least one year during seminary training.

III. REQUIREMENTS FOR CONSECRATION AND ORDINATION

- A. The candidate shall read through the entire Bible twice, using two translations where available.
- B. A reading course shall be part of the preparation of the candidate for consecration and ordination.

1. The candidate shall read all of the books listed on the Church Ministries required reading list for consecration/ordination which is prepared by Church Ministries, approved by the District Leadership Forum, and ratified by the Board of Directors of The Christian and Missionary Alliance. This reading list will be reviewed once every five years.
 2. The candidate shall read a minimum of 500 additional pages of reading related to pastoral theology, missional theology, or ministry leadership. Church Ministries shall, with the approval of the District Leadership Forum, maintain a list of recommended readings in these areas which may be consulted by districts for use with their candidates. This additional reading must be approved by the local District Credentialing Council. This reading list will be reviewed annually.
- C. A transcript of the candidate's academic credits shall be forwarded to the district superintendent.
- D. Position papers shall be written by the candidate on the following subjects:
1. Christ Our Savior
 2. Christ Our Sanctifier
 3. Christ Our Healer
 4. Christ Our Coming King
 5. Christ's Body: the Church
 6. Completing Christ's Mission
- E. The candidate shall be required to attend an evangelism training seminar approved by the district superintendent and the Credentialing Council. This training shall be applied in his/her local church.
- F. The candidate shall be required to demonstrate awareness of Alliance missions objectives and methods by completing a course of study as approved by the district superintendent and the Credentialing Council.
- G. The candidate shall successfully complete a course of study/training in church health and multiplication. A list of approved programs of study/training shall be kept up to date by Church Ministries and shall be reviewed annually.
- H. Each year the candidate shall present to his/her mentor at least one audio or

videotape of a full-length sermon which was preached at a regular church service for the mentor's review of both content and delivery of biblical material.

- I. The candidate shall be given an oral examination.
- J. The candidate shall be required to complete an in-service training program under the oversight of the Credentialing Council.
- K. The candidate shall be required to attend a New Official Workers Forum as a requirement for consecration and ordination or for the sustaining of the candidate's consecration and ordination if with another denomination.
- L. Completion of Alliance Peacemaking Level 1 training shall be part of mandatory preparation of the candidate for consecration and ordination.

IV. CREDIT TOWARD CONSECRATION AND ORDINATION

- A. Upon receipt of a provisional official worker license, the candidate shall begin preparation for consecration and ordination. He/she shall be under the direction of the Credentialing Council.
- B. Seminary students who serve one or two years in a pastorate as a provisional official worker while attending school shall receive only one year of credit toward consecration and ordination.
- C. A student engaged in a seminary internship program of nine months or more may receive one year of service credit toward consecration and ordination if he/she meets the qualifications stipulated by the Credentialing Council.
- D. When an official worker at the beginning of his/her ministry finds it necessary to supplement his/her income by secular work, the matter of full- or partial-service credit toward consecration and ordination shall be left to the discretion of the district superintendent and the Credentialing Council.

V. FRATERNAL ORGANIZATIONS

Requests from fraternal organizations that do not ordain their pastors and desire consecration and ordination for them by The Christian and Missionary Alliance shall be directed to the Credentialing Council of the districts in which the candidates reside. Each request shall be considered on its own merit.

VI. EXCEPTIONS

Church Ministries may make exceptions to this policy when it shall be considered

wise. If circumstances warrant, Alliance Missions may request the consecration and ordination of a candidate who has not fulfilled the necessary two-year requirement for consecration and ordination.

VII. CONSECRATION AND ORDINATION MENTORS

A mentor shall be assigned for each candidate by the Credentialing Council in accordance with the guidelines provided by Church Ministries.

VIII. AMENDMENTS

Amendments to this document may be made by the Board of Directors of The Christian and Missionary Alliance.

E5

UNIFORM POLICY ON CERTIFICATION OF NONCLERGY CHURCH PROFESSIONS

Certification of nonclergy church professions such as music director, church administrator, professional counselor, headmaster of day school, nursery school administrator or teacher, or other such church staff positions shall be as follows.

I. INITIAL CERTIFICATION

Candidates for these ministries who have completed their formal professional training or have qualifying experience shall declare their purpose to enter local church service by making application to the vice president for Church Ministries and/or the district superintendent of the district in which the applicant resides or desires to serve.

Candidates shall set forth, on forms provided, their professional qualifications, spiritual experience, sense of godly direction to this church-related vocation, and agreement with and acceptance of the doctrinal statement and form of government within The Christian and Missionary Alliance. Candidates shall express their willingness to honor the constituted authority of The Christian and Missionary Alliance.

The Office of Candidate Development shall interview applicants who approach Church Ministries for placement. The interview, oral in nature, shall concern itself with the professional qualifications, spiritual life and experience of the candidate, knowledge of biblical doctrine, call to this vocation, and acceptance of the form of government and objectives of The Christian and Missionary Alliance. Results of such interviews shall be released by Church Ministries to the district superintendents to facilitate appointment.

When an approach is made by a candidate to a district superintendent, an interview shall be arranged with the Credentialing Council. Upon its recommendation to the district superintendent, the applicant shall be eligible for placement and certification.

The district superintendent shall file a complete report of the interview with the vice president for Church Ministries.

II. TRANSFER FROM OTHER DENOMINATIONS

Persons who are serving in other denominations in similar capacities shall follow the same procedures as set forth for initial certification before appointment to the staff of a Christian and Missionary Alliance church.

III. RENEWAL OF CERTIFICATION

All certificates for local church workers shall be renewed annually in keeping with the general license renewal procedures of the district in which they are serving.

IV. OFFICIAL WORKER LICENSE

Persons serving in nonclergy capacities shall not be eligible to hold an official worker license within The Christian and Missionary Alliance. Certification will not, in and of itself, qualify an individual for credentials at either a District Conference or the General Council.

V. CONSECRATION AND ORDINATION

These applicants shall not be eligible for consecration and ordination unless they otherwise meet the requirements for licensing and consecration and ordination as ministers.

VI. APPOINTMENT TO A LOCAL CHURCH

Persons who are to be officially recognized and certified shall be called by the governance authority and appointed by the district superintendent after consultation with the pastor and governance authority.

The governance authority shall not consider any person for a certifiable position without the prior approval of the district superintendent and pastor. A person called and appointed by a pastor and governance authority without observing the provisions of this section shall not be entitled to official recognition or certification.

VII. OTHER REGULATIONS

All other regulations with regard to termination of service, discipline, etc., that are incumbent upon official workers within The Christian and Missionary Alliance and are not in conflict with the above-stipulated regulations, shall be in effect with regard to the above-mentioned certified categories of service.

VIII. AMENDMENTS

Amendments to this document may be made by the Board of Directors of The Christian and Missionary Alliance.

E6

UNIFORM POLICY FOR RETIRED WORKERS

An official worker who is age 62 and desiring retirement status shall approach the district superintendent. The district superintendent shall advise Church Ministries by letter, indicating the date retiral status is to begin.

I. LICENSING OF RETIRED WORKERS

A retired official worker license shall be issued by the district superintendent of the district in which the retiree resides. Operations/Finance shall be notified if the retiree is a member of The Christian and Missionary Alliance Retirement Plan. On the occasion of the worker's retirement, Church Ministries shall present him/her with a retirement plaque commemorating his/her service to The Christian and Missionary Alliance. The retiree shall be authorized to attend the General Council by virtue of his/her official worker status. Credentials for District Conference shall be issued by the district in which the retiree resides.

II. MINISTRY ASSIGNMENT OF RETIRED WORKERS

A retired worker may continue to minister in Bible conferences, evangelistic meetings, pulpit supply, and other ministries by invitation. A district superintendent may assign a retired worker to serve as an interim pastor. A retired worker may serve a small church or extension church by appointment of the district superintendent. The appointment shall be reviewed annually, and the status reported to Church Ministries. A retired worker may serve as a visitation pastor in a multiple staff church.

The district superintendent shall report the assignment of such retired workers and list them as retired. If a retired worker is re-credentialed by a district, his/her retiral status will be terminated.

III. NATIONAL OFFICE COMMUNICATION WITH RETIRED WORKERS

Retired workers shall be retained on the mailing list of official workers unless a request to be dropped is made.

IV. AMENDMENTS

Amendments to this document may be made by the Board of Directors of The Christian and Missionary Alliance.

E7

UNIFORM POLICY ON DISCIPLINE, RESTORATION, AND APPEAL

PREAMBLE

Discipline is an exercise of scriptural authority for which the church is responsible. The Christian and Missionary Alliance (C&MA) believes the Scriptures establish standards of conduct and belief by which members of a C&MA church and individuals serving Christ through licensed ministry within the C&MA must live. The goals of discipline are to honor God; to protect the purity of the Church; to guard other Christians from being tempted, misled, divided, or otherwise harmed; and to bring fallen Christians to repentance. Discipline is administered to achieve restoration, while also providing for the spiritual welfare of the local church. Discipline is to be corrective and redemptive. It is to be exercised with mercy, grace, and forgiveness. However, restoration to fellowship with Christ and His Church does not necessarily result in a reinstatement of credentials for licensed ministry with the C&MA or a return to a position of leadership in the local church.

The Uniform Policy on Discipline, Restoration, and Appeal (Policy) and the disciplinary proceedings are ecclesiastical in nature, founded on the most sacred teachings of the Christian faith. The Policy and proceedings seek to apply Scriptural teachings concerning conduct and belief to persons holding positions of authority and leadership within the C&MA and to regulate the relationships between persons in the Christian Church. In addition, they seek to regulate the behavior and belief of members of C&MA churches who, by their membership, have submitted to the authority and discipline of the church. Unless otherwise provided for in the Policy, in a case of disagreement or dispute concerning the interpretation or application of the Policy, the jurisdiction to decide such matters lies solely with the C&MA National Office (National Office). As stated before, the Policy and its proceedings, including any decisions related to its interpretation or application, are ecclesiastical in nature and as such, any appeal to or other action before a court or civil tribunal is not permitted.

The Policy is not intended to create a legally enforceable contract or promise. The Board of Directors of the C&MA reserves the right, in its sole discretion, to modify the Policy at any time and for any reason.

I. BIBLICAL BASIS FOR DISCIPLINE

- A. **Growth in Faith.** Discipline serves to encourage growth and development in faith. *Rebuke them sharply, so that they will be sound in faith . . .* (Titus 1:13).
- B. **Redemption and Restoration.** Discipline serves to spiritually redeem and restore those who have fallen into immoral or otherwise unChrist-like ways. *Brothers, if someone is caught in a sin, you who are spiritual should restore him gently* (Galatians 6:1). *If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over . . .* (Matthew 18:15).
- C. **Bearing Another's Burden.** Discipline benefits the church because it teaches the church to be redemptive by carrying the burden of seeking to restore fallen believers. *Carry each other's burdens, and in this way you will fulfill the law of Christ* (Galatians 6:2).
- D. **Forgiveness, Comfort, Love.** Discipline involves compassion, even for those who have committed sinful acts and espoused beliefs contrary to Scripture . . . *You ought to forgive and comfort him, so that he will not be overwhelmed by excessive sorrow* (2 Corinthians 2:5-7).
- E. **Warning to the Divisive.** Discipline serves to deter and instruct against beliefs and conduct contrary to Scripture. *Warn a divisive person once, and then warn him a second time. After that, have nothing to do with him* (Titus 3:10).
- F. **Judgment and Expulsion.** Discipline may lead to judgment, including expulsion from the church . . . *Are you not to judge those inside (the church)? God will judge those outside. Expel the wicked man from among you* (1 Corinthians 5:12, 13).

II. SCOPE OF THE POLICY

- A. **Preliminary Policy Considerations.**¹ Discipline always begins as a personal matter. As each believer studies God's Word, seeks him in prayer, and draws upon his grace, he/she is enabled by the Holy Spirit to identify and change sinful habits and grow in godliness. *For God did not give us a spirit of timidity, but a spirit of power, of love and self-discipline* (2 Timothy 1:7). However, believers are sometimes blind to sins or they become so tangled in them that they cannot get free. This is why the Bible says, *Brothers, if someone is caught in a sin, you who are spiritual should restore him gently* (Galatians 6:1).

¹Adapted from Peacemaker® Ministries' *Relational Commitments* booklet. Used by permission.

In obedience to this command, the C&MA seeks to cultivate a redemptive atmosphere in which believers are committed to giving and receiving loving correction whenever sin seems too serious to overlook (Proverbs 19:11).

In Matthew 18:15-20 Jesus outlines the steps which should be taken to resolve conflict and exercise redemptive and restorative discipline in the church. The process begins with private conversation. However, if private conversation fails to lead a person to repentance, Jesus commands that we ask other believers to become involved in these conversations. *If he will not listen, Jesus said, take one or two others along* (Matthew 18:16). When personal conversations fail to resolve the matter, Jesus instructs us to “tell it to the church.” This signals a move to more specifically defined disciplinary procedures outlined in this document.

The C&MA strongly encourages the mediation of personal conflicts applying biblical peacemaking principles whenever possible and appropriate. It is generally appropriate when dealing with the basis for discipline set out in Section II (E) (4), (5), (6), (7), (8), and (10) below and may be appropriate in matters arising in other subsections, as well, but this must be decided on a case-by-case basis based on the facts present. Within the polity of the C&MA, we have purposed to fulfill Jesus’ instructions to exercise church discipline by providing an orderly procedure by which the appropriate ecclesiastical authority may be informed and respond. These disciplinary Policies and Procedures are implemented only after other appropriate steps have proven ineffective. They also recognize that some sins are of a public nature and cannot be addressed with personal conversation alone.

If an offense is not likely to cause imminent harm to others or to the testimony of Christ, and if the offense is not of such a nature that it would ordinarily disqualify a person from positions of leadership in the church, the proper ecclesiastical authority may choose to confront an individual entrapped by sin privately to establish the facts and encourage repentance of any sin discovered. If the individual acknowledges his/her sin and repents, the matter may end there, unless a confession to additional people and public or private restitution is needed. In such cases, and when individuals have confessed of their own accord, the proper ecclesiastical authorities may, after an informal investigation, determine the extent and nature of disciplinary actions which may be imposed without a formal disciplinary hearing.

If an individual is unwilling to acknowledge or repent of sin, or if an offense is likely to harm others or to lead them into sin, cause division or disruption within the church, or compromise the public testimony of Christ and the C&MA, the proper church authority shall initiate formal disciplinary procedures as determined by this Policy.

- B. **Persons Subject to Discipline.** This Policy applies to all workers licensed within the C&MA as defined by the Constitution and Bylaws, policies, and regulations of the C&MA; non-licensed international workers; certified non-clergy professionals; officers, employees, and elected personnel of the national C&MA entity, district entity, and church entity; and all members of C&MA churches.
- C. **Submission of a Charge.** The disciplinary process is initiated when a formal charge of sinful conduct is submitted to the appropriate ecclesiastical authority either in person or by certified mail. When the charge is submitted verbally, the nature of the offense shall be recorded in writing and signed by the person(s) making the accusation. Charges which are submitted anonymously shall not be entertained.

A charge may be submitted by the ecclesiastical authority (as defined below) of any entity within the C&MA, such as the denomination, an international ministry location, a U.S. district, a U.S. church, and an overseas national church through its national president. A charge may also be submitted by any two licensed workers within the C&MA or any two individual members of a U.S. C&MA church as long as the licensed workers or individuals are not members of the same immediate family. (Two persons are in the same immediate family if their relationship is one of husband and wife, parent and child, brother and sister, or grandparent and grandchild.) In the case of sexual misconduct, sexual harassment, sexual abuse, and/or sexual assault, or child/vulnerable adult abuse, any one person, whether or not part of the C&MA, may submit the charge. Any person(s) making false statements in submitting a charge or providing false information in a disciplinary proceeding may be subject to discipline or other actions at the discretion of the appropriate ecclesiastical authority.

- D. **Ecclesiastical Authority.** Disciplinary proceedings will be initiated and administered by one of the following ecclesiastical authorities:
1. If the charge relates to a U.S. based licensed worker or certified non-clergy professional, the ecclesiastical authority will be the person who licensed/certified the individual. This is normally the superintendent of the district in which the individual serves. The elders of the local church may not conduct disciplinary procedures against a licensed worker. Such discipline, when needed will be conducted under the supervision of the district superintendent.
 2. If the charge relates to an international worker:
 - a. Presently serving at an international ministry location, the ecclesiastical authority will be determined by the vice president for

Alliance Missions, or his designee, in consultation with the specialized structure's leadership.

- b. In the United States whether on home assignment, leave of absence, or retired, the ecclesiastical authority will be the National Office.
3. If the charge relates to an employee of the U.S. National Office or any district office, the ecclesiastical authority will be the "president" of the entity. The district superintendent is the legal "president" of the district. The ministry location leader is the legal "president" of the international ministry location.
 4. If the charge relates to a member or unlicensed employee of a local C&MA church (excluding licensed worker or certified non-clergy personnel), the ecclesiastical authority will be the Board of Elders who shall act in consultation with the superintendent of the district in which the church is located. Note: The chairman of the Board of Elders is usually the lead pastor unless he has chosen a lay elder to assume the position.
- E. **Basis of Discipline.** Matters that give rise to discipline include but are not limited to:
1. Holding to and/or promulgating doctrines contrary to the fundamental tenets of the Christian faith as outlined in the C&MA Statement of Faith.
 2. Defiance or failure to submit to constituted authority as defined by the Board of Directors of the C&MA.
 3. Moral failure involving sexual misconduct including abuse of a child or vulnerable adult.
 4. Moral and ethical failure other than sexual misconduct, including spiritual abuse.
 5. Theft, misappropriation of funds or property, and other financial transgressions.
 6. Dishonesty, fraud, perjury, and other misrepresentations.
 7. Spreading false rumors about another.
 8. Causing dissension or division within the church.
 9. Violence or abuse directed toward others, especially a child or vulnerable adult.
 10. Sexual harassment, sexual abuse, and/or sexual assault² toward an adult.

² Sexual Harassment is defined as unwelcomed advances, requests for sexual favors, use of position to elicit sexual activities, or other verbal or physical conduct of a sexual nature.

11. Interference in the current ministry of a church by a former pastor or former member provided the former member is an active member of another Alliance church.
12. Judgment of guilty by a civil or criminal court of law, excluding minor traffic violations.

III. GENERAL PROCEDURES AND CONSIDERATIONS

- A. **Investigators and Committee Members.** Investigators and members of the Discipline Committee will be persons respected for their integrity, spiritual stature, capability of communicating loving concern, and lack of bias in the case at hand (Galatians 6:1-2). A member of the Sensitive Issues Consultative Group or another qualified professional may be requested to consult with any committee in the disciplinary process at the discretion of the proper ecclesiastical authority.

In keeping with the Uniform Constitution for Accredited Churches (Article X, Section 1), elders shall be chosen to serve as the Discipline Committee for all matters relating to the members of the church. At their discretion, the Board of Elders may appoint other spiritually qualified members of the church to act as Investigators on their behalf. In developing churches without an elected Board of Elders, the pastor and one other member appointed by the district superintendent may serve as Investigators. When required to assure objectivity in an investigation or to properly constitute either a Committee on Investigation or a Discipline Committee when it is impossible to select properly qualified persons from within a local church, the district superintendent may appoint suitable pastors and/or elders from other district congregations to conduct all proceedings.

In the case of a charge against an international worker presently serving at an international ministry location, the Field Leadership Team (FLT) shall constitute the Discipline Committee. In the absence of a FLT, the Discipline Committee shall be appointed by either the regional director or the leadership of the appropriate specialized structure.

- B. **Tone of Discipline Procedures.** Disciplinary proceedings will be conducted with compassion for all affected and "in the spirit of meekness." While it is necessary to ask difficult questions, investigators and Committee members must set aside personal feelings about the individuals involved, focus on the evidence gathered and presented, seek guidance in the Scriptures and through prayer, and speak the truth in love.

Sexual Abuse is any sexual activity without consent or inflicted upon someone incapable of giving consent. It may involve coercion, manipulation, and/or forced sexual contact.

Sexual Assault is forced sexual activity, usually immediate, of short duration, or infrequent.

C. **Confidentiality and Disclosure.** Disciplinary proceedings will be conducted with confidentiality in all aspects of the proceedings; however, there is no guarantee of confidentiality within disciplinary proceedings for any participant. It may be necessary to disclose the facts and circumstances of the charge, including the identities of the accused person(s) and those submitting the charge, in connection with investigating and remedying the charge and considering and carrying out possible restoration. In addition, the findings and conclusions of the disciplinary proceeding may be announced to appropriate parties who were an integral part of the proceedings, affected members of the church congregation, and licensed workers associated with the body that originally licensed the charged worker, and an overseas national church through its president. In the case of a finding of abuse against a child or vulnerable adult, disclosure shall be made to local authorities as required by law.

If the investigator or a member of the Discipline Committee is contacted by the press, law enforcement authorities, attorney or other individual associated with civil/criminal proceedings, or other persons not involved with the disciplinary proceedings but seeking information, the ecclesiastical authority responsible for the case will be contacted immediately. No information may be disclosed without the permission of the appropriate authority unless such disclosure is required by law.

The findings, conclusions, and records of the disciplinary proceedings may be communicated to churches and entities within the C&MA for decisions concerning employment, volunteer service, ministry work, church membership, and licensed worker's status. A record of the findings and conclusions will be entered in the licensed worker file and may be conveyed with the file if the licensed worker seeks to transfer from one C&MA organization to another. In like manner, the record of a lay member may be transferred to another Alliance entity when determined appropriate by the ecclesiastical authority who conducted the disciplinary proceeding. Information may be transmitted even after restoration to the individual's former position or status.

The C&MA and its ecclesiastical authorities reserve the right, within their discretion, to disclose any information to outside parties as they determine appropriate under the circumstances.

D. **Relationship to Employment.** In the case of an individual employed by a C&MA entity or by a district or church entity (referred to herein as Employing Entity), information presented in the disciplinary proceeding may be conveyed to the supervisor(s) of the employee and may affect the employment relationship independent of the disciplinary proceeding. Also, the information

may form the basis for a charge or complaint under another C&MA policy or regulation.

An individual subject to a charge or disciplinary proceeding may be immediately suspended from employment or public ministry, or subject to other personnel action as determined by the Employing Entity (which in some cases may be the ecclesiastical authority).

This Policy is not intended to create an expressed or implied contract of employment, to require the procedures of this Policy be followed before any action is taken, or to otherwise modify the at-will employment relationship which may exist between the employee and the Employing Entity.

- E. **Suspension of Public Ministry.** The ecclesiastical authority will have the authority to suspend the public ministry of any licensed/certified/international worker who is the subject of a charge or disciplinary proceeding. For a district worker, this action will be reported immediately to the Credentialing Council and to the District Executive Committee. For an international worker, this action will be reported to the Discipline Committee, Regional Director, and National Office.
- F. **Required Reporting.** At first opportunity the following should be notified of substantiated, or in the case of sexual harassment, sexual abuse, and/or sexual assault, plausible charges:
- a. The district office should be informed concerning a local church member;
 - b. The National Office should be informed concerning a district licensed official worker; and
 - c. The regional director should be informed concerning an international worker presently on an international ministry location along with a preliminary written report.
 - d. When the charge is one of abuse of a child or vulnerable adult:
 - i. The ecclesiastical authority should be notified within 24 hours or as soon as reasonably possible; and
 - ii. Local authorities should be notified as required by local law.
- G. **Non-Retaliation.** Anyone who files a complaint or who participates in a disciplinary procedure shall be free from harassment or retaliation because of filing or participating in the procedure.

IV. PROCEDURES FOR DISCIPLINARY PROCEEDINGS

- A. **Inquiry.** Reports or complaints of alleged violations (see Section II, D) or confessions by church members and/or licensed workers will be subject to a

preliminary inquiry by the appropriate ecclesiastical authority, or his designee, to determine whether the charges have been properly brought, as outlined below.

When circumstances warrant, the ecclesiastical authority may, with the approval of the District Executive Committee, suspend the right of any licensed worker subject to disciplinary proceedings to minister publicly, pending the completion of the disciplinary process. When the accused is a member of the church, the ecclesiastical authority may, with the approval of the elders of the local church, suspend the right of the accused to exercise the prerogatives of membership, including removal from lay ministry in the local church pending the completion of the disciplinary process.

1. **Interview with Complainant(s).** The person(s) who brought the charge of sinful conduct should be interviewed to ascertain the facts and to clarify any portions of the charge. An advocate to provide guidance and counsel to the Complainant may be included in any interview, and the Complainant will be provided a written copy of the charge once it is drafted.
2. **Interview with the Accused.** The person(s) accused of a disciplinary offense should be interviewed regarding the charges. Prior to the interview, the accused person(s) may be provided with a written copy of the charge and informed of the right to submit a written response to the charge. An advocate may be appointed by the proper ecclesiastical authority to provide guidance and counsel to the accused person(s) once he/she has received a copy of the charges.

No statement or action by the Accused shall terminate the disciplinary process, including an oral statement of confession, a written or oral statement of intent to resign one's ministry, return credentials as a licensed worker and/or resign membership in the C&MA, or an oral decision to immediately resign one's ministry, return credentials and/or membership in the C&MA. The statement or action will be noted by the Investigator(s) and recorded by the ecclesiastical authority. However, the ecclesiastical authority shall continue the investigation process as outlined herein with or without the cooperation of the Accused. A resignation from membership, return of license to minister in the C&MA, or resignation from one's place of ministry while a disciplinary action is pending shall not be given effect until the church has fulfilled its God-given responsibility to encourage repentance, attempt the restoration of the accused person(s), and bring the disciplinary process to an orderly conclusion.

3. **Proper Submission of Charge.** If it is determined that the charge was submitted properly under this Policy, the ecclesiastical authority will

proceed with a formal investigation as outlined below. If it is determined the charge was not submitted properly, the charge will be dismissed, and all involved personnel notified. A charge is not properly submitted if it is not a basis for discipline, if the accused is not subject to discipline, or if the charging party(ies) has no standing to submit a charge.

4. **Rights of Ecclesiastical Authority.** The ecclesiastical authority, at its sole discretion, may dismiss or delay the formal investigation of a charge relating to a private dispute regarding matters not normally considered a basis for discipline. In such instances the ecclesiastical authority will provide instructions on resolving the matters according to Matthew 18:15-16 (see "Preliminary Considerations" above).

When circumstances warrant, the ecclesiastical authority may suspend the right of any licensed/certified/international worker subject to disciplinary proceedings to minister publicly, pending the completion of the disciplinary process. When the accused is a member of the church, the ecclesiastical authority may, with the approval of the elders of the local church, suspend the right of the accused to exercise the prerogatives of membership, including removal from lay ministry in the local church pending the completion of the disciplinary process.

5. **Request for Review.** If a charge is dismissed, the individual(s) who brought the charge may request review of the decision to dismiss the matter as outlined in Section X below.

- B. **Investigation.** When warranted, the appropriate ecclesiastical authority will appoint two or more persons (at the local church, elders) to conduct an investigation of the charge. The lead pastor or another member of the pastoral staff of the church may be appointed as one of the investigators. A female shall be included as an investigator when either the Accused or the Complainant is a woman. In the case of a charge of child or vulnerable adult abuse, local government authorities will generally conduct the investigation but in a case where this does not occur, the investigative committee should include at least three members, including both genders and every effort should be made to appoint one investigator with background or training in abuse investigations as referred by or approved by the National Office and an independent observer. The appointment of the investigators will be by letter, and a copy of the letter will be provided to the Accused and the next level of ecclesiastical jurisdiction. Every effort should be made to complete the investigation within 30 days from the date of appointment. The investigative process will include:

1. Interview with the Complainant(s).

2. Interview with the Accused. Unwillingness to appear at a scheduled interview without acceptable reason will be noted in the report. The ecclesiastical authority shall continue the investigation as outlined herein.
3. Interview with witnesses identified by the Complainant(s) and the Accused.
4. Review of any written statements provided by the Accused and any documents presented by the Complainant(s), or any other person identified as having relevant information.
5. Collection and review of other documentary evidence relevant to the charge.

The investigators will determine the scope of investigation. Interviews with the Complainant(s), victims of the alleged wrongful conduct (if they did not submit the charge), and the Accused will be conducted by at least two investigators. Recordings may be made of any sessions of investigation.

- C. **Summary of Investigation.** The investigators will prepare a written report of the investigation including a summary of evidence relevant to the charges, specific charges substantiated by the evidence, and recommendations. A copy will be provided to the Accused, and the ecclesiastical authority. A non-detailed summary report will be given to the Complainant(s) that will indicate only whether the charge(s) was found to be substantiated or unsubstantiated. If the charge(s) is found to be unsubstantiated, the report will indicate that the case is closed. If the charge(s) is found to be substantiated, the report will indicate that the charges are being passed on to a Discipline Committee.
- D. **Intermediate Action.** Upon receipt of the report of investigation, the ecclesiastical authority will take one of the following actions.
1. If it has been determined by the investigating committee that the charge is unsubstantiated, and there is no reasonable basis for proceeding with a hearing, a letter will be provided to the Complainant(s), the Accused, and all appropriate personnel who had knowledge of the allegation(s) informing them of the decision to dismiss all charges. The Complainant(s) may request a review of the decision to dismiss according to Section X below.
 2. If it is determined that the charge is substantiated, or in the case of an allegation of sexual harassment, sexual abuse, and/or sexual assault that is deemed plausible, and that it is neither possible nor appropriate to conduct a mediation in accordance with Alliance policy set out in Section II (A) above, and that formal disciplinary action is warranted, the appropriate

- ecclesiastical authority shall appoint a Discipline Committee. The Discipline Committee shall consist of no less than three members. The elders shall serve as the Discipline Committee in the local church (see Section III, A above). The “president” of the appropriate C&MA entity or his appointee shall serve as the moderator and will provide copies of the following documents to each member of the Committee: the written charge, the written response statement, if any, and the investigation summary. If the charges are undisputed or admitted, the hearing may be limited to specific matters of restitution and restoration to full fellowship with Christ and the church.
3. The Discipline Committee shall have the authority at any time in the proceedings to allow the matter to proceed in mediation in accordance with biblical principles and upon the stipulation of the Complainant(s) and the Accused. The Discipline Committee may also require successful completion of a mediation or peacemaking coaching as a condition of probation or as an element of a Restoration Plan. In the event that a matter is ordered to mediation by the Discipline Committee prior to judgment, the disciplinary process will be stayed until a certain date set by the Discipline Committee. If all matters are not resolved in mediation or coaching to the satisfaction of the Discipline Committee after report by the mediator, whether occurring prior to judgment or as part of the restoration process, then the disciplinary process shall be resumed and shall continue until completion.
- E. **Scheduling the Hearing.** Normally, the disciplinary hearing will be conducted within 30 days of the appointment of a Discipline Committee. The moderator will schedule the disciplinary hearing at a date and time mutually agreeable to the Accused and others participating in the hearing. The hearing may be held by written submission of statements and evidence at the discretion of the Discipline Committee if requested by either the Complainant or the Accused.
- F. **Prehearing Conference.** A prehearing conference may be (and will be if the Accused requests) set by the moderator no later than one week prior to the hearing. The purpose of the conference is to narrow the number and scope of disputed issues and to plan for an orderly hearing. At that time the Reporter (as defined below) and the Accused will identify all probable witnesses and give a summary of their anticipated testimony.

V. DISCIPLINARY HEARING

- A. **Discipline Committee.** The Discipline Committee will make decisions by majority vote and determine its own procedure as consistent with this Policy.

1. **Moderator.** The moderator will be responsible for the orderly conduct of the hearing and may rule on all procedural questions and questions related to the admission of tangible evidence including witness testimony, subject to reversal by a majority vote of the Committee.
 2. **Secretary.** A secretary will be appointed by the moderator to keep accurate records of all proceedings and to preserve all documents submitted to the Committee.
 3. **Reporter.** The investigators shall choose a Reporter to present the findings of the Committee along with any witnesses and documents relevant to the charge. An effort will be made to present only the witnesses and documents of greatest relevance to the issues raised in the charge, both favorable and unfavorable to the Accused. If possible, repetitive testimony will be avoided. He/she will be excused prior to final deliberations.
- B. **Accused.** The Accused may recall witnesses presented by the Reporter, call additional witnesses, provide additional testimony on his/her behalf, and/or submit a written statement at the time of the hearing. He/she will have the right to an advocate at the hearing and may choose a colleague, Christian friend, or member of the church whether in the United States or overseas national church. Since this is an ecclesiastical hearing, legal counsel of any kind is not permitted.
- If the Accused is unable to be present at a scheduled hearing, he/she may request to have an advocate to appear in his/her place or may request a rescheduling of the hearing. Unwillingness to appear or be represented at an agreed-upon hearing without acceptable reason may be considered an implication of guilt. The absence of the Accused or an advocate at any hearing will not prevent the Discipline Committee from proceeding with the hearing.
- C. **Witnesses.** Witnesses may be examined by the Reporter, the Accused (and the advocate for the Accused, if any), and one or more members of the Discipline Committee including the moderator. One or more members of the Committee (usually not the moderator) may be selected to question the Accused and any witnesses on behalf of the Committee.
- D. **Evidence.** Along with witness testimony, the Committee may also consider relevant documents, the summary of investigation, and other documents submitted by the parties. Tape recordings and other types of magnetic and/or digital recordings will be admitted as evidence if the recordings had been made with the full knowledge of those giving testimony or being charged, recognizing exceptions may be necessary at the discretion of the Committee.

- E. **Persons Present.** Persons present during the hearing will only include the members of the Discipline Committee, the Reporter, the Complainant(s), the Accused, and one witness at a time while testifying. The spouse and the advocate for the Accused may also be present while any testimony is being given.

In cases involving sexual abuse or the abuse of a child or vulnerable adult, the alleged victim of abuse will be requested but not required to appear at the hearing where the accused is present. The victim's testimony taken during the preliminary and formal interviews may be presented by the Reporter.

- F. **Record of Proceedings.** A recording will be made of the hearing proceedings when possible. The recording may be used during the hearing, Committee deliberations, and appeal. The names of all individuals whose voices are recorded will be given at the beginning of the recorded testimony. The recording of the hearing and any documents or other evidence admitted shall become the record of the proceedings. The record of the proceedings, after being approved by the secretary and moderator, will be given into the custody of the moderator. If an appeal is made, the record will be forwarded to the proper body and returned to the moderator after use. All investigations involving official workers as well as the records of all disciplinary actions involving official workers shall be reported to the National Office, and all records of actions relating to the revocation of license and/or the expulsion of official workers from the C&MA shall be forwarded to the National Office along with all personnel records. For cases involving international workers presently at international ministry locations, all records of the disciplinary actions including charges, evidence, defense, and conclusions shall be sent to the appropriate regional director or specialized structure director. The international worker against who the charges have been brought will also receive copies of the complete written record.

- G. **Hearing Steps.** In circumstances where the person subject to disciplinary action has confessed, and where there is evidence of genuine repentance and a willingness to submit to a restoration process as outlined by the ecclesiastical authority, it is permissible to conduct the disciplinary hearing informally. In addition, the Accused must agree in writing to waive a formal hearing.

When a formal hearing is required, it shall proceed in the following manner:

1. Reading the charge.
2. Accused's response to the charge.
3. Presentation of the Reporter's evidence.
4. Presentation of the Accused's evidence.

5. Statement by the Reporter.
6. Summation by the Accused.
7. Summation by the Reporter.
8. Deliberation of the Discipline Committee in executive session and a decision on each charge. A majority vote is required for a decision of guilty. At its option, the Committee may permit a written summation by the Reporter and the Accused to be submitted within five (5) days of the hearing but prior to any deliberations.
9. Judgment of the Discipline Committee. The Committee will submit its decision in writing with respect to each charge and the discipline to be imposed and will advise the Accused of the right to appeal and the process to be followed. Each member of the Committee will sign the document and a signed copy will be given to the person(s) subject to discipline. A copy will be forwarded to the next higher level of jurisdiction. The Committee may announce its decision at the conclusion of the hearing or later in its written report. Usually, the Committee's written decision will be prepared and issued following the conclusion of the hearing.
10. Statement to the Complainant(s). The Committee will submit a written statement to the Complainant(s) indicating the verdict reached by the Discipline Committee and, if found guilty, the penalty that will be imposed.

VI. RESTITUTION AND RESTORATION

- A. **Form of Discipline.** One of the following forms of discipline will be imposed for any offense for which a person is found guilty.
 1. **Reprimand.** Reprimand is the lowest degree of censure and consists of reproving, warning, and exhorting the offender to a more consistent walk with the Lord. This form of discipline may be applied to all persons subject to this Policy, including employees who are neither church members nor licensed/certified workers. The official relationship with the National Office, a C&MA church or status as a licensed/certified worker is not altered. The appropriate ecclesiastical authority will administer the discipline.
 2. **Probation.** During the period of probation, the erring person's(s') relationship with the church and/or the privileges and responsibilities of ministry and/or employment may be limited as determined by the Discipline Committee. This form of discipline may be applied to all persons subject to this Policy, including employees who are neither church members nor licensed/certified workers. In the case of an international worker, probation will be administered only if it has been determined that the international worker's continued presence at the international ministry

location will not be detrimental to the overseas national church and/or the missionary community. The duration of the probation will be set by the Committee in view of the circumstances of the case but usually will not exceed six months.

During the period of probation, the person(s) subject to discipline will meet regularly with a spiritual advisor appointed by the ecclesiastical authority, will daily live a life above reproach, fulfill all requirements for restitution as necessary and directed by the Committee, and prove himself/herself before God and the church. During probation the Committee may impose additional measures if it determines that the person(s) subject to discipline has not progressed appropriately. At the conclusion of the period of probation the Committee will evaluate evidence of genuine repentance and whether other expected progress has been achieved (as defined in 2 Corinthians 7:10-11). If the terms of the probationary period have not been met, or if satisfactory progress has not occurred, the individual(s) may be subject to an additional probationary period, revocation, or expulsion.

- 3. Revocation.** Revocation applies to licensed/certified workers and church members, but usually does not apply to persons who are employees only. During the period of revocation, the guilty person's(s') privileges and responsibilities as a licensed/certified worker will be discontinued. For laity, all public ministries will be discontinued. Further, the official worker license and other certifications (except ordination) will be surrendered to the appropriate ecclesiastical authority. The Discipline Committee will determine the appropriate duration for revocation, usually from six months to two years. In all cases of sexual moral failure involving marital unfaithfulness, and/or direct sexual contact outside of marriage or with persons of the same sex, the period of revocation will not be less than two years. The Committee may extend the period of revocation or it may initiate expulsion if it is determined that the guilty person(s) has not demonstrated an attitude of genuine repentance for the prior immoral conduct and progressed satisfactorily toward spiritual wholeness, moral rectitude, and marital harmony (where applicable). The Committee may require regular meetings with a spiritual advisor and may impose other conditions as appropriate, including prohibiting an unrepentant person(s) from participating in Holy Communion.

The ecclesiastical authority may lift the revocation after evidence of genuine repentance and other expected progress has been achieved and a request for restoration received. If a request for restoration is not filed 30 days following the end of the period of revocation, the person will remain classified under revocation indefinitely. Reinstatement may be requested after the originally established period of revocation has been completed and the terms of the plan for restoration have been fulfilled. If in the future

the person shows evidence of repentance and requests to be placed in the restoration process, steps toward the restoration of fellowship (as outlined in Section VIII below) may be initiated at the discretion of the appropriate ecclesiastical authority.

In addition to the above, on occasion a C&MA consecrated and ordained individual may have made the decision to resign from C&MA ministry, return his or her credentials, and/or surrender membership in the C&MA. When circumstances arise that would normally warrant the initiation or completion of the disciplinary process, but the C&MA no longer has direct authority over the individual, it is within the purview of the Credentialing Council of the consecrating and ordaining district to withdraw the individual's consecration and ordination. The recommendation to withdraw consecration and ordination shall be presented to the Credentialing Council by the district superintendent or, in the case of an employee of the National Office including an international worker; the recommendation shall be presented to the Board of Directors of the C&MA by the president. A decision to withdraw an individual's consecration and ordination will be automatically appealed to the National Office (as defined in Section IX, B below) before becoming effective.

Upon the return of an international worker to the United States, the National Office may ask the district where the individual resides in the United States to work on behalf of the National Office to oversee and implement a plan for restoration.

4. **Expulsion.** Expulsion is the most severe penalty that may be exercised by the church. A decision to impose expulsion will be automatically appealed to the next higher level of jurisdiction (as defined in Section IX, B below) before becoming effective. Expulsion applies to licensed/certified workers and church members, but usually does not apply to persons who are employees only. Expulsion results in the discontinuation of all rights, responsibilities, and privileges of membership in the local church and the automatic withdrawal of the Certificate of Membership. For licensed/certified workers, expulsion results in the discontinuation of all credentials and all rights, privileges, and responsibilities associated with the status. It will result in the automatic withdrawal of consecration and ordination. Individuals who have been expelled from membership and/or whose credentials have been withdrawn as a result of expulsion may not be received into membership in another congregation of the C&MA or licensed to serve in ministry in another C&MA entity.

If in the future the person shows evidence of repentance and requests to be placed in the restoration process, restoration (as outlined in Section VIII below) may be initiated as determined by the appropriate ecclesiastical

authority and may result in a reinstatement of credentials and/or local church membership.

- B. **Employment.** In addition to or in lieu of the above penalties, the Discipline Committee, at its discretion, may impose requirements on the terms and conditions of the guilty person's(s') employment, including but not limited to personnel action such as adjustment in job duties, transfer, demotion, or reassignment; disciplinary action; and/or immediate termination of employment. This Policy is not intended to create an express or implied contract of employment, to require the procedures of this Policy be followed before any action is taken, or to otherwise modify the at-will employment relationship which may exist between the employee and the employing entity.

In the case of an international worker, if there is a finding of immorality, propagating doctrines contrary to the basic teachings of the C&MA, or other serious offenses and the international worker shows no evidence of repentance or desire to be placed under discipline or if there is a finding of sexual abuse of a child or vulnerable adult, such worker shall be dismissed from service with the C&MA. The official credentials of a licensed worker of the C&MA shall be surrendered to the ministry location leader immediately. The ministry location leader shall arrange for the international worker's immediate return to the worker's home country. In the case of other forms of abuse, the decision to dismiss such worker and/or to require the surrender of the official credentials of a licensed worker of the C&MA will be determined based on the details of each specific case.

- C. **Non-Offending Spouse.** In the case of a married international worker where the spouse is judged innocent of any wrongdoing, penalties of reprimand and probation shall not be applied to the innocent spouse. Where revocation, dismissal, or expulsion is the form of discipline imposed, the innocent spouse will incur the effects of the discipline of the offender by virtue of the marriage relationship. However, a statement declaring the innocence of the non-offender is placed in the couple's file. The National Office may grant permission for the innocent spouse to be involved in ministry during the discipline period.
- D. **Discipline of Non-U.S. C&MA International Workers.** The international worker's sending agency is the only body authorized to discipline and dismiss its personnel. However, the U.S. C&MA reserves the right to terminate working agreements with non-U.S. personnel when such action is deemed necessary.

VII. DETERMINATION OF SEVERITY OF DISCIPLINE

The facts and circumstances of an individual case determine what discipline will be imposed. If the offense is isolated and considered relatively minor with no actual harm to others, then a less severe discipline may be appropriate. If the offense involves flagrant misconduct, maliciousness, gross rejection of scriptural principles or C&MA doctrine, failure to submit to constituted authority, repeated incidents, or a pattern of wrongful behavior involving harm to others, then more severe discipline may be deemed necessary. Evidence of remorse and repentance and a genuine desire to change, especially if occurring prior to the disciplinary proceeding, may be grounds to opt for a lesser penalty. In determining the discipline to be imposed, the Discipline Committee will seek guidance in Scripture and through prayer and will seek to promote the purity and faith of the spiritual body of believers while striving to promote growth and restoration of the erring believer to fellowship with Christ and the church.

VIII. RESTORATION PROCESS

A. **Determination of Restoration.** If the disciplinary measure imposed on a guilty person(s) is revocation, the Discipline Committee will consider whether a plan for restoration to fellowship is appropriate.

1. The primary goal of a plan for restoration is to return an erring believer to full fellowship with Christ and the Christian community. Reinstatement to licensed ministry, active membership in the local church, or a place of leadership or ministry in the local church is not guaranteed.
2. In rare instances the Committee may determine the person's(s') conduct was so heinous and his/her attitude so contrary to Christian principles that reinstatement to licensed ministry, church membership, and/or other public ministry is not possible at any time. In the case of an official worker found guilty of sexual abuse of a child or vulnerable adult, by either a Discipline Committee or a court of law, there will be no possibility of regaining credentials for ministry in the C&MA. In the case of other forms of abuse, the decision to permanently deny credentials will be determined based on the details of each specific case.
3. Restoration will not involve an agreement by the ecclesiastical authority, Discipline Committee, employing entity, or any other person involved in the disciplinary proceeding to withhold information concerning the proceeding, including the results, in the event the restored individual seeks new church membership or a new position with the denomination, district, or C&MA church entity, or a supporting organization of the C&MA.

B. **Restoration Process/Plan.**

1. The individual seeking restoration will:
 - (a) In cooperation with a spiritual advisor appointed by the ecclesiastical authority, develop a plan for restoration within 30 days of the date when disciplinary measures were communicated. The plan must be approved by the appropriate ecclesiastical authority before it is implemented. Permission may be granted to receive, approve, and direct plan implementation at any time before and after the 30-day time frame. The National Office may ask the district where the individual resides in the United States to work on behalf of the National Office to oversee and implement the plan for restoration. Arrangements may be made for a plan for restoration to be submitted to an ecclesiastical authority in another community and/or district if the individual seeking restoration has relocated and permission has been extended by the original Discipline Committee. In these circumstances the ecclesiastical authority receiving the plan for restoration will obtain and review the record of the original disciplinary proceeding and, if possible, consult with the original ecclesiastical authority and/or members of the Discipline Committee to become informed regarding the history of the case before approving the plan.
 - (b) Where appropriate, engage in ongoing fellowship in an Alliance church which has been approved by the Committee.
2. The ecclesiastical authority will:
 - (a) Provide oversight and direction during the restoration process.
 - (b) Outline the specific process of restoration and the expectations and requirements.
 - (c) Appoint an advisor.
 - (d) Assure that specific biblical principles and standards of conduct and belief are identified and implemented by the offender.
 - (e) Provide a schedule for review of the offender's progress.
- C. **Reinstatement.** An individual who has been restored to fellowship with the church is not guaranteed full reinstatement to all rights and privileges previously held.

Reinstatement to a position of ministry in The Christian and Missionary Alliance and/or the local church is not assured even if an individual has satisfactorily

completed requirements for restoration to fellowship. Person(s) wishing to be reinstated to ministry as an official worker must comply with all requirements for licensing and if the period of revocation has exceeded one year, may be required to appear for a licensing interview before the Credentialing Council and/or, in the case of an international worker, before the appropriate authority in the National Office. The individual who wishes to be reinstated must submit a written request for reinstatement and provide evidence of successful completion of the plan for restoration to the appropriate ecclesiastical authority. Factors prohibiting the offender from obtaining reinstatement include but are not limited to:

1. Failure to provide satisfactory evidence that the patterns of behavior which led to the sinful conduct for which the discipline was imposed have been abandoned.
2. Involvement in multiple offenses, repeated sexual misconduct, or any child/vulnerable adult abuse.
3. Refusal or failure to fulfill any aspect of the disciplinary or restoration process.
4. Refusal of the secular or religious community to respect the offender as a person of trust and/or a spiritual leader.

The decision on reinstatement will be subject to the appeal to the appropriate official as outlined below.

IX. APPEAL

- A. **Grounds for Appeal.** One and only one appeal may be made from any verdict of the Discipline Committee to the next higher level of jurisdiction, and the resulting decision on the matter will be considered final. Grounds for appeal are:
 1. Material error in the Committee's factual determination based on the evidence presented.
 2. Material error in the Committee's application of standards of conduct and belief as expressed in the Scripture or C&MA doctrine.
- B. **Procedure for Appeal.** Only the Accused has the right to appeal a decision of the Discipline Committee.

1. The appeal must be made in writing to the next level of jurisdiction no later than 30 days after the verdict of the Committee has been communicated. A copy of the appeal will be submitted to the ecclesiastical authority that convened the original disciplinary hearing.
2. The original ecclesiastical authority will forward a copy of all proceedings to the ecclesiastical authority to whom appeal has been made, along with copies of all correspondence with the individual making the appeal.
3. The ecclesiastical authority to whom the appeal has been made may appoint a committee to assist in the appeal process and in reviewing all previous proceedings.
4. The ecclesiastical authority and committee, if any, may:
 - (a) Affirm the decision of the Discipline Committee.
 - (b) Reverse the decision in part or in whole.
 - (c) Return the case to the Discipline Committee for further consideration.
 - (d) Modify the plan for restoration.
5. Disputes regarding or arising out of the appeal process, including whether the decision was supported by the evidence, will be decided by this appeal process as a matter of ecclesiastical law, and not in or through a court of law or according to civil law.

C. **Levels of Jurisdiction.** Levels of jurisdiction used in the appeal process:

1. If the Accused is a church member, the appeal is made to the district superintendent.
2. If the Accused is a district worker, the appeal is made to the National Office.
3. If the Accused is an international worker, the appeal is made initially to the National Office. If the National Office rejects the appeal, the accused may make a final appeal to the C&MA Board of Directors. The National Office is obliged to forward the appeal to the chairman of the C&MA Board of Directors.
4. If the Accused is a National Office employee or officer, the appeal is made to the chairperson of the C&MA Board of Directors.

X. REQUEST FOR REVIEW

The Complainant(s) may request a review of the decision to dismiss the charge as outlined in Section IV, item A or C above. The request for review must be submitted in writing to the appropriate level of jurisdiction as identified in Section IX, C. The request will be submitted within 14 calendar days following the decision to dismiss the charge. The scope of the review is determined by the ecclesiastical authority conducting the review. The review decision is final.

XI. AMENDMENTS

Amendments to this document may be made by the Board of Directors of The Christian and Missionary Alliance.

E8

GENERAL REGULATIONS

I. ASSISTANT OR ASSOCIATE PASTORS

Assistant or associate pastors who are to be officially recognized and licensed as such shall be called by the governance authority of the local church and be appointed by the district superintendent after conference with the pastor and the governance authority.

The district superintendent and pastor shall suggest to the governance authority the name(s) of workers who, in their judgment, have proper qualifications for the position of assistant or associate pastor. The governance authority shall not give consideration to any person for this position without the approval of the district superintendent and pastor. A person called and appointed by a pastor and governance authority, without observing the above procedure, shall not be entitled to official recognition or license.

II. DIRECTORS OF DISCIPLEMAKING MINISTRIES

Directors of Disciplemaking Ministries, duly qualified by formal training, who are to be officially recognized and licensed as such, shall be called by the governance authority of the local church and be appointed by the district superintendent after conference with the pastor and governance authority.

The district superintendent and pastor shall suggest to the governance authority the name(s) of workers who, in their judgment, have proper qualifications for the position of director of Disciplemaking Ministries. The governance authority shall not give consideration to any person for this position without the approval of the district superintendent and pastor. A person called and appointed by a pastor and governance authority without observing the above procedure shall not be entitled to official recognition or license.

III. REMOVAL OF PASTOR

The district superintendent, with the approval of the District Executive Committee, shall have the authority to remove or transfer a pastor when the governance authority is in disagreement or whenever circumstances make such removal or transfer advisable.

IV. EVANGELISTS

Upon approval of the district Credentialing Council, or a committee appointed by the District Conference, the district superintendent will license evangelists who reside in the district and hold membership in The Christian and Missionary Alliance, even though their fields of service extend outside the boundaries of said district.

When recommended by Church Ministries, the Board of Directors, at its discretion, may license evangelists who are in official relation to The Christian and Missionary Alliance and whose field of service is national or international in scope.

V. AFFILIATED CHURCH

A non-Alliance church that wishes to establish an affiliation with The Christian and Missionary Alliance may negotiate with the district superintendent and District Executive Committee to establish such a relationship on the following terms:

- A. Call a duly licensed Alliance pastor through the district superintendent.
- B. Conduct an annual missions conference in the interest of the worldwide work of The Christian and Missionary Alliance.
- C. Adopt a written agreement approved by the church governance authority and the District Executive Committee which shall be reviewed every five years.
- D. Make provision for the pastor to attend the District Conference, other district functions, and the General Council.
- E. Contribute regularly to the district operating budget.
- F. Contribute regularly to The Christian and Missionary Alliance Retirement Plan at the current rate.

VI. SOLICITATION OF FUNDS

The solicitation of funds from Christian and Missionary Alliance pastors or churches for any purpose shall be allowed only when the District Executive Committee approves of solicitation in that district or when the Board of Directors approves of solicitation in The Christian and Missionary Alliance.

Church Ministries, with concurrence of Alliance Missions, on occasion, may invite representatives from overseas national churches to participate in the promotion of missions in the United States Christian and Missionary Alliance churches. Under such an arrangement, Church Ministries shall assume responsibility for the round-trip travel costs of the representatives. All funds raised as a result of such ministries shall be sent in the normal way to the treasurer of The Christian and Missionary Alliance in

Reynoldsburg, Ohio, for proper handling.

Districts, churches, or other Christian and Missionary Alliance organizations which desire to invite overseas national church representatives to minister shall assume full responsibility for expenses incurred and are requested to inform Alliance Missions of such plans through Church Ministries. Local churches and district organizations shall notify the district office before proceeding further. Any funds received for overseas projects under this arrangement shall be sent to the treasurer of The Christian and Missionary Alliance in Reynoldsburg, Ohio, for proper handling.

Any solicitation of funds shall be in compliance with the above-stated policy, I.R.S. regulations, and applicable state law.

VII. FAITH PROMISE CARDS

- A. All churches are encouraged to use the official Faith Promise cards in their Missions Conferences. Churches also are urged to set annually a goal for their giving to the Great Commission Fund. All monies contributed to the Great Commission Fund shall be sent to the treasurer of The Christian and Missionary Alliance in Reynoldsburg, Ohio, by the tenth day of the following month.
- B. Missions conference expense offerings shall be considered separately.
- C. District authorities may arrange to raise funds for local and district needs by the use of specially prepared pledge cards.

E9

REGULATIONS GOVERNING MULTICULTURAL MINISTRIES UNDER CHURCH MINISTRIES

The Christian and Missionary Alliance recognizes its spiritual obligations to the many cultural, ethnic, and language groups within the geographical boundaries assigned to Church Ministries. The evangelistic and church-planting objectives of The Christian and Missionary Alliance among these groups shall be carried out under the direction of Church Ministries.

I. ADMINISTRATION

- A. **Assistant Vice President.** The assistant vice president for Church Advance and Multicultural Ministries shall be appointed by the vice president for Church Ministries subject to the approval of the president and reported to the Board of Directors of The Christian and Missionary Alliance. The assistant vice president shall have general oversight of the work and shall report to the vice president for Church Ministries. He shall be an ex officio member of all Multicultural Ministries District Conferences and District Executive Committees.
- B. **Organizations.** Multicultural Ministries districts and associations shall be determined on the basis of cultural, ethnic, or language groups rather than geographical boundaries.
1. **Districts.** Districts shall be classified in accordance with Section E2 of the *Manual* as follows:
 - (a) **Constituted District.** A district having a minimum of 40 organized churches and functioning according to The Christian and Missionary Alliance Uniform Constitution for Districts may apply to become a "Constituted District." Upon action of the District Executive Committee, a constituted district may submit a request to the vice president for Church Ministries to transfer the district from Multicultural Ministries to direct supervision from the office of the vice president.
 - (b) **Developing District.** A district having between 11 and 39 organized churches and functioning according to the Policy for the Governance of Developing Districts shall be known as a "Developing District."
 2. **Associations.** Associations of culturally/linguistically related workers and/or

churches may be organized according to the Regulations for Associations under Church Ministries. Workers and churches participating in such associations shall relate administratively to the district of which they are a part.

- C. **Support of the District Administration.** All local churches shall contribute on a regular basis, to be determined by the District Conference, to the cost of administration.

II. LICENSING AND CONSECRATION AND ORDINATION

Districts in Multicultural Ministries shall license and consecrate and ordain according to the Uniform Policy on Licensing, and Uniform Policy on Consecration and Ordination. Only when clear cultural or linguistic factors require it shall licensing, consecration and ordination, and discipline policies of a given district vary from standard policies of Church Ministries.

III. DISCIPLINE AND APPEAL

The Uniform Policy on Discipline, Restoration, and Appeal found in the *Manual of The Christian and Missionary Alliance* shall be observed by Multicultural Ministries with the exception that, for unconstituted districts, Church Ministries rather than the district shall appoint the committee involved in the disciplinary procedure.

IV. RECLASSIFICATION

When the conference of a Developing District reaches a level of administrative development and numerical strength to operate as a Constituted District, Church Ministries may petition the Board of Directors of The Christian and Missionary Alliance to reclassify the district to Constituted District status.

If, because of acculturation or other similarly valid ministry reasons, a minority-culture church desires to transfer into a geographical district encompassing the church's location, or if for similar reasons a church within a geographical district desires to transfer to an ethnic/ linguistically defined district, these alternatives shall be considered by Church Ministries in accordance with the Guidelines for the Transfer of Churches (*CM Handbook*) and, if approved, be authorized by the vice president for Church Ministries. The dissolution of a fully constituted district and the amalgamation of its congregations into another geographical or ethnic/linguistic district shall require the approval of the Board of Directors upon recommendation of the vice president for Church Ministries in consultation with affected Districts' Executive Committees.

V. PROPERTIES AND REAL ESTATE

All properties under the jurisdiction of Multicultural Ministries not owned by a local church or a properly incorporated Multicultural Ministries district shall be held by the Colorado corporation of The Christian and Missionary Alliance, headquartered in Reynoldsburg, Ohio.

VI. AMENDMENTS

These regulations may be amended by the Board of Directors of The Christian and Missionary Alliance.

E10

POLICY FOR THE GOVERNANCE OF DEVELOPING DISTRICTS

The following document contains governance and operational provisions that shall apply at any time in which a District is determined to be a "Developing District" by the Board of Directors of The Christian and Missionary Alliance. Its purpose is to provide operational policies that prepare the Developing District to become fully constituted. A District becomes fully constituted when the Board of Directors determines the District meets the established criteria and the District Conference formally adopts the Uniform Constitution for Districts and other resolutions as required by the Board. This policy encourages the Developing District to pursue full status; demonstrating its ability to govern itself, support its ministries, and effectively multiply disciples.

PREAMBLE

District organization in The Christian and Missionary Alliance is designed to help churches fulfill Jesus' command to make disciples of all peoples and to provide for relationships between congregations which are indicated in the New Testament. While the local assembly is the primary visible form of the church, the relationships beyond the congregation are essential if the local church is to fulfill its function in fellowship, evangelism, church development, extension, and world missions.

Therefore, The Christian and Missionary Alliance churches of this district are united in governance, fellowship, and service in order to promote unity of faith in the fullness of Jesus Christ as Savior, Sanctifier, Healer, and Coming King, and to facilitate the spread of the gospel at home and abroad under the guidance and enabling of the Holy Spirit.

ARTICLE I NAME

This district shall be known as the _____ District of The Christian and Missionary Alliance. Its geographical or cultural boundaries are defined by the Board of Directors of The Christian and Missionary Alliance and may be changed from time to time by such Board of Directors.

ARTICLE II ORGANIZATION AND GOVERNMENT

The organization of this district shall be in harmony with these Policies and the Amended and Restated Constitution and Bylaws of The Christian and Missionary

Alliance (the "Bylaws") and shall include all developing, accredited and affiliated churches, official workers, and ministries of The Christian and Missionary Alliance within the district, except those under the immediate supervision of the Board of Directors of The Christian and Missionary Alliance.

Section 1. District Conference. The District Conference shall constitute the legislative body of this district. Its legislation shall be limited to district affairs and in no case shall such legislation be in conflict with the actions of the General Council of The Christian and Missionary Alliance. This district may adopt bylaws setting forth, among other things, the rules and procedures governing its District Conference, subject to the approval of the National Office. This district shall hold a District Conference each year and there shall be two types of delegates to the District Conference: "accredited delegates" and "corresponding delegates." Accredited delegates shall be entitled to vote.

A. **Accredited Delegates.** Those eligible to be accredited delegates to the District Conference shall be limited to the following individuals.

- (1) All persons holding official worker licenses in this district and other officers of this district.
- (2) All evangelists and ministers-at-large residing in this district.
- (3) The vice president for Church Ministries or his designated representative.
- (4) Church delegates.
 - (a) All accredited churches of The Christian and Missionary Alliance shall be entitled to send their pastor and two lay delegates. If the voting membership (as reported in the last annual report of the church) is 150 or more, another lay delegate may be sent for each additional 100 voting members or a fraction thereof.
 - (b) Lay delegates from the accredited church shall be selected by the governance authority.
 - (c) Developing churches of The Christian and Missionary Alliance shall be entitled to send one lay delegate selected by the Church Advisory Committee and appointed by the district superintendent.
 - (d) All affiliated churches of The Christian and Missionary Alliance shall be entitled to send one lay delegate selected by the governance authority.
- (5) Members or representatives of the Board of Directors of The Christian and

Missionary Alliance who may be able to attend.

(6) Lay members of the District Executive Committee.

(7) The director of district Alliance Women.

(8) Any military chaplain on active duty duly credentialed as an official worker of The Christian and Missionary Alliance who is serving his military assignment in this district at the time of the District Conference.

(9) All retired or disabled international workers and U.S. official workers residing in this district whose names appear on the official worker list of The Christian and Missionary Alliance.

(10) Laypersons elected by the District Conference to serve on the regional college's Board of Trustees.

B. **Corresponding Delegates.** The following persons shall be eligible to attend the District Conference as nonvoting, corresponding delegates.

(1) Official representatives of each of the four areas of ministry of The Christian and Missionary Alliance.

(2) International workers of The Christian and Missionary Alliance who may be able to attend.

(3) Official representatives of educational work connected with The Christian and Missionary Alliance.

(4) On recommendation of the District Conference Committee on Credentials, any member of The Christian and Missionary Alliance visiting the Conference may be admitted as a corresponding delegate by a two-thirds vote of the Conference.

(5) One representative of a cooperating non-Alliance church.

C. **Quorum.** One-third of the number of accredited delegates shall constitute a quorum.

Section 2. District Executive Committee.

A. **General.** The District Executive Committee shall be the Board of Directors of the corporation. This Committee shall consist of the officers of the district, such other members as shall be elected by the District Conference, and the vice president for

Church Ministries or his designated representative who shall serve ex officio. This Committee shall consist of not less than five members and no more than nine members including the district superintendent or the designated representative of Church Ministries.

The administrative work of this district shall be committed to the District Executive Committee of which the district superintendent shall be the chairman. The vice president for Church Ministries may appoint a subcommittee to act with the district superintendent between meetings of the District Executive Committee and report to the District Executive Committee.

The District Executive Committee may request an audited report at any regular meeting. It shall be the responsibility of the District Executive Committee to appoint annually an independent Certified Public Accountant who shall perform an examination of the district's financial statements. Furthermore, the District Executive Committee shall appoint annually an Audit Review Committee that shall meet with the auditor to review the audit and management letter and to submit a report of its review to the District Executive Committee.

These reports and audit shall be submitted to the Board of Directors through the National Office¹.

- B. **Removal.** Any officer or supporting organization official, of the (district) of The Christian and Missionary Alliance, whether elected by District Conference or appointed by the District Executive Committee, or any individual member of the District Executive Committee, may be removed by the vice president for Church Ministries whenever, the best interests of the (district) of The Christian and Missionary Alliance will be served.

Section 3. Officers. The officers of this district shall consist of district superintendent, secretary, and treasurer.

- A. **District Superintendent.** The district superintendent shall be the recognized head of the district organization and member ex officio of all district committees and shall exercise oversight of the entire work of this district under the direct oversight of the vice president for Church Ministries. The district superintendent shall be the president of the corporation where such office is required by law. The district superintendent shall report to both the vice president for Church Ministries and to the District Executive Committee.

¹ National Office is defined in the Amended and Restated Constitution and Bylaws of The Christian and Missionary Alliance as the Office of the President of The Christian and Missionary Alliance and those corporate officers and staff serving under corporate authority of such president.

- B. **Secretary.** The district secretary shall keep the minutes of the District Conference and minutes of all meetings of the District Executive Committee and shall perform all other duties pertaining to his/her office or assigned by the District Executive Committee.
- C. **Treasurer.** The district treasurer shall supervise the receipt and disbursement of all funds intended for expenditure for district purposes as directed by the District Executive Committee. He/she shall present to the District Conference an annual financial report and shall prepare for the District Executive Committee such reports as it may request.

Section 4. Elections.

- A. **District Superintendent.** The district superintendent shall be elected by the District Conference. His term of office shall be four years, beginning August 1 following his election or, if the election is conducted following July 1, beginning January 1 of the next year. He is eligible for three consecutive terms. He is eligible again after the lapse of one term.

The National Office shall present a name in nomination for the office of district superintendent two months in advance of the elections. The churches and licensed official workers in the district shall be notified by either electronic means or conventional mail. Other nominations may be made from the floor of District Conference, providing the nominee has been approved by the vice president for Church Ministries for nomination at least one month prior to the District Conference.

Election shall be by ballot and shall be determined by two-thirds of the votes cast.

In the event that a decision cannot be reached by the District Conference, the Board of Directors shall appoint a district superintendent for one term. In the event of the death, resignation, or involuntary removal of the district superintendent, the National Office shall appoint an individual to perform the duties of the district superintendent until the office has been filled either by the Board of Directors or by election of the District Conference.

- B. Other officers of this district and members of the District Executive Committee shall be elected by the District Conference annually or as specified in the district bylaws.
- C. The Credentialing Council shall be elected by the District Conference, or appointed by the District Executive Committee, as specified in the district bylaws.
- D. The director of the district Alliance Women shall be selected as provided within

the policies of Alliance Women and determined by the bylaws of this district.

- E. Other district committees or personnel shall be elected or appointed as specified in the district bylaws.

Section 5. Credentialing Council (CC). There shall be a single Credentialing Council. The Credentialing Council shall be elected by the District Conference or appointed by the District Executive Committee, as specified in the district bylaws.

The Credentialing Council shall examine and recommend approval for the licensing of official workers and approve leaves of absence. All licenses and leaves of absence recommended and approved shall be issued by the district superintendent. The Credentialing Council shall examine and consecrate and ordain qualified candidates for the Christian ministry.

District practices and procedures in matters of licensing, consecration and ordination, and discipline are subject to the uniform policies pertaining thereto as promulgated and amended from time to time by The Christian and Missionary Alliance.

Section 6. Disciplemaking Ministries. This district shall encourage, coordinate, and give oversight to disciplemaking ministries in churches as well as provide resources and training for such ministries at all age levels. This district shall specify the means by which these ministries are pursued within its bylaws.

Section 7. Church Health and Multiplication. This district shall encourage, coordinate, and give oversight to church planting and multiplication ministries throughout the district as well as provide ongoing assessment and consultation for the continued growth of healthy congregations. This district shall specify the means by which these ministries are pursued within the district in its bylaws.

Section 8. Missions Mobilization. This district shall mobilize district churches for the accomplishment of the Great Commission by encouraging participation in the worldwide missionary and church planting efforts of The Christian and Missionary Alliance including, but not limited to, active promotion of and support for the Great Commission Fund. This district shall specify in its bylaws the means by which mobilization efforts are to be pursued within the district.

Section 9. Property.

- A. This district may acquire, own, dispose of, improve, encumber, and convey property, real and personal, for district purposes, in conformity with the laws of the state where the property is situated. Where trustees are required, they shall be appointed by the National Office. Such property may be sold, conveyed, exchanged, or encumbered under the order of the District Conference and

authority of the District Executive Committee by the trustees, or by the district superintendent and secretary, or other district officer, subject to the approval of the National Office and in conformity with the laws of the state where the property is situated

- B. Upon approval of the National Office, this district may adopt a bylaw empowering any three of its officers to release a reversionary or other contingent interest in the real property of an accredited church in the event of the sale of church real property, or to subordinate such interest to a mortgage, when it is in the best interest of both the church and this district. Such action shall be subject to the approval of the National Office.
- C. This district is connected with and subordinate to its parent religious organization, The Christian and Missionary Alliance, a Colorado nonprofit corporation, headquartered in Reynoldsburg, Ohio. In consideration of the mutual benefits generated and derived from this relationship and understanding that The Christian and Missionary Alliance is relying hereon in agreeing to initiate or continue such relationship, this district agrees as follows.
1. **Property Reversion Events.** Any of the following shall constitute a "property reversion event:" (a) the decision or action of this district to disaffiliate or otherwise separate itself from The Christian and Missionary Alliance without the prior written approval of such decision or action by the Board of Directors of The Christian and Missionary Alliance, (b) the failure for any reason of this district to be subject to or abide by any of the purposes, usages, doctrines, or teachings of The Christian and Missionary Alliance, or (c) the termination of this district's existence for any reason.
 2. **Determination of a Property Reversion Event.** The determination of whether a property reversion event has occurred shall be considered and decided by the Board of Directors of The Christian and Missionary Alliance or its Executive Committee in accordance with procedures established from time to time by the Board of Directors of The Christian and Missionary Alliance. The decision of the Board of Directors of The Christian and Missionary Alliance or its Executive Committee shall be final and binding on The Christian and Missionary Alliance and the district and may not be challenged by any party in the absence of fraud, collusion, or arbitrariness.
 3. **Consequences of a Property Reversion Event.** Upon the occurrence of a property reversion event as determined in accordance with paragraph 2 above, legal title to all real and personal property (tangible and intangible), appurtenances, fixtures and effects of whatever type then owned, held or used by this district, without regard to how or from whom acquired, shall, upon the demand of The Christian and Missionary Alliance, revert to and become the

property of The Christian and Missionary Alliance. During the period of time between the occurrence of the property reversion event and the complete and final transfer of legal title to The Christian and Missionary Alliance, this district shall hold such property in trust for The Christian and Missionary Alliance to be used exclusively to further the purposes, usages, doctrines, and teachings of The Christian and Missionary Alliance.

Section 10. Accredited Churches. Accredited churches shall be those churches satisfying the requirements set forth in Section 3.1 of the Bylaws of The Christian and Missionary Alliance. The spiritual ministry of the church shall be under the care of a pastor who shall be appointed by the district superintendent in conjunction with the church governance authority.

Section 11. Developing Churches. Developing churches shall be those churches recognized as such by the district and operating under the Policy for the Governance of a Developing Church with the objective of becoming a fully accredited church of The Christian and Missionary Alliance. Each newly established church shall first be reported as a developing church.

Section 12. Affiliated Churches. Churches not satisfying the requirements of Section 3.1 of the Bylaws of The Christian and Missionary Alliance but desiring to cooperate in various degrees of fellowship with The Christian and Missionary Alliance may be classified as affiliated churches. Each affiliated church shall adopt and comply with the requirements, terms, and provisions for affiliated churches as promulgated and amended from time to time by The Christian and Missionary Alliance. Each affiliated church shall have the privilege of sending one accredited lay delegate to the District Conference.

Section 13. Supporting Organizations. Proposals for establishment and operation of all postsecondary educational institutions, retirement centers, and any other such similar ministries within this district which are directly controlled by the district, shall first be recommended by the District Executive Committee to the Board of Directors through the proper area of ministry for its action. They shall not be established unless and until authorized by the Board of Directors.

Section 14. Evangelists. Upon recommendation of the District Credentialing Council, the district superintendent may license evangelists who reside in this district and who hold membership in The Christian and Missionary Alliance, even though their fields of service extend outside the boundaries of this district. They shall report annually to the Credentialing Council concerning their activities.

Section 15. Publication Work. *Alliance Life* is recognized as the official communications vehicle of The Christian and Missionary Alliance.

Section 16. Bylaws. This district may adopt bylaws not in conflict with the provisions of these Policies or the Bylaws of The Christian and Missionary Alliance subject to the approval of the National Office.

Section 17. Amendments. These Policies may be amended by the Board of Directors of The Christian and Missionary Alliance.

Section 18. Conformance with Applicable Law. In cases where any provision of these Policies may not conform to state laws, this district shall be authorized to make such adjustments as necessary in counsel with the National Office so as to conform to such laws.

ARTICLE III EMERGENCIES

In the event that a district superintendent is involved in a catastrophic disaster as contained in Section 12.1b(2) of the Bylaws of The Christian and Missionary Alliance the vice president for Church Ministries, shall call a meeting of the District Executive Committee as soon as possible thereafter to make interim arrangements. The District Executive Committee shall function until a Disaster Committee has arranged a program in accordance with Section 12.1b(2) of the Bylaws of The Christian and Missionary Alliance.

E11

POLICY FOR QUALIFYING AS AN ACCREDITED CHURCH

The ecclesiastical organizational structure of The Christian and Missionary Alliance is established in the Amended and Restated Constitution and Bylaws of The Christian and Missionary Alliance:

National Office. The term "National Office," as used in these Bylaws, means the Office of the President of The Christian and Missionary Alliance and those corporate officers and staff serving under corporate authority of such president.

Districts. The term "district," as used in these Bylaws, means a corporation or an intercultural association functioning as a district within the appropriate area of The Christian and Missionary Alliance that (a) has been designated by The Christian and Missionary Alliance as a district thereof, (b) is governed by the particular district constitution promulgated and amended from time to time by The Christian and Missionary Alliance for use by such district, and (c) remains subject to and abides by the purposes, usages, doctrines, and teachings of The Christian and Missionary Alliance.

Developing Churches. The term "developing church" as used in these Bylaws means a corporation or unincorporated association that (a) is a new church that is in the first few years of development and has not yet met the standards for accreditation or become accredited, or (b) has been accredited in the past but for one or more reasons is failing to meet the minimal standards of an accredited church as has been determined by the District Executive Committee of the district to which the church is related. A decision on the reclassification of a church from status as an Accredited Church to any other status may, within 30 days of a reclassification decision, be appealed to the vice president for Church Ministries of The Christian and Missionary Alliance, whose decision as a matter of ecclesiastical law shall be final. A developing church is governed by the Guidelines for Developing Churches of The Christian and Missionary Alliance as adopted by the National Office and applied according to state law in the district to which the church is related.

Accredited Churches. The term "accredited church," as used in these Bylaws, means a corporation or unincorporated association that (a) is comprised of a group of Christians who join together in consultation and cooperation with a district of The Christian and Missionary Alliance, (b) is governed by the particular church constitution promulgated and amended from time to time by The Christian and Missionary Alliance for use by such church group, and under which constitution its members elect the church governance authority members, officers, and, if required

by law, trustees, and (c) remains subject to and abides by the purposes, usages, doctrines, and teachings of The Christian and Missionary Alliance.

In order to provide further clarification for understanding what constitutes the two classes of C&MA churches, this Policy has been adopted by the C&MA Board of Directors.

Developing Alliance Church

A "developing Alliance church" shall consist of a body of at least 20 adult believers which meets regularly at an established time and place under the direction of a leader appointed by the district for the purpose of worship, evangelism, edification, and fellowship with the objective of becoming a fully accredited church of The Christian and Missionary Alliance. A developing Alliance church is governed by and operates under the Policy for the Governance of a Developing Church. Each new church shall be reported as a "developing Alliance church."

Accredited Alliance Church

A developing Alliance church with a range of at least 20 to 30 adults who are general members of the church, may petition the district superintendent to become an accredited church.

Readiness for accreditation shall be determined by the District Executive Committee through the district superintendent in accordance with the following criteria along with any criteria found in the district bylaws and District Executive Committee policy:

- Stable financial condition (e.g., adequate pastoral support, bills paid on a regular basis, consistent giving to church budget and Great Commission Fund, etc.)
- Ability to select qualified persons to serve as elders and/or to constitute the governance authority

An accredited church may be placed in developing church status pursuant to the Policy for Reclassifying Accredited Churches to Developing Church Status.

E12

POLICY FOR THE GOVERNANCE OF A DEVELOPING CHURCH

PURPOSE

The following document contains governance and operational provisions that shall apply at any time in which a congregation is determined to be a "Developing Church" by the district of the C&MA having jurisdiction over the Church (the "District"). Its purpose is to provide operational policies that prepare the developing congregation to become an accredited church. A congregation becomes an accredited church of The Christian and Missionary Alliance when the District Executive Committee determines the Church meets the established criteria and the Church formally adopts the Uniform Constitution for Accredited Churches of the C&MA and other resolutions as required by the District. This policy encourages the Developing Church to pursue accredited status; demonstrating its ability to govern itself, support its ministries and effectively multiply disciples.

PREAMBLE

The Church is organized and shall be operated exclusively as a member church of The Christian and Missionary Alliance, a church denomination which operates legally as a Colorado nonprofit corporation (the "C&MA"), headquartered in Reynoldsburg, Ohio. Accordingly, the Church shall operate solely under the ecclesiastical authority of, and be subject to the usages, doctrines, and teachings of, the C&MA as set forth in the Manual of The Christian and Missionary Alliance as such manual may be amended from time to time by the C&MA (the "Manual").

The ecclesiastical authority of the C&MA shall be exercised through the District Executive Committee. Without limiting the foregoing, the District Executive Committee shall at all times have the responsibility to determine the status of the Church as either a "Developing Church" or an "Accredited Church" in accordance with and subject to the requirements of the Manual.

ARTICLE I NAME AND LEGAL STRUCTURE

The Church shall be known as the _____ Church of The Christian and Missionary Alliance.

ARTICLE II MEMBERSHIP

Section 2.1. Ecclesiastical Member. The District Executive Committee, acting through the District Superintendent, shall be the Ecclesiastical Member of the Church. The Ecclesiastical Member shall have the responsibility to appoint and remove all persons on the Advisory Committee.

Section 2.2. General Members. Qualifications for General Members in the Church shall consist of the following:

- Confession of faith in Jesus Christ and evidence of regeneration.
- Belief in God the Father, Son, and Holy Spirit; in the verbal inspiration of the Holy Scriptures as originally given; in the vicarious atonement of the Lord Jesus Christ; in the eternal salvation of all who believe in Him and the eternal punishment of all who reject Him.
- Acceptance of the doctrines of the Lord Jesus Christ as Savior, Sanctifier, Healer, and Coming King as defined in relevant C&MA materials.
- Full sympathy with the principles and objectives of The Christian and Missionary Alliance, and cooperation by systematic support of its local, district, national, and worldwide work.
- A personal commitment to this fellowship which shall be demonstrated by such outward signs as regular attendance at its functions, regular giving of tithes and offerings in support of the local program as well as C&MA Missions, availability for local ministry assignments, and maintaining unity through the practice of speaking well of the Church and its leaders as well as that of settling differences quickly in the spirit of Matthew 5:23-24 and 6:14-15.
- Agreement to abide by the *Uniform Policy on Discipline, Restoration, and Appeal of The Christian and Missionary Alliance* (see *Manual*).

Section 2.3. Approval and Voting Rights of General Members. Individuals shall be approved by and/or removed from membership by the Elders, or if there are no Elders, the District Executive Committee in consultation with the Advisory Committee. The General Members shall not have voting rights.

Section 2.4. Meetings. There shall be a general church informational meeting held annually, at which time reports of all departments shall be presented, including audited reports of the treasurer. Other meetings may be held as determined by the Advisory Committee.

Notice of those serving on the Advisory Committee shall be given at this meeting.

ARTICLE III GOVERNING BODIES

Section 3.1. Governance Authority. The District Executive Committee, acting through the District Superintendent, shall have governance authority of the Church as described in the Manual, as the board of directors as used in corporation law, and as the trustees if required by state law. As such the District Executive Committee shall exercise all legal rights and authority for the Church.

Section 3.2. Advisory Committee. An Advisory Committee shall be appointed by the Governance Authority. It shall consist of a secretary, treasurer, assistant treasurer, and elders as qualified along with the appointed pastor. The Advisory Committee shall be amenable to the Governance Authority, shall hold monthly meetings for prayer and business, and shall report to the Governance Authority monthly or as the Governance Authority may otherwise direct.

Where there is a mother church or a cluster of sponsoring churches, the Governance Authority may choose to form the Advisory Committee in conjunction with the sponsoring church or churches.

The Advisory Committee shall determine where funds of the Church shall be kept. It shall provide for proper archiving of all Church records: legal, financial, minutes, and annual reports. The Advisory Committee shall present an annual budget, approved by the Governance Authority, at the annual business meeting.

Section 3.3. Elders. Provided there are men meeting the biblical requirements for eldership, a committee of no less than two lay elders may be appointed by the Governance Authority. The Governance Authority may in its sole discretion remove any elder at any time.

The elders shall assist the pastor in leadership and oversight of the spiritual ministries of the Church.

Section 3.4. Committee on Discipline. The Elders shall, with the pastor and the district superintendent, constitute the Committee on Discipline, in accordance with the *Uniform Policy on Discipline, Restoration, and Appeal of The Christian and Missionary Alliance* (see *Manual*), and the Committee on Membership.

Section 3.5. Representation at District Conference. This developing church may select a lay delegate from among its general membership to represent the congregation at District Conference as provided in the Uniform Constitution for Districts, Article II, Section A, 3, (c).

ARTICLE IV OFFICERS

Section 4.1. General. The officers of the Church shall consist of the following who, with the exception of the pastor, shall be appointed annually by the Governance Authority.

- Pastor
- Secretary
- Treasurer
- Assistant Treasurer

All officers shall meet biblical standards of leadership as determined by the Governance Authority. The Governance Authority may in its sole discretion remove any officer at any time.

Section 4.2. Pastor. The pastor of the Church shall be appointed by the District Executive Committee in consultation with the Advisory Committee.

He shall report regularly to and consult with the District.

The pastor shall have general oversight of the work of the Church and shall be responsible for its day-to-day operations.

He shall be chairman of an annual church business meeting, the Advisory Committee, and a member ex officio of all committees.

When the Church has no pastor, the district superintendent or another individual designated by him shall have the oversight of the work. The Governance Authority shall appoint an interim chairman of the Advisory Committee who shall preside at the annual business meetings.

The pastor may resign from the Church by giving one month notice of his intentions to the district superintendent. The district superintendent in consultation with the District Executive Committee may remove the pastor.

The Governance Authority, in consultation with the Advisory Committee, shall determine the pastor's support within the context of the Church's annual budget.

Section 4.3. Secretary. The secretary shall keep the minutes of the Advisory Committee meetings, the business meeting of members, and the general membership roll. Copies shall be given to the pastor and the District Superintendent.

Section 4.4. Treasurer. The treasurer shall be responsible for safeguarding Church assets and analyzing Church programs that have financial ramifications.

The treasurer shall be responsible for overseeing the deposit of all counted moneys of the Church and for the payment of all bills on order of the Advisory Committee.

The treasurer shall be responsible to ensure proper records of all transactions are kept and a record of receipts is maintained. He shall be responsible for the preparation of a monthly and annual report showing all income, expenditures, and account balances and distribute this report to the Advisory Committee, Governance Authority, and the District Superintendent.

The treasurer shall be responsible for the disbursement of missionary and district moneys to the treasurers of the C&MA at the National Office and District Office on or before the tenth of the following month.

Section 4.5. Assistant Treasurer. An assistant treasurer shall be appointed who shall ensure that all moneys of the Church are counted. This should be done together with members appointed by the Advisory Committee.

The assistant treasurer shall keep a separate record of all income and shall prepare and present individual receipts to donors.

The assistant treasurer shall have the authority to carry out the responsibilities delegated to him/her.

ARTICLE V ECCLESIASTICAL MATTERS

Section 5.1. Ordinances.

- Baptism by immersion based upon personal profession of saving faith in Jesus Christ is recognized as a scriptural ordinance.
- The Lord's Supper shall be administered regularly.

Section 5.2. Missions. A Missions Conference shall be held annually for the promotion and support of the worldwide work of The Christian and Missionary Alliance. The Church shall from inception participate in the worldwide missions of The Christian and Missionary Alliance and the support of the Great Commission Fund. Gifts shall each month be forwarded to the Treasurer of The Christian and Missionary Alliance at the National Office.

Section 5.3. Committees and Organizations. Committees and organizations may be established by the Advisory Committee as the need arises. Such committees and organizations shall not have authority to act on behalf of the Church, except to the extent expressly provided for by action of the Advisory Committee.

Section 5.4. District Support. The Church shall from inception give to the District operating budget in accordance with the established formula as stated in the District bylaws.

Section 5.5. Accreditation. A Developing Church which meets the standards of accreditation as defined in the Manual may, through its Advisory Committee, petition the District Executive Committee to become an Accredited Church.

Readiness for accreditation shall be determined by the District Executive Committee through the district superintendent in accordance with the criteria defined in the Manual, district bylaws, and District Executive Committee policy.

ARTICLE VI MISCELLANEOUS MATTERS

Section 6.1. Records. The official records of all offices of the Church and all its departments are the property of the District. Copies of the official records shall be given to the District upon request. In the event of the death or resignation of an officer, or upon the appointment of a successor, the records shall be passed on to the newly appointed officer. All records shall be kept in a secure repository selected by the Advisory Committee.

Section 6.2. Audit. All financial records shall be examined annually or at more frequent intervals on order of either the Advisory Committee or Governance Authority. At least two persons, none of whom is a financial officer or a Church staff member, shall be appointed by the Advisory Committee to conduct the examination. They shall follow procedures set forth in the current edition of the *Finance Manual for Alliance Church Treasurers (and Pastors)*. The Advisory Committee shall authorize actions to conform to additional audit standards that may be required by the jurisdiction in which the Church is located.

Section 6.3. Property. The Church shall hold all of its real and personal property in trust for the District and the C&MA. All of the Church's real and personal property shall be subject to the applicable property reversion provisions in the Manual. The Church shall not encumber any of its property or incur any debt without the prior written consent of the District Executive Committee.

Section 6.4. Supplemental Provisions. The Ecclesiastical Member may adopt and amend supplemental provisions (or bylaws) for the governance and operation of the Church not in conflict with established C&MA policy.

Section 6.5. Amendments. This Policy may be amended only by the Board of Directors of the C&MA.

E13

ARTICLES OF INCORPORATION OF _____ CHURCH OF THE CHRISTIAN AND MISSIONARY ALLIANCE

[insert Preamble if required per applicable state law]

ARTICLE I NAME

The name of the corporation is _____ Church of The Christian and Missionary Alliance (referred to herein as the "Church").

ARTICLE II PURPOSES, ECCLESIASTICAL AUTHORITY AND POWERS

Section 2.1. Purposes and Ecclesiastical Authority. The Church is organized and shall be operated exclusively as a member church of The Christian and Missionary Alliance, a church denomination which operates legally as a Colorado nonprofit corporation, headquartered in Reynoldsburg, Ohio (the "C&MA"). Accordingly, the Church shall operate under the sole ecclesiastical authority of, and be subject to the usages, doctrines and teachings of, the C&MA as set forth in The Manual of The Christian and Missionary Alliance; as such manual may be amended from time to time by the C&MA (the "Manual"). Without limiting the foregoing, the purposes of the corporation shall include promulgating such doctrines and teachings, preaching the Gospel to every creature, edifying the Christians through the education of God's word, promoting spiritual fellowship among God's people on the basis of the biblical faith, and promoting religious activities and to further other religious, educational, and charitable work to that end. In addition, this corporation shall be organized and operated exclusively for religious purposes within the meaning of section 501(c)(3) of the Internal Revenue Code.

Section 2.2. Powers. In furtherance of the foregoing purposes and objectives (but not otherwise) and subject to the restrictions set forth herein, the corporation shall have and may exercise all of the powers now or hereafter conferred upon nonprofit corporations organized under the laws of the State and may do everything necessary or convenient for the accomplishment of any of the corporate purposes, either alone or in connection with other organizations, entities or individuals, and either as principal or agent, subject to such limitations as are or may be prescribed by law.

Subject to any limitations in the bylaws of the Church, the Church may acquire, own, dispose of, improve, encumber, and convey property, real and personal, for the Church's purposes, in conformity with the laws of the state where the property is situated.

Section 2.3. Restrictions on Powers.

- A. No part of the net earnings of the Church shall inure to the benefit of or be distributable to any director or officer of the Church or any other individual (except that reasonable compensation may be paid for services rendered to or for the benefit of the Church affecting one or more of its purposes), and no director or officer of the Church or any other individual shall be entitled to share in any distribution of any of the corporate assets on dissolution of the Church or otherwise.
- B. No substantial part of the activities of the Church shall consist of carrying on propaganda or otherwise attempting to influence legislation. However, if the Church is an organization to which section 501(h) of the Internal Revenue Code applies and the Church has effectively elected to have such section apply, the Church shall have power to carry on the activities permitted by such section, but only to the extent such activities shall not result in the denial of exemption under such section. When required by law, the Church shall not participate or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office.
- C. The Church shall hold all of its real and personal property in trust for the District and the C&MA. All of the Church's real and personal property shall be subject to the applicable property reversion provisions in the Manual.
- D. Upon dissolution of the Church, or upon the Church's termination as a member church of The Christian and Missionary Alliance, all of the Church's assets remaining after payment of or provision for all of its liabilities shall be paid over or transferred to one or more organizations described in section 501(c)(3) of the Internal Revenue Code, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code. The District shall have first priority to receive all such assets, and the C&MA shall have second priority. If neither the District nor the C&MA are eligible to receive all such assets, then the board of directors shall determine the recipient organizations and their respective shares and interests.
- E. Notwithstanding any other provision of these articles of incorporation, the Church shall not carry on any activities not permitted to be carried on by a corporation exempt from federal income tax as an organization described in section 501(c)(3) of the Internal Revenue Code and if at any time the Church is a "private

foundation" as defined in section 509(a) of the Internal Revenue Code, then during such period of time:

- (1) The Church shall not engage in any act of "self-dealing," as defined in section 4941(d) of the Internal Revenue Code, so as to give rise to any liability for the tax imposed by section 4941 of the Internal Revenue Code;
 - (2) The Church shall make distributions for each taxable year at such time and in such manner so as not to become subject to the tax imposed by section 4942 of the Internal Revenue Code;
 - (3) The Church shall not retain any "excess business holdings," as defined in section 4943(c) of the Internal Revenue Code, so as to give rise to any liability for the tax imposed by section 4943 of the Internal Revenue Code;
 - (4) The Church shall not make any investments that would jeopardize the carrying out of any of the exempt purposes of the Church, within the meaning of section 4944 of the Internal Revenue Code, so as to give rise to any liability for the tax imposed by section 4944 of the Internal Revenue Code; and
 - (5) The Church shall not make any "taxable expenditure," as defined in section 4945(d) of the Internal Revenue Code, so as to give rise to any liability for the tax imposed by section 4945 of the Internal Revenue Code.
- F. All references in these articles of incorporation to provisions of the Internal Revenue Code are to the provisions of the Internal Revenue Code of 1986, as amended, and to the corresponding provisions of any subsequent federal tax laws.

ARTICLE III MEMBERS

Section 3.1. Types of Members. The Church shall have an Ecclesiastical Member and General Members. The Ecclesiastical Member shall be the district of the C&MA having jurisdiction over the Church; as such district may be determined from time to time by the C&MA (the "District"). Subject to the rights granted to the Ecclesiastical Member in these articles of incorporation, the qualifications, rights and manner of admission for the General Members shall be as set forth in the bylaws.

Section 3.2. Exercise of Ecclesiastical Authority. The ecclesiastical authority of the C&MA over the Church shall be exercised through the District. Without limiting the foregoing, the District shall at all times have the responsibility in accordance with and subject to the requirements of the Manual to determine the status of the Church as either a "Developing Church" or an "Accredited Church."

ARTICLE IV BOARD OF DIRECTORS

Section 4.1. General. The management of the affairs of the Church shall be vested in a board of directors, which shall be equivalent to the ‘governance authority’ described in the Manual, except as otherwise provided under applicable law, these articles of incorporation or the bylaws of the Church. The number of directors, their classifications, if any, and their terms of office shall be as provided from time to time in the bylaws.

Section 4.2. Election and Removal of the Board of Directors. At any time in which the Church is a “Developing Church,” the Ecclesiastical Member shall have the sole responsibility to elect and remove all members of the board of directors of the Church. At any time in which the Church is an “Accredited Church,” members of the board of directors of the Church shall be elected and removed in accordance with the bylaws of the Church.

Section 4.3. Liability of Directors. The liability of a director shall be eliminated or limited to the fullest extent permitted under the laws of the State. If the laws of the State hereafter are amended to authorize the further elimination or limitation of the liability of directors, then the liability of a director of the Church, in addition to the limitation on personal liability provided herein, shall be further eliminated or limited to the fullest extent permitted by applicable law. Any repeal or modification of this section shall be prospective only and shall not adversely affect any right or protection of a director of the Church existing at the time of such repeal or modification.

ARTICLE V BYLAWS

Section 5.1. Scope. The bylaws adopted by the Church shall include all provisions in the Manual applicable to member churches of the C&MA and may contain additional provisions for the managing and regulating of the affairs of the Church that are consistent with law, these articles of incorporation and the Manual. The District shall have the sole authority to determine any inconsistency between the bylaws and the Manual.

Section 5.2. Adoption and Amendments. At any time in which the Church is a “Developing Church,” the Ecclesiastical Member shall have the sole authority to adopt and amend the bylaws. At any time in which the Church is an “Accredited Church,” the bylaws may be amended in accordance with the bylaws of the Church.

ARTICLE VI AMENDMENTS

The board of directors shall have the power and authority to amend these articles of incorporation to the extent provided under the laws of the State, provided that no such amendment shall be effective unless approved in writing by the District.

ARTICLE VII MISCELLANEOUS PROVISIONS

[insert provisions as may be required under applicable state law]

Section 7.1. Governing Law. The Church is organized under [the laws of the state of [STATE] (the "State")]. [or, insert name of applicable state nonprofit corporation law]. [insert any additional required language to invoke applicable state law, such as in California]

Section 7.2. Voting Members. The Church shall have voting members. The voting rights of each such voting member shall be limited to those rights expressly granted to such member in these articles of incorporation or in the bylaws of the Church.

Section 7.3. Principal Office. The address of the initial principal office of the Church is _____.

Section 7.4. Registered Office and Agent. The street address of the initial registered office of the Church is _____. The name of the Church's initial registered agent at the initial registered office is _____.

Section 7.5. Duration. The Church shall have unlimited duration.

Section 7.6. Certification. [The District or the church is the incorporator causing this document to be delivered for filing. The name and mailing address of the incorporator(s) are: _____.]

MODEL

E14
BYLAWS
FOR _____ CHURCH OF
THE CHRISTIAN AND MISSIONARY ALLIANCE

PREAMBLE

The New Testament teaches that the local church is the visible organized expression of the Body of Christ. The people of God are to live and serve in obedience to the Word of God and under the Lordship of Jesus Christ.

The Christian and Missionary Alliance operates on the presupposition that the congregation finds broader meaning and outreach in fulfilling its biblical responsibilities within the life and witness of the denomination.

This document constitutes the Bylaws for _____ Church of The Christian and Missionary Alliance (the "Church"). These Bylaws shall govern the nonprofit corporation or association through which the Church operates legally. As used herein, the term "Church" shall refer to such legal entity.

The Church is an integral part of the district, national, and worldwide fellowship of The Christian and Missionary Alliance and is united in governance, fellowship, and service in order to promote unity of faith in the fullness of Jesus Christ as Savior, Sanctifier, Healer, and Coming King, and to facilitate the spread of the gospel at home and abroad under the guidance of the Holy Spirit.

The Church is organized and shall be operated exclusively as a member church of The Christian and Missionary Alliance, a church denomination which operates legally as a Colorado nonprofit corporation, headquartered in Reynoldsburg, Ohio (the "C&MA"). Accordingly, the Church shall operate under the sole ecclesiastical authority of, and be subject to the usages, doctrines and teachings of, the C&MA as set forth in The Manual of The Christian and Missionary Alliance, as such manual may be amended from time to time by the C&MA (the "Manual").

This Preamble and Part 1 (General Bylaws) shall apply at all times. Part 2 (Developing Church Bylaws) shall apply at any time in which the Church is not an Accredited Church. Part 3 (Accredited Church Bylaws) shall apply at any time in which the Church is an Accredited Church.

PART 1: GENERAL BYLAWS

ARTICLE I ECCLESIASTICAL AUTHORITY

The ecclesiastical *authority of the C&MA* shall be exercised through the district of the C&MA having jurisdiction over the Church, as such district may be determined from time to time by the C&MA (the "District"). Without limiting the foregoing, the District shall at all times have the responsibility to determine the status of the Church as either a "Developing Church" or an "Accredited Church" in accordance with and subject to the requirements of the Manual.

ARTICLE II MEMBERSHIP

Section 2.1. Members. The Church shall have an Ecclesiastical Member and General Members. Subject to the rights granted to the Ecclesiastical Member in these bylaws, the qualifications, rights, and manner of admission for the General Members shall be set forth in these bylaws.

Section 2.2. Ecclesiastical Member. The District shall be the Ecclesiastical Member of the Church. The voting rights of the Ecclesiastical Member and the ecclesiastical authority of the District may be exercised by such person or committee as the bylaws, constitution or other governing instrument of the District may prescribe or, in the absence of such provision, as the executive committee of the District may determine.

Section 2.3. General Members. The Committee on Membership shall approve an individual as a General Member upon a determination that the individual satisfies the following:

- Confession of faith in Jesus Christ and evidence of regeneration.
- Belief in God the Father, Son, and Holy Spirit; in the verbal inspiration of the Holy Scriptures as originally given; in the vicarious atonement of the Lord Jesus Christ; in the eternal salvation of all who believe in Him and the eternal punishment of all who reject Him.
- Acceptance of the doctrines of the Lord Jesus Christ as Savior, Sanctifier, Healer, and Coming King as defined in relevant C&MA materials.
- Full sympathy with the mission and core values of The Christian and Missionary Alliance, and cooperation by systematic support of its work.
- A personal commitment to this fellowship which shall be demonstrated by such outward signs as regular attendance at its functions, regular giving of tithes and offerings in support of the local program as well as C&MA Missions, availability for local ministry assignments, and maintaining unity through the

practice of speaking well of the Church and its leaders as well as that of setting differences quickly in the spirit of Matthew 5:23-24 and 6:14-15.

- Agreement to abide by the *Uniform Policy on Discipline, Restoration, and Appeal of The Christian and Missionary Alliance* (see *Manual*).

Section 2.4. Removal. General Members may be removed from membership by the Committee on Membership under one or more of the following circumstances:

- Submission of a written letter of resignation to the elders of the Church.
- Failure to meet the qualifications of membership as stated above as determined by the governance authority (in consultation with the Committee on Membership, if any).
- Disciplinary action taken under the *Uniform Policy on Discipline, Restoration and Appeal of The Christian and Missionary Alliance*.

An appeal of decisions made to remove a person from membership for reasons of qualification or a disciplinary action may be submitted to the district superintendent within 30 days of the action.

ARTICLE III ORDINANCES

Baptism and the Lord's Supper are recognized as the two ordinances of the Church.

Believers' baptism by immersion is taught and practiced as the scriptural mode. The pastor or other elders shall oversee baptism. They shall provide the instruction about baptism and shall administer the baptisms themselves or choose other spiritually respected people to do these ministries.

The Lord's Supper is administered regularly. The pastor or other elders shall oversee Communion. They shall provide the instruction about Communion and shall administer the Communion themselves or choose other spiritually respected people to do these ministries.

ARTICLE IV BIBLICAL CHARACTER AND STANDARDS

Section 4.1. Exercise and Expression of the Church's Biblical Beliefs. As described in the Preamble, the Church is a Christian community of faith that exists to exercise and express its biblical beliefs within the broader community of the C&MA. These beliefs are grounded in a shared understanding of Holy Scripture including those beliefs and standards specifically addressed in the *Manual*. The Church exercises and expresses its biblical beliefs and standards in the following ways:

- a) *As a Community.* The Church understands that the local church is the visible organized expression of the Body of Christ and that the local church finds broader meaning and outreach in fulfilling its biblical responsibilities within the life and witness of the denomination. In addition, those who participate in the life of the Church, including the Church's members and employees, are following the biblical command to live out their faith in community and association with other believers. Accordingly, the Church community is itself an exercise and expression of the Church's biblical beliefs and standards.
- b) *Through its Activities.* The Church believes that all Church activities, including the responsibilities of every Church member and employee, should be rendered in service to God as a form of worship. Therefore, the Church as a community of faith exercises and expresses its biblical beliefs and standards in every activity, action, and responsibility.

Section 4.2. Standards for Church Activities and Facilities. The Church shall engage in activities and use its facilities solely to exercise and express the biblical beliefs of the Church and the C&MA and to further the mission of both. In furtherance of this mission, the Church may provide services or goods to, and may allow use of its facilities by, other groups and persons who are not members of the Church. But no Church activity, nor any use of Church facilities by another group or person, may be conducted or permitted if the Church determines that such activity or use expresses a message of support by the Church for any view contrary to the biblical beliefs of the Church and the C&MA. The determination as to whether any particular activity or use of Church facilities is not permitted requires both spiritual discernment and an understanding of C&MA beliefs and standards which are applied to each particular circumstance. Such determination shall be made in conformance with this discernment and these beliefs and standards in the sole discretion of the spiritual leaders of the Church designated by either the governance authority of the Church or the lead pastor and elders. With respect to uses by other groups or persons, the Church may consider without limitation both the content of the proposed activities and whether the group or person is generally perceived as advocating views contrary to the biblical beliefs of the Church and the C&MA.

ARTICLE V OTHER GENERAL BYLAWS

Section 5.1. Governance Authority. Subject to these Bylaws, the governance authority of the Church shall with respect to the Church have the corporate authority of the board of directors (or trustees) under applicable nonprofit corporation law.

Section 5.2. District Support. The Church shall from inception give to the District budget in accordance with the established formula as established in the District bylaws or else beginning with one percent and increasing 1 percent each following

calendar year up to the full percentage unless as otherwise determined by the District.

Section 5.3. Severability. The invalidity of any provision of these Bylaws shall not affect the other provisions hereof, and in such event these Bylaws shall be construed in all respects as if such invalid provision were omitted.

ARTICLE VI AMENDMENTS

Section 6.1. Constitution. The Uniform Constitution for Accredited Churches (the "Constitution") may be amended only in accordance with the applicable provisions set forth in the Manual. The Constitution as amended from time to time shall take priority over any inconsistent provision in the Preamble and Parts 1 and 3 of these Bylaws at any time in which this Church is an Accredited Church. Upon any amendment of the Constitution, the Ecclesiastical Member shall be deemed to have made the same amendment to these Bylaws.

Section 6.2. Policy. The Policy for the Governance of a Developing Church (the "Policy") may be amended only by the C&MA. The Policy as amended from time to time shall take priority over any inconsistent provision in the Preamble and Parts 1 and 2 of these Bylaws at any time in which this Church is a Developing Church. Upon any amendment of the Policy, the Ecclesiastical Member shall be deemed to have made the same amendment to these Bylaws.

Section 6.3. Preamble and General Bylaws. The Preamble and Part 1 of these Bylaws may be amended only by the Ecclesiastical Member, provided that no such amendment may be inconsistent with any provision of the Manual applicable to member churches of the C&MA or with any provision of the Policy.

Section 6.4. Developing Church Bylaws. Part 2 of these Bylaws (Developing Church Bylaws), other than the Policy, may be amended only by the Ecclesiastical Member, provided that no such amendment may be inconsistent with any provision of the Manual applicable to developing churches of the C&MA or with any provision of the Policy.

Section 6.5. Accredited Church Bylaws. Part 3 of these Bylaws (Accredited Church Bylaws), other than the Constitution, may be amended by a two-thirds majority of the votes cast at any official business meeting of the General Members, provided that no such amendment may be inconsistent with any provision of the Manual (including the Constitution) applicable to accredited churches of the C&MA. A copy of any amendments to Part 3 shall be provided to the Ecclesiastical Member. In addition, the Ecclesiastical Member may amend Part 3, but only to incorporate amendments to the Constitution pursuant to Section 5.1.

PART 2: DEVELOPING CHURCH BYLAWS

At any time in which this Church is a Developing Church, the Preamble, Part 1 and this Part 2 (Developing Church Bylaws) shall include and are subject to the Policy for the Governance of a Developing Church, which document as amended from time to time by the C&MA is incorporated herein by this reference.

ARTICLE I MEMBER VOTING RIGHTS/MEETINGS

Section 1.1. Members. The Ecclesiastical Member shall have the sole authority to elect and remove all members of the Advisory Committee of the Church. The General Members shall not have voting rights.

Section 1.2. Meetings. There shall be a general church informational meeting held annually, at which time reports of all departments shall be presented, including audited reports of the treasurer. Other meetings may be held as determined by the Governance Authority in consultation with the Advisory Committee.

Notice of appointed officers and members of the Advisory Committee shall be given at this meeting.

ARTICLE II GOVERNANCE

Section 2.1. Governance Authority. The Governance Authority shall have the authority as the governance authority of the Church as described in the Manual, as the board of directors as used in corporation law, and as the trustees if required by state law. As such the Governance Authority shall exercise all legal rights and authority for the Church.

The Governance Authority shall consist of those individuals chosen and appointed by the Ecclesiastical Member. They shall hold meetings when determined to be necessary or required by law.

Section 2.2. Advisory Committee. An Advisory Committee, appointed by the Governance Authority, shall consist of a secretary, treasurer, assistant treasurer, and elders as qualified along with the District appointed pastor. They shall be amenable to the Governance Authority. They shall hold monthly meetings for prayer and business, and shall report to the Governance Authority and District monthly or as either may otherwise direct.

Where there is a mother church or a cluster of sponsoring churches, the Governance Authority may choose to form the Advisory Committee in conjunction with the sponsoring church or churches.

The Advisory Committee shall determine where funds of the Church shall be kept. They shall provide for proper archiving of all Church records: legal, financial, minutes, and annual reports. The Advisory Committee shall present an annual budget, approved by the Governance Authority, at the annual informational church meeting.

Section 2.3. Elders. Provided there are men meeting the biblical requirements for eldership, a committee of no less than two lay elders shall be appointed by the Governance Authority. The Governance Authority may in its sole discretion remove any elder at any time.

The elders shall assist the pastor in leadership and oversight of the spiritual ministries of the Church.

Section 2.4. Elder Committees. The Elders shall, with the pastor and the district superintendent, constitute the Committee on Discipline, in accordance with the *Uniform Policy on Discipline, Restoration, and Appeal of The Christian and Missionary Alliance* (see *Manual*), and the Committee on Membership.

ARTICLE III OFFICERS

Section 3.1. General. The officers of the Church shall consist of the following who, with the exception of the pastor, shall be appointed annually by the Governance Authority.

- Pastor
- Secretary
- Treasurer
- Assistant Treasurer

All officers shall meet biblical standards of leadership as determined by the Governance Authority. The Governance Authority may in its sole discretion remove any officer, with the exception of the pastor, at any time.

Section 3.2. Pastor. The pastor of the Church shall be appointed by the District in consultation with the Advisory Committee.

He shall report regularly to and consult with the District.

The pastor shall have general oversight of the work of the Church and shall be the chief executive officer of the Church.

He shall be chairman of an annual church informational meeting, the Advisory Committee, and a member ex-officio of all committees.

When the Church has no pastor, the district superintendent or another individual designated by the District shall be the chief executive officer and have the oversight of the work. The Governance Authority shall appoint an interim chairman of the Advisory Committee who shall preside at the business meetings.

The pastor may resign from the Church by giving due written notice of his intentions to the district superintendent. The district superintendent in consultation with the District Executive Committee may remove the pastor.

The Governance Authority, in consultation with the Advisory Committee, shall determine the pastor's support within the context of the Church's annual budget.

Section 3.3. Secretary. The secretary shall keep the minutes of the Governance Authority and Advisory Committee meetings and the general membership roll. Copies shall be given to the pastor and the District.

Section 3.4. Treasurer. The treasurer shall be responsible for safeguarding Church assets and analyzing Church programs that have financial ramifications.

The treasurer shall be responsible for overseeing the deposit of all counted moneys of the Church and for the payment all bills on order of the Advisory Committee.

The treasurer shall be responsible to ensure proper records of all transactions are kept and a record of receipts is maintained. He shall be responsible for the preparation of a monthly and annual report showing all income, expenditures, and account balances and distribute this report to the Advisory Committee and the District.

The treasurer shall be responsible for the disbursement of missionary and district moneys to the treasurers of the C&MA at the National Office and District Office on or before the 10th of the following month.

Section 3.5. Assistant Treasurer. An assistant treasurer shall be appointed who shall ensure that all moneys of the Church are counted. This should be done together with another general member or through two general members appointed by the Advisory Committee.

The assistant treasurer shall keep a separate record of all income and shall prepare and present individual receipts to donors.

The assistant treasurer shall lead in the preparation of an annual Church budget projecting both income and expenses. He shall be assisted by the treasurer and pastor.

The assistant treasurer shall have the authority and shall carry out the responsibilities delegated to him by the treasurer.

ARTICLE IV MISCELLANEOUS

Section 4.1. Missions. A Missions Conference shall be held annually for the promotion and support of the worldwide work of The Christian and Missionary Alliance. The Church shall from inception participate in the worldwide missions of The Christian and Missionary Alliance and the support of the Great Commission Fund. Gifts shall each month be forwarded to the Treasurer of The Christian and Missionary Alliance at the National Office.

Section 4.2. Committees and Organizations. Committees and organizations, as described in the Manual, may be established by the Advisory Committee as the need arises unless otherwise specifically provided for in these bylaws. Such committees and organizations shall not have authority to act on behalf of the Church, except to the extent expressly provided for by action of the Governance Authority.

Section 4.3. Records. The official records of all offices of the Church and all its departments are the property of the Church. Copies of the official records shall be given to the District upon request. In the event of the death or resignation of an incumbent officer, or upon the appointment of a successor, the records shall be passed on to the newly appointed officer. All records shall be kept in a secure repository selected by the Advisory Committee.

Section 4.4. Audit. All financial records shall be examined annually or at more frequent intervals on order of either the Advisory Committee or Governance Authority. At least two persons, none of whom is a financial officer or a Church staff member, shall be appointed by the Advisory Committee to conduct the examination. They shall follow procedures set forth in the current edition of the *Finance Manual for Alliance Church Treasurers (and Pastors)*. The Advisory Committee shall authorize actions to conform to additional audit standards that may be required by the jurisdiction in which the Church is located.

Section 4.5. Property. The Church may acquire, own, dispose of, improve, encumber, and convey property, real and personal, for Church purposes, in

conformity with the laws of the state where the property is situated. The Church shall hold all of its real and personal property in trust for the District and the C&MA. All of the Church's real and personal property shall be subject to the applicable property reversion provisions in the Manual. The Church shall not encumber any of its property or incur any debt without the prior written consent of the District.

ARTICLE V CHURCH SPECIFIC DEVELOPING CHURCH BYLAWS

The Ecclesiastical Member may adopt and amend additional Developing Church bylaws specifically for the governance and operation of the Church, provided that all such additional Developing Church bylaws must be consistent with any provision of the Manual applicable to developing churches of the C&MA and with the Policy. The Advisory Committee may recommend changes or additions to the Ecclesiastical Member for adoption.

PART 3: ACCREDITED CHURCH BYLAWS

When this Church is an Accredited Church, the Preamble, Part 1 and this Part 3 (Accredited Church Bylaws) shall include and are subject to the Uniform Constitution for Accredited Churches of The Christian and Missionary Alliance (the "Constitution"), which document as amended from time to time in accordance with the Manual is incorporated herein by this reference.

The Constitution has been framed and adopted by the General Council, the denomination's highest governing body. The accredited churches of The Christian and Missionary Alliance have participated in this process through their authorized delegates. The Church, in accordance with the Constitution and in a manner that is consistent with the Bylaws of The Christian and Missionary Alliance, has formulated these bylaws so as to carry out its ministry appropriately and efficiently.

ARTICLE I MEMBER VOTING RIGHTS

Section 1.1. Ecclesiastical Member. The Ecclesiastical Member shall not have the right to vote for elected members of the governance authority.

Section 1.2. General Members. General Members shall have the authority to elect and remove all members of the governance authority of the Church, except for lead pastor, in accordance with the Constitution.

ARTICLE II MEMBER MEETINGS

Section 2.1. Meetings. On general Church matters in which no legal questions are involved, it is understood that all General Members in good and regular standing who have reached the age of 16 years are entitled to vote, but in matters involving titles of property or legal procedure, the laws of the state determine the age at which members are eligible to vote.

Section 2.2. Annual Meeting.

- a) The Annual Meeting shall be held _____ of each year. The actual time and location shall be determined by the governance authority. The governance authority also shall have the authority to change this in a given year when necessary.
- b) Annual Reports are to be submitted by the Pastor(s), governance authority through the secretary, treasurer, Audit Committee chairman, and others deemed necessary by the members. The members shall give the governance authority direction to determine the method of reporting.
- c) Those elected at the Annual Meeting shall be the elders, secretary, treasurer, assistant treasurer, and any other members of the governance authority (except for the Lead Pastor) as determined in these bylaws. All other positions shall be determined by the governance authority, who shall appoint persons to those positions. This authorization does not apply to other positions that may become necessary and require election by constitutional authority.

Section 2.3. Special Church Meetings. All special business meetings of the members shall be held in accordance with state law. At a minimum such meetings shall be called at least two Sundays prior to the meeting and notice of same shall be publicly announced either orally or in writing for two consecutive weeks.

Section 2.4. Authority. Roberts Rules of Order shall govern all matters of Church business unless the governance authority adopts the use of another form of rules of order for governing matters.

Section 2.5. Quorum. A quorum of any properly called church business meeting shall consist of those members who are present.

ARTICLE III GOVERNANCE AUTHORITY

Section 3.1. General. The governance authority shall conduct the affairs of the Church between annual meetings and shall be amenable to the membership and the district superintendent as constitutionally defined. The Church governance structure, as provided for in Section 3.2, is in accordance with the governing documents of The

Christian and Missionary Alliance, the responsibilities of elders as defined in the Manual, the bylaws of the district, and the laws of the state. The members of the governance authority shall satisfy the scriptural standards for church leadership and shall be members of the Church.

The lead pastor shall be chairman or, at his request, the governance authority shall elect an elder as chairman. An elder also shall be elected as vice chairman. Meetings shall be held for prayer and business, and abbreviated minutes shall be reported to the Church as the Church may decide. Special meetings may be called by the chairman or by written request of one-half of the governance authority membership. All officers, committees, and organizations except the Nominating Committee are amenable to the collective oversight of the elders.

Section 3.2. Governance Structure.

Choice 1: Single Board System with all Elders

The governance authority of the Church shall be known as the Board of Elders. The number serving as the Board of Elders shall be at least five, including the lead pastor. The Board of Elders shall consist of the lead pastor and the following: Secretary, Treasurer, Assistant Treasurer, and one or more members at large. All positions are to be filled by elders.

The qualifications for elders are set out in 1 Timothy 3:1-13 and Titus 1:6-9. Further, each must be an active member of the Church.

The duties of leaders are set forth in the Constitution, these bylaws, and position descriptions adopted by the Board of Elders.

A quorum for the legal conduct of business shall be two-thirds of the board membership.

Choice 2: Single Board System with a Majority of Elders

The governance authority of the Church shall be known as the Governing Board. The number serving as the Governing Board shall be at least five, including the lead pastor. The Governing Board shall consist of the lead pastor and the following: Secretary, Treasurer, Assistant Treasurer, and one or more members at large. At least two or more of the above positions are to be filled by an elder in order for there to be a majority of elders.

The qualifications for elders are set out in 1 Timothy 3:1-13 and Titus 1:6-9. Other members of the Governing Board are expected to maintain a lifestyle in keeping with

the spirit and intent of these same references. Further, each must be an active member of the Church.

The duties of leaders are set forth in the Constitution, these bylaws, and position descriptions adopted by the Governing Board.

A quorum for the legal conduct of business shall be two-thirds of the board membership.

Choice 3: Two-Board System (Board of Elders and Board of Ministries)

The governance Authority of the Church shall be known as the Board of Elders. Their work shall be supplemented by a Board of Ministries. The Board of Elders shall determine the responsibilities to be delegated, necessary level(s) of authority, and matters of accountability.

Board of Elders. The number serving as the Board of Elders shall be at least three including the lead pastor. The Board of Elders shall consist of the lead pastor and two or more elders. The lead pastor shall be the chairman.

Board of Ministries. The number serving as the Board of Ministries shall be at least five. The Board of Ministries shall consist of the secretary, treasurer, assistant treasurer, and two or more members at large. The Board of Elders shall appoint the chairperson from those elected.

The qualifications for elders are set out in 1 Timothy 3:1-13 and Titus 1:6-9. Members of the Board of Ministries are expected to maintain a lifestyle in keeping with the spirit and intent of these same references. Further, each must be an active member of the Church.

A quorum for the legal conduct of business by both Boards shall be two-thirds of the respective board members.

Section 3.3. Removal. In consultation with the district superintendent and the lead pastor, any officer or auxiliary official, except licensed pastoral staff, of the Church, whether elected at the Church annual meeting or appointed by the governance authority, or any individual member of the governance authority, may be removed by a two-thirds majority vote of the governance authority and the approval of the district superintendent if, in the judgment of the governance authority, the best interests of the Church will be served thereby.

ARTICLE IV OFFICERS

The officers shall be members of the Church and shall satisfy the scriptural standards for church leadership. They shall consist of the following who, with the exception of the lead pastor, shall be elected at the annual meeting of the Church: lead pastor, secretary, treasurer, assistant treasurer and such other officers as may be required by state law.

ARTICLE V PASTORAL STAFF

The governance authority shall not give consideration to any candidate for the pastoral staff without the approval of the district superintendent. Pastoral staff members shall be called by the governance authority and appointed by the district superintendent. The district superintendent shall suggest to the governance authority the names of such workers as in his judgment have proper qualifications for pastoral staff. Upon appointment by the district superintendent, a pastoral staff member and spouse shall be members of the Church. Pastoral staff include all those whose position calls for licensing as an "official worker," as defined in the Manual.

Any member of the pastoral staff may resign from the Church by giving due notice of this intention to the district superintendent and the governance authority. The governance authority may, in conjunction with the district superintendent, ask for the resignation of any member of the pastoral staff. Before such action is taken, the governance authority and that member shall follow the guidelines as prescribed by the district superintendent. The district superintendent, with the approval of the District Executive Committee, shall have the authority to remove or transfer a member of the pastoral staff when the governance authority is in disagreement or whenever circumstances make such removal or transfer advisable.

ARTICLE VI DUTIES OF CHURCH OFFICERS

Section 6.1. Lead Pastor. The lead pastor shall have oversight of the Church. He shall be chairman of the governance authority except as he may choose to proceed according to the provisions in Article 3. He shall preside at all regular or special meetings of the Church membership. He is a member ex officio of all Church committees and organizations. When the membership has no pastor, the chairman or vice chairman of the governance authority shall have oversight of the Church in conjunction with the district superintendent. The lead pastor shall be the president of the Church where such office is required by law.

Section 6.2. Secretary. The secretary shall keep the minutes of membership meetings and conduct the correspondence of the Church as directed by the governance authority. The secretary shall attend and keep minutes of other meetings including the governance authority meetings.

Section 6.3. Treasurer. The treasurer shall be responsible to oversee the receipt of all monies of the Church and shall be responsible to ensure the payment of all bills on the order of the governance authority, the keeping of proper book records of all transactions, and the filing of canceled vouchers and receipts for payments made. The governance authority shall determine where funds of the Church shall be kept. No offerings shall be solicited from the membership except upon approval of the governance authority.

Section 6.4. Missionary Treasurer. The missionary treasurer shall account for all missionary monies and oversee the forwarding of the same to the treasurer of The Christian and Missionary Alliance on or before the tenth of the following month.

Section 6.5. Assistant Treasurer. The assistant treasurer shall, with another person or through two other persons appointed by the governance authority, be responsible to ensure all monies are counted and to keep a separate record of all receipts. The assistant treasurer shall be empowered to issue receipts to the donors.

ARTICLE VII COMMITTEES AND ORGANIZATIONS

Section 7.1. Elders. The Church shall have _____ elders elected at the annual meeting of the membership. The call of Christ the Chief Shepherd to men to serve as elders is both discerned and confirmed by the Church membership. Elders shall therefore be male members of the Church. The pastor and the other elders are the highest level of servant leadership in the Church. As undershepherds, elders shall serve with the lead pastor to oversee both the temporal and spiritual affairs of the local church in order to accomplish Christ's mission. They shall constitute the Committee on Membership. They shall be the Committee on Discipline in accordance with the Manual. All officers, committees, and organizations except the Nominating Committee are amenable to the collective oversight of the elders through the governance authority.

Section 7.2. Deacons. The Church shall have _____ deacons (elected at the annual meeting of the membership/appointed by the governance authority). The deacons shall be members of the Church. The deacons shall have charge of those ministries and charities of the Church as determined by the governance authority, receive offerings for such purposes and dispense the same, and make monthly reports as directed. Where there are no deacons, the governance authority shall assume responsibility for their ministries until such are elected or appointed.

Section 7.3. Deaconesses. The Church shall have _____ deaconesses (elected at the annual meeting of the membership)/(appointed by the governance authority). Deaconesses shall be members of the Church and shall be appointed or

elected as specified in the local church bylaws. The deaconesses shall have charge of those ministries as determined by the governance authority. Where there are no deaconesses, the governance authority shall assume responsibility for their ministries until such are elected or appointed.

Section 7.4. Trustees. If required by law, the Church shall have _____ trustees (elected at the annual meeting of the membership/appointed by the governance authority). The trustees shall be members of the Church and may be appointed or elected as specified in the local church bylaws. Trustees shall have charge of those ministries and duties as determined by the governance authority, or the laws of the state in which the Church is located. Where there are no trustees, the governance authority shall assume responsibility for those ministries and duties until such are elected or appointed.

Section 7.5. Alliance Women. An Alliance Women ministry may be established in the local church. They shall be organized according to the Alliance Women's policies.

Section 7.6. Committees and Organizations. Additional committees and organizations may be established by the governance authority as the need arises unless otherwise specifically provided for in these bylaws. Such committees and organizations shall not have authority to act on behalf of the Church, except to the extent expressly provided for by action of the governance authority.

ARTICLE VIII MISSIONS

The Church shall participate in the worldwide missions and church planting ministries of The Christian and Missionary Alliance, and the support of the Great Commission Fund. The governance authority shall specify the means by which it purposes to mobilize members' involvement, including prayer, and recruitment of men and women for vocational ministry both at home and abroad. A Missions Conference or congregation-wide event for missions mobilization shall be held each year. Great Commission Fund gifts shall each month be forwarded to the Treasurer of The Christian and Missionary Alliance at the National Office.

ARTICLE IX DISCIPLEMAKING MINISTRIES

A major ministry of the Church is making disciples of Jesus Christ. The discipling process includes evangelism, building up believers, equipping workers, and multiplying leaders, among adults, youth, and children. The purpose of discipling ministries is to bring people to a saving knowledge of Christ, teach biblical principles emphasizing missions and the centrality of Christ as Savior,

Sanctifier, Healer, and Coming King, and equip people for evangelism and Christian service.

Choice 1: A committee (or team) of at least three persons, including leaders from Children's, Youth, and Adult ministries, shall be appointed (or elected) to assist the pastor (or pastoral staff) to oversee the discipling (or educational) ministries of _____ Church. The team will have a designated chairperson.

Choice 2: A Director of Discipling Ministries may be appointed to oversee the discipling ministries of the Church. He/she may serve as a member of the pastoral staff and be amenable directly to the lead pastor. An advisory team will be elected (or appointed) to assist the director in giving leadership to the congregation's discipling ministries to children, youth and adults.

Choice 3: The discipling ministries of this Church are led by a Children's Pastor/Coordinator, Youth Pastor/Coordinator, and an Adult Ministries Pastor/Coordinator, each of whom oversee the discipling ministries of their assigned age levels. They coordinate with each other as needed or directed, and are amenable to the pastor (or other designated member of the pastoral staff) and the Church governance authority.

ARTICLE X PROPERTY AND RECORDS

Section 10.1. Property. The Church may acquire, own, dispose of, improve, encumber, and convey property, real and personal, for church purposes, in conformity with the laws of the state where the property is situated.

Real property may be purchased, sold, conveyed, exchanged, mortgaged, or encumbered only by order of the membership through the governance authority, in consultation with the district superintendent. In states where trustees are required, the order of the membership shall proceed through them.

Section 10.2. Records. The official records of all offices of the Church and all its departments are the property of the Church. Copies of the official records shall be given to the District upon request. In the event of the death or resignation of an incumbent officer, or upon the appointment of a successor, the records shall be passed on to the newly-appointed officer. All records other than current shall be kept in a secure repository selected by the Church governance authority.

Section 10.3. Audit. All financial records shall be examined annually or at more frequent intervals on order of the Church governance authority. At least three persons, none of whom is a financial officer or a Church staff member, shall be appointed by the governance authority to conduct the examination. They shall follow

procedures set forth in the current edition of the *Finance Manual for Alliance Church Treasurers (and Pastors)*. The governance authority shall authorize actions to conform with additional audit standards that may be required by the jurisdiction in which the Church is located.

ARTICLE XI NOMINATING COMMITTEE

A Nominating Committee shall consist of the lead pastor, two members from the Church membership, selected by, but not necessarily from the governance authority, and two elected from the Church membership in a manner stipulated by the local church bylaws, at least one month prior to the annual meeting.

ARTICLE XII NOMINATIONS/ELECTIONS

Section 12.1. Nominations. In consideration of elections, the Nominating Committee shall present at least one name for each office to be filled. Other nominations may be made by the membership as stipulated in the church bylaws.

Any active member of the membership may nominate any person for an elected position according to the following:

- a. The member wishing to place the name in nomination will submit the name to the Nominating Committee in writing within the timeframe posted by the Nominating Committee.
- b. The Nominating Committee will satisfy itself that the person to be nominated meets the criteria of the Constitution and Bylaws for holding elected office.
- c. The Nominating Committee may consider the person to be nominated as their nominee if so desired. The Nominating Committee may also elect NOT to consider the person as their nominee.
- d. Once the Nominating Committee has completed its work and rendered its report, an Official Ballot will be prepared for use at the Annual Meeting. The Official Ballot will contain the names as presented for each position by the Nominating Committee. Further, those names presented by the membership that meet the required criteria will also be placed on the Official Ballot. However, they will be identified by an asterisk (*) and an appropriate footnote explanation that they have been nominated by the membership.
- e. There will be no nominations received from the floor during the election process.

Section 12.2. Elections. The officers shall be elected by ballot at the annual meeting. Where only one name is presented, the ballot may be waived by unanimous vote.

Section 12.3. General Council Lay Delegates. In accordance with the Amended and Restated Constitution and Bylaws of The Christian and Missionary Alliance, an accredited church may send two lay delegates to represent the Church during the biennial General Council of The Christian and Missionary Alliance. Should the Church have 150 or more in voting membership (as reported in the most recent annual report of the church), the Church may send an additional delegate for each additional 100 voting members or fraction thereof. Lay delegates shall be appointed and certified in the following manner: _____.

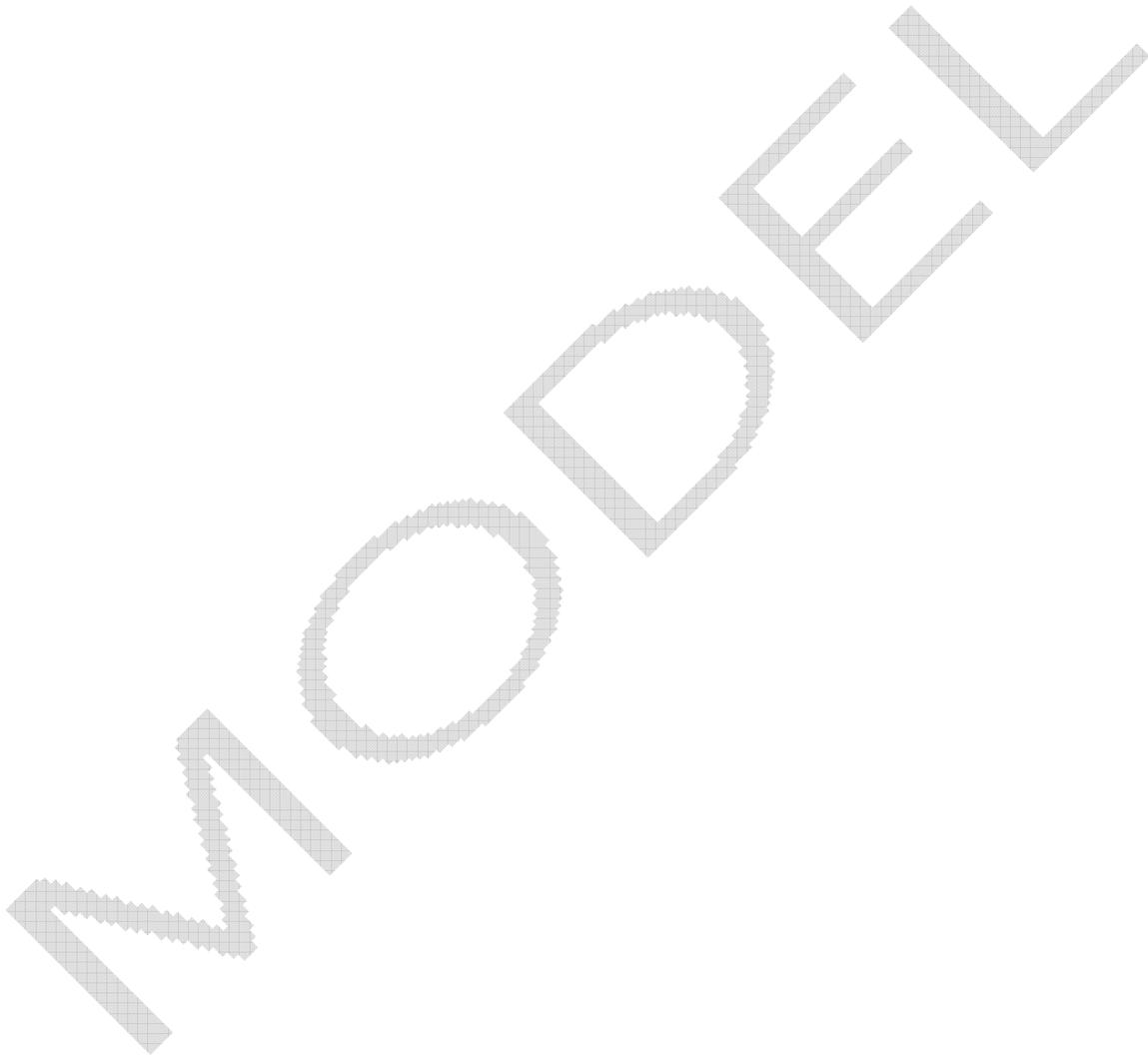
Section 12.4. District Conference Lay Delegates. In accordance with the Uniform Constitution for Districts of The Christian and Missionary Alliance, an accredited church shall be entitled to send two lay delegates to represent the Church during the District Conference. Should the Church have 150 or more in voting membership (as reported in the most recent annual report of the church), the Church may send an additional delegate for each additional 100 voting members or fraction thereof. Lay delegates shall be appointed and certified in the following manner:
_____.

ARTICLE XIII REVERSION OF PROPERTY

All of the corporation's real and personal property shall be subject to the applicable property reversion provisions in the Manual.

ARTICLE XIV CHURCH-SPECIFIC ACCREDITED CHURCH BYLAWS

The Church may adopt and amend additional church-specific accredited church bylaws pursuant to the Constitution by a two-thirds majority of the votes cast at any official business meeting of the General Members, provided that such additional bylaws are consistent with any provision of the Manual (including the Constitution) applicable to accredited churches of the C&MA and with these Bylaws. A copy of any additional church-specific accredited church bylaws shall be provided to the Ecclesiastical Member.



E15

AGENDA FOR ORGANIZING AN ACCREDITED ALLIANCE CHURCH

At the accreditation meeting, the following resolutions shall be addressed:

RESOLUTIONS

1. Appointment of a Secretary Pro Tem.

BE IT RESOLVED that _____ be elected Secretary Pro Tem for this meeting.

2. Resolution to organize as an accredited Christian and Missionary Alliance church.

BE IT RESOLVED that we, the following named persons, _____, _____, _____,

having affixed our signatures to the Application for Church Membership and having been duly approved for membership in The Christian and Missionary Alliance, a religious denomination incorporated as a nonprofit corporation under the laws of the State of Colorado, headquartered in Reynoldsburg, Ohio, and of which _____ District, incorporated under the laws of the state of _____, is an integral part, do now organize ourselves as an accredited local church of said Christian and Missionary Alliance.

3. Resolution adopting an official name.

BE IT RESOLVED that this organization be known as

of The Christian and Missionary Alliance,

_____ (City & State)

4. Resolution adopting charter membership list.

BE IT RESOLVED that the persons named in the Resolution #2 above shall constitute the charter Membership of

_____ of The Christian and Missionary Alliance, _____.

(City and State)

5. Resolution determining closing date for charter membership.

BE IT RESOLVED that all persons completing the Church Membership Application Form and having been duly approved for membership in The Christian and Missionary Alliance and being approved on or before

_____ (date) shall be included on the charter membership list of the church.

6. Resolution for the adoption of The Christian and Missionary Alliance Constitution.

BE IT RESOLVED that we adopt verbatim, and agree to abide by, the Uniform Constitution for Accredited Churches as approved by the General Council and found in the *Manual of The Christian and Missionary Alliance*.

7. Resolution determining the date of the annual congregational meeting.

BE IT RESOLVED that the annual meeting of the

_____ (name of organization)

shall be held _____ (date decided upon, which should take the following form: e.g.: "The first Tuesday after a Monday in the month of December.")

8. Resolution authorizing the chairman to appoint temporary officers and acting committees until the annual business meeting or a special congregational meeting is held.

BE IT RESOLVED that the chairman of the meeting be and is hereby authorized to appoint temporary officers and a temporary governance authority. The said appointees shall serve until the congregation shall elect such officers and committee members at a congregational meeting.

9. Resolution to authorize the inserting of the usual property reversion clause in all property deeds and church Charters (Articles of Incorporation/Articles of Association).

BE IT RESOLVED that the church governance authority be authorized to take any and all legal steps which are necessary for the insertion in all church property deeds and in the church Charter (Articles of Incorporation/Articles of Association), the following property reversion clause of The Christian and Missionary Alliance: Accredited Churches:

This church is connected with and subordinate to its parent religious organization, The Christian and Missionary Alliance, a Colorado nonprofit corporation, headquartered in Reynoldsburg, Ohio. Recognizing the purpose of the members of this congregation to support both the doctrines and the mission of The Christian and Missionary Alliance through the contribution of their tithes, offerings, and special gifts, and to ensure that the future use of such assets and real property as this church may from time to time acquire shall not be diverted from this purpose, this church adopts the following property reversion clause.

- A. Property Reversion Events. Any of the following shall constitute a "property reversion event:"

- The termination of this church's existence for any reason.

- The failure for any reason of this church to be subject to or abide by any of the purposes, usages, doctrines, or teachings of The Christian and Missionary Alliance.
 - The decision or action of this church to disaffiliate or otherwise separate itself from The Christian and Missionary Alliance without the prior written approval of such decision or action by the District Executive Committee (or its equivalent) of the district in which this church is located.
 - The failure, for any reason, of this church to qualify as an “accredited church” of The Christian and Missionary Alliance (as such term is defined in the Bylaws of The Christian and Missionary Alliance).
- B. Determination of Property Reversion Event. The determination of whether a property reversion event has occurred shall be considered and decided by the District Executive Committee (or its equivalent) of the district of The Christian and Missionary Alliance in which this church is located in accordance with procedures established from time to time by the Board of Directors of The Christian and Missionary Alliance. The decision of such District Executive Committee (or its equivalent) shall be final and binding on The Christian and Missionary Alliance, the district of The Christian and Missionary Alliance in which this church is located, and this church, and may not be challenged by any party. Should any party choose to challenge a decision based on fraud, collusion, or arbitrariness, such appeal shall only be made to the Board of Directors of The Christian and Missionary Alliance. In order to expedite review of such appeals, the Board of Directors may establish a Board of Directors committee of not less than five Board members for the purpose of handling such appeals. The decision of the Board of Directors or its committee shall be final and binding on all parties.
- C. Consequences of Property Reversion Event. Upon the occurrence of a property reversion event as determined in accordance with b. above, legal title to all real and personal property (tangible and intangible), appurtenances, fixtures, and effects of whatever type then owned, held, or used by this church, without regard to how or from whom acquired, shall, upon the demand of the district of The Christian and Missionary Alliance in which this church is located, revert to and become the property of such district of The Christian and Missionary Alliance. During the period of time between the occurrence of the property reversion event and the complete and final transfer of legal title to the district of The Christian and Missionary Alliance in which this church is located, this church shall hold such property in trust for such district to be used exclusively to further the purposes, usages, doctrines, and teachings of The Christian and Missionary Alliance.
- D. Waiver of Certain Property Reversion Events. In the event of a property reversion event attributable to differences in doctrine between this church

and The Christian and Missionary Alliance, the property reversion processes set forth above may be waived upon the approval of all of the following:

- At least two-thirds of the active, attending members of this church.
- The District Executive Committee (or its equivalent) of the district of The Christian and Missionary Alliance in which this church is located.
- Church Ministries of The Christian and Missionary Alliance.

E. Exclusion of Certain Property. Paragraph C above shall not apply to any real or personal property which (i) this church owned prior to its becoming an accredited church, and (ii) is expressly identified as property not subject to paragraph C above in a written agreement entered into in connection with such accreditation between this church and the district of The Christian and Missionary Alliance in which this church was located upon its accreditation. The exclusion of property pursuant to this paragraph E, and the agreement described in the preceding sentence, shall (1) terminate ten (10) years after this church’s accreditation, and (2) not apply to any church that was in developing status prior to its accreditation.

10. Resolution to authorize the incorporation (or association) of the church according to the laws of the State.

BE IT RESOLVED that the church governance authority be authorized to file Articles of Incorporation (or Association) with the Secretary of State of the state of _____.

11. Resolution authorizing filing of copies of all official documents and minutes related thereto to the District Office.

BE IT RESOLVED that true copies of all official documents such as deeds, charter, mortgages, and all official minutes related to these items, as well as minutes of this current organizational meeting, be prepared and sent to the district office for filing.

12. Resolution to either:

- A. adopt proposed bylaws, or
- B. appoint a bylaw committee.

13. Adjournment.

Dated this _____ day of _____, 20____.

Signature (Secretary)

Signature (District Superintendent)

E16

POLICY FOR RECLASSIFYING ACCREDITED CHURCHES TO DEVELOPING CHURCH STATUS

The Christian and Missionary Alliance is committed to planting, developing, and sustaining healthy Great Commission churches. Reclassification of an accredited congregation to developing church status enables the district to provide the guidance and assistance necessary for a church to be restored to vibrant congregational health and ministry. This Policy outlines the conditions under which an orderly transition is made from accredited to developing church status.

A transition from accredited status to developing church status may be requested by either the church governance authority or the District Superintendent when either determines that any two of the following conditions are present and that reclassification is a helpful strategy for restoration of vitality:

1. There have been three or more years of declining attendance.
2. There are persistent financial problems (e.g., inadequate pastoral support, bills in arrears on a regular basis, declining giving to church budget and Great Commission Fund, etc.)
3. The congregation is no longer able to meet constitutional standards for governance (e.g., less than five qualified persons willing to serve on the governance authority, ongoing conflict in leadership, etc.).
4. The congregation is no longer able to meet the requirements for accreditation as they appear in the *Manual of The Christian and Missionary Alliance*.
5. The occurrence of a reversionary event as spelled out in the Uniform Constitution for Accredited Churches, Article XVI, Reversion of Property, in the *Manual of The Christian and Missionary Alliance*.
6. There are internal problems or conflicts which require the intervention of an outside party for resolution.

Upon receiving a reclassification request from the District Superintendent or the Church Governance Authority, if the District Executive Committee confirms that two or more of the foregoing conditions exist and that it is advisable to reclassify the church to restore vitality; the District Executive Committee may then vote to reclassify the church.

The Governance Authority may, within 14 days of receipt of written notice of reclassification, appeal the decision to the vice president for Church Ministries. Only the Governance Authority has standing to file the appeal.

The vice president shall then appoint a panel of 2 to 3 people to review the reclassification. The panel shall consult with the governance authority, the pastor, the district superintendent, the District Executive Committee and any other individuals as it determines appropriate. The panel may affirm or reverse the reclassification in light of the overall mission of the C&MA. The panel's decision shall be final, not subject to appeal, and effective on the date of the panel's decision.

STEPS FOLLOWING RECLASSIFICATION TO DEVELOPING CHURCH STATUS:

When a church is officially reclassified into Developing Church status, the following will happen:

1. The church will be governed under the Policy for the Governance of Developing Churches ("Governance Policy"). The Governance Policy shall take priority over the bylaws of the church.
2. Membership rights shall be as defined in the Governance Policy.
3. The District Superintendent shall appoint an advisory board which shall serve as the board of directors of the nonprofit corporation of the church under applicable state law, in accordance with the Governance Policy. The District Superintendent shall appoint officers and may also appoint or remove elders.
4. The District Superintendent may appoint a new pastor.

E17

POLICY FOR CHURCH CLOSURE

The Christian and Missionary Alliance is committed to planting, developing, and sustaining healthy Great Commission churches. Nonetheless, when a congregation is no longer able to sustain its ministry or when internal conditions make it advisable to do so, it may be necessary for the District Executive Committee to close either an accredited or a developing church. When such action is necessary, the following procedures shall guide that decision.

The District Executive Committee in consultation with the district superintendent may determine to close a church when any of the following conditions persist. None of the conditions listed below are prerequisites to the consideration of any of the other conditions.

- Efforts to revitalize the church have been unsuccessful. The church has been reclassified as a developing church for one year or more with no significant ministry development or change in the congregation's wellbeing as determined by the District Executive Committee.
- Membership has fallen below the minimum requirements for accreditation.
- The congregation has been receiving subsidy from the district and it has been determined that further expenditure of funds is not wise or when the church is dependent upon diminishing capital reserves to sustain its ministries.
- Attendance and financial support for the church continues to decline for a sustained period of time.
- The congregation or its governing bodies are experiencing sustained conflict and attempts to resolve the circumstances through biblical peacemaking have been resisted or unsuccessful.
- No significant new ministry is taking place and existing ministries appear to be ineffective and without fruit.
- The church is unable to secure qualified leadership and/or provide for pastoral care for its members.

Appeal:

Within 10 days of receiving notice of the DEXCOM's decision to close the church, the pastor or governance authority may request the vice president for Church Ministries to review the action.

An appeal of the decision to close the church may be made upon one or more of the following grounds:

1. Failure of the District Executive Committee to follow the closure policy or evidence that the policy has been applied arbitrarily or with malice.
2. The church is able to demonstrate that the criterion for closure has been misapplied or that the congregation's circumstances fail to conform to the criteria.
3. There are extenuating and temporary circumstances that mitigate current conditions and which should be taken into account.

Disposition of Appeal:

The vice president will conduct a preliminary investigation into the appeal. He may dismiss it if there is no evidence of wrongdoing, collusion, or hasty and incomplete judgment by the District Executive Committee and/or the district superintendent.

The vice president shall appoint a review panel if, in his judgment, there is sufficient evidence for a full review. The vice president shall appoint a panel of three members from outside the District in which the church is located to review the closure. Care shall be taken to select members who are unbiased in regard to the situation and are familiar with the Uniform Constitution for Accredited Churches and the district constitution. The panel will familiarize itself with relevant district bylaws and take reasonable steps to consult with the governance authority, the pastor, the district superintendent, the District Executive Committee, and any other individuals as it decides appropriate.

Upon receiving a properly submitted appeal, the vice president shall appoint a panel of three members from outside the District in which the church is located to review the closure. The panel shall take reasonable steps to consult with the governance authority, the pastor, the district superintendent, the District Executive Committee and any other individuals as it decides appropriate. The panel may affirm or reverse the closure as it determines best in light of the overall mission of the C&MA provided that the panel may not affirm the closure if it determines that there is no reasonable basis for concluding that any closure condition exists. The panel shall communicate its decision and rationale in writing to the DEXCOM and to the congregation. The panel's decision in regard to the appeal shall be final and not subject to further appeal to any other administrative body.

Effective Date of Closure:

The decision of the DEXCOM to close the congregation shall be effective as of the later of 14 days after the congregation has been notified of the decision or, if the action is appealed and affirmed, 14 days after the date of the review panel's decision.

SECTION F
ALLIANCE MISSIONS

Introduction F1

General Regulations F2

F1

ALLIANCE MISSIONS

INTRODUCTION

Alliance Missions (AM) as an extension of the U.S. family of Alliance churches is responsible for all overseas ministries of The Christian and Missionary Alliance of the United States in conjunction with duly elected or appointed AM leadership in various regions and fields. The administrative regions and fields overseas are determined by the Board of Directors. AM is responsible for overseeing regional leadership couples, field directors, international workers, overseas U.S.-led fields, CAMA Services, tentmakers, international worker children's education, mentoring of accredited international worker candidates, and the relationships with national churches and other partners involved with AM in the fulfillment of the Great Commission worldwide.

F2

REGULATIONS

Complete regulations governing the administration of Alliance Missions are published separately and entitled *Alliance Missions Handbook*.

The *Alliance Missions Handbook* may be obtained on the website at www.cmalliance.org.

SECTION G

OPERATIONS/FINANCE REGULATIONS

Introduction G1

Overall Financial Policy G2

The Christian and Missionary Alliance Retirement Plan G3

Retirement Centers G4

G1

OPERATIONS/FINANCE

INTRODUCTION

Operations/Finance is responsible for business operations and the accounting, care, and investment of all funds of The Christian and Missionary Alliance. It is, in cooperation with all other areas of ministry, responsible for the following: business and support services, technology services, National Office facility support, international accounting support, accounting and financial reporting, budget process, cash management and banking, treasury, retirement and benefit programs, investments, and acts as liaison between four supporting organizations (The Christian and Missionary Alliance retirement centers, Orchard Alliance) and The Christian and Missionary Alliance Board of Directors.

G2

REGULATIONS

OVERALL FINANCIAL POLICY

The General Council shall receive biennially from the Board of Directors a 24-month budget presented in the form of two 12-month fiscal years (24 Month Budget) for adoption. Such 24 Month Budget clearly shall connect the vision and strategic plan of The Christian and Missionary Alliance to the expenditures proposed. The second fiscal year of the 24 Month Budget may be amended or adjusted by the Board of Directors as deemed necessary; and the rationale for significant adjustments made by the Board of Directors shall be reported to the next regular meeting of the General Council.

Upon receipt of annuity gifts, an amount, as may be determined by the Board of Directors from time to time, shall be placed in the Great Commission Fund or in any particular fund for which the annuity gift was given.

All undesignated deferred gifts and all undesignated Annuity Fund income accruing to The Christian and Missionary Alliance shall be placed in the Great Commission Fund.

All financial transactions of the Board of Directors, its subsidiary corporations, and standing committees shall be affected only after the proper body has been given authorization and a record has been made in the minutes.

AUDIT REVIEW COMMITTEE

Annual audits of the colleges of The Christian and Missionary Alliance and associated colleges and supporting organizations shall be submitted through the area of ministry that provides oversight for The Christian and Missionary Alliance and subsequently reviewed by the Board-appointed Audit Review Committee.

Annual audits or reviews of all districts shall be submitted to the vice president for Operations/Finance/treasurer and subsequently reviewed by the Board-appointed Audit Review Committee.

The Audit Review Committee shall report its review of the annual audits at the fall meeting of the Board of Directors each year. Should the Board of Directors desire that letters be sent to colleges, supporting organizations, or districts, it may authorize the Audit Review Committee to do so. Other specific functions of the Audit Review Committee shall include:

1. Recommend selection of the Certified Public Accounting firm for The Christian and Missionary Alliance audit to the Board of Directors for its approval.
2. Review the scope of all audits.
3. Review the audited financial statements for the purpose of evaluating the financial stability or condition of the entities and report to the Board of Directors any financial concerns.
4. Review the audited financial statements to ensure the adequacy of disclosure, which includes but is not limited to any changes in accounting principles or practices, possible adjustments to the financial statements, and adherence to the appropriate AICPA Industry Audit Guides and Financial Accounting Standards Board pronouncements.
5. Review other reports prepared by the independent accountants which describe weaknesses in the organization's internal accounting controls and recommendations for improvement to such controls. It also will determine if management has taken appropriate action on these recommendations.

ADJUSTMENT OF ALLOWANCES

When individuals receiving full allowances from the treasury accept other remunerative positions, adjustment of their allowances shall be made by the Board of Directors.

G3

THE CHRISTIAN AND MISSIONARY ALLIANCE RETIREMENT PLAN

A new retirement plan was approved at the 1999 General Council (Portland, Oregon). Please contact Alliance Benefits at The Christian and Missionary Alliance National Office for additional information or go to www.alliancebenefits.org. Both the C&MA Retirement Plan and the C&MA Benefit Plan are administered by the C&MA Benefit Board. The regulations related to the C&MA Benefit Board are found in the Bylaws of The Christian and Missionary Alliance.

G4

RETIREMENT CENTERS

1. The Consultation on Aging shall be comprised of the vice president for Operations/Finance, chairperson; the executive director of each official retirement center of The Christian and Missionary Alliance; and such other persons as the president may designate. The Consultation on Aging shall meet on call of the chairperson for the purpose of developing and standardizing policies so that the best health and retirement care may be provided for senior citizens.
2. All retirement centers or other subsidiary corporations, organized in the name of or under the auspices of The Christian and Missionary Alliance, shall be under the control of the Board of Directors.
3. The retirement centers of The Christian and Missionary Alliance are: Shell Point Retirement Community, Fort Myers, Florida; and Town and Country, Santa Ana, California. Chapel Pointe at Carlisle, Pennsylvania, is affiliated with The Christian and Missionary Alliance.

SECTION H
STATEMENTS

Statement of FaithH1

Sanctity of Human LifeH2

SexualityH3

Singleness and MarriageH4

Racial JusticeH5

SanctificationH6

Church GovernmentH7

Definition of Constituted AuthorityH8

The Destiny of Those Who Have Never HeardH9

Cooperation in Mission H10

Secret Societies/Masonry H11

H1

STATEMENT OF FAITH

Section 1.1. There is one God (Deut. 6:4), Creator of all things (Rev. 4:11), who is infinitely perfect (Matt. 5:48), existing eternally in three persons: Father, Son, and Holy Spirit (Matt. 28:19).

Section 1.2. Jesus Christ is the true God and true man (Phil. 2:6-11). He was sent by the Father (John 20:21), conceived by the Holy Spirit, and born of the virgin, Mary (Luke 1:34-38). He died on the cross, the Just for the unjust (1 Pet. 3:18), as a substitutionary sacrifice (Heb. 2:9), and all who believe in Him are justified on the ground of His shed blood (Rom. 5:9). He rose from the dead according to the Scriptures (1 Cor. 15:3-4). He is now at the right hand of the Majesty on high as our great High Priest (Heb. 8:1). He will come again to establish His Kingdom of righteousness and peace (Isa. 9:6-7).

Section 1.3. The Holy Spirit is a divine person (John 14:16-18), sent to indwell, guide, teach, gift, empower, and bear His fruit in every believer (John 16:13; 1 Cor. 12:4, 11; Acts 1:8; Gal. 5:22-23). He convicts the world of sin, of righteousness, and of judgment (John 16:7-11).

Section 1.4. The Old and New Testaments, inerrant as originally given, were verbally inspired by God and are a complete revelation of His will for our salvation. They constitute the divine and only rule of Christian faith and practice (2 Pet. 1:20-21; 2 Tim. 3:15-17).

Section 1.5. Man and woman, created in the image and likeness of God (Gen. 1:27), fell through disobedience, incurring both physical and spiritual death (Rom. 6:23). Therefore, everyone is born with a sinful nature (Rom. 5:12), is separated from the life of God (Eph. 4:18), and can be saved only through the atoning work of the Lord Jesus Christ (Rom. 3:25).

Section 1.6. Salvation has been provided through Jesus Christ for all people (1 John 2:2). Those who repent and believe in Him are justified by grace through faith (Rom. 3:21-24), born again of the Holy Spirit (Titus 3:4-7), delivered from the dominion of darkness, transferred into the Kingdom of God's Son (Col. 1:13), granted the gift of eternal life, and adopted as the children of God (Rom. 8:14-16; John 1:12).

Section 1.7. It is the will of God that each believer should be filled with the Holy Spirit and be sanctified wholly,¹ being separated from sin and the world and fully dedicated to the will of God, thereby receiving power for holy living and effective service.² This is both a crisis and a progressive experience wrought in the life of the believer

subsequent to conversion.³ (1¹ Thessalonians 5:23, ²Acts 1:8, ³Romans 6:1-14)

Section 1.8. Provision is made in the redemptive work of the Lord Jesus Christ for the healing of the whole person (Isa. 53:4-5; Matt. 8:16-17). Prayer for the sick and anointing with oil are taught in the Scriptures (James 5:13-16) as privileges for the Church in this present age (Acts 4:30).

Section 1.9. The Church consists of all those who believe in the Lord Jesus Christ, are redeemed through His blood, and are born again by the Holy Spirit. Christ is the Head of His Body (Eph. 1:22-23; Col. 1:18), the Church, which has been commissioned by Him to go into all the world making disciples of all peoples (Matt. 24:14, 28:19-20).

The local church is a body of believers in Christ (Eph. 5:30) who are called to love (1 Thess. 3:12) and joined together for the worship of God, edification through the Word of God, prayer, fellowship, proclamation of the gospel through word and deed (Luke 4:18-19), and observance of the ordinances of Baptism and the Lord's Supper (Acts 2:41-47).

Section 1.10. There will be a bodily resurrection of all people (Acts 24:15). Our Lord Jesus Christ will judge with perfect justice (Acts 17:31; John 5:28-30) as the unrepentant and unbelieving are raised to the conscious anguish of eternal separation from God (Rev. 20:15, 21:8; 2 Thess. 1:9), and repentant believers are raised (John 6:40) to the unending joy of eternal life with God (Ps. 16:11; Rev. 21:1-4).

Section 1.11. The Second Coming of the Lord Jesus Christ is imminent⁴ and will be personal, visible, and premillennial.⁵ This is the believer's blessed hope and is a vital truth which is an incentive to holy living and faithful service.⁶ (⁴Hebrews 10:37, ⁵Luke 21:27, ⁶Titus 2:11-14)

NOTE: *Edits to Section 1.7 were presented to 2025 General Council and adopted but need to be adopted verbatim at 2027 General Council in order to be final.*

H2

STATEMENT ON THE SANCTITY OF HUMAN LIFE

God's Intention: Creation

Human life is created by God and is good. Since we are uniquely created in the image of God (Genesis 1:27) and formed by God (Genesis 2:7; Job 33:4; Psalm 139:13-16), we hold to the sanctity of all human life (Genesis 9:6; Matthew 6:26). As best as we understand, human life begins at conception (Psalm 139:13-16; Jeremiah 1:4-5). It also lasts beyond death into eternity (John 5:28-29; 1 Corinthians 15:51-52; 2 Corinthians 5:8-10). God gives life and breath to everyone (Acts 17:25), calling us to value equally the dignity of every individual life in its entirety, which compels us to love and have compassion for all peoples of the world (2 Corinthians 5:14-15).

Our Distortion: Fall

Sin affects every aspect of human life (Genesis 6:5; Jeremiah 17:9; Romans 5:12) and devalues life (Amos 2:6-7; James 2:1-4; Galatians 5:14-15). God exposes and condemns these distortions through the life-affirming nature of the Law, as seen in the Ten Commandments that prohibit life-denying practices (Exodus 20:1-17). This degrading of human life leads to dehumanizing practices (e.g., abortion, racism, injustice, abuse, suicide, human trafficking, genocide, murder, and euthanasia). Since each person is made in the image of God, we grieve such practices.

Our Redemption: Jesus

Our life-giving mission is to proclaim Jesus in word and deed to the whole world (2 Corinthians 5:20; James 1:27). As our Savior, Sanctifier, Healer, and Coming King, Jesus brings new and abundant life (John 3:3, 10:10; 2 Corinthians 5:17), which transforms our distorted view of human life (2 Corinthians 5:16; Romans 12:2). We affirm the dignity of all people, especially the vulnerable and overlooked (e.g., the unborn, foreigners, the mentally ill, the poor, the elderly, widows, orphans, and the incarcerated (Exodus 23:9; Matthew 25:36, 40; James 1:27, 2:1-4; Hebrews 13:3). As the Church, we proclaim Christ by making disciples, and we express His love by caring for people (e.g., disaster relief, refugee care, assistance for individuals with disabilities, foster care and adoption, community development, and elder care). At every opportunity, we seek to be peacemakers in our world (Matthew 5:9; Romans 12:18).

We advocate for those who cannot speak for themselves (Proverbs 31:8-9; Matthew 25:45), protecting and honoring all human life. We affirm the value of every person

from the womb to the end of earthly life, without exception. Therefore, the gift of life should be cherished and not taken prematurely. For the terminally ill, the ability to extend life artificially does not create a moral imperative to extend it indefinitely. Such decisions call for discernment as well as trust in the providence of our God.

Ultimately, God is the giver of life and numbers our days (Deuteronomy 32:39; Psalm 139:16; Acts 17:25-26).

Our Hope: Consummation

Our hope for final victory over death is Jesus! Since Jesus rose from the dead and will return to restore all righteousness (Matthew 24:30; Titus 2:13-14), all will rise bodily from the dead and those who trust in Christ will live with Him forever (John 5:28-29; 1 Corinthians 15:20-24; 1 Thessalonians 4:13-18). Life, not death, will ultimately prevail, and Jesus will wipe away every tear from our eyes (Revelation 21:4), fully vindicating the sanctity of life (Revelation 22:1-5).

H3

STATEMENT ON SEXUALITY

While this Statement on Sexuality seeks to express the truth of Scripture, this truth must always be expressed with the spirit of grace found in Jesus Christ who came to us full of grace and truth (John 1:16-17). Similarly, we ought to approach others with that same spirit of grace and truth.

God's Intention: Creation

Sexuality is created by God and is good. We are created and embodied as male and female. In community we reflect God's image and accomplish His purpose in the world (Genesis 1:26-28). We are created for committed intimate community, free from shame (Genesis 2:24-25). For a man and a woman, this intimacy may be expressed and consummated sexually when they are united as one flesh in marriage (Genesis 2:24). The pleasure of sexual union is intended to express not only a bodily intimacy but also an intimacy of heart, soul, and mind. The divine purpose for sexual union is to reproduce children who represent God and extend God's rule to the ends of the earth (Genesis 1:26-28).^{*} Our created sex and sexuality are gifts from the Creator to be embraced with gratitude and worship.

Our Distortion: Fall

Any rebellion against God's perfect design is sin. It separates us from God and distorts intimacy. All of us have experienced sexual brokenness in some fashion. No longer "naked and without shame," Adam and Eve clothed themselves with fig leaves (Genesis 2:25; 3:7). Differences between sexes meant to complement have led to dysfunctional, domineering, and even abusive relationships (e.g. physical, emotional, sexual [e.g. rape and incest], or neglect) (Genesis 3:16). Some seek to redefine the created nature of our sexuality in rebellion (Romans 1:24-27). They desire the intimacy or pleasure of sex apart from the divinely established context of marriage between a man and woman (1 Corinthians 6:16; cf. Genesis 2:24), such as homosexual or extra-marital sexual activity. Others seek an illusion of intimacy through actively indulging in lust, fantasizing, and/or pornography. All of these are indicators of our rebellion against God.

^{*} While not explicitly included in the Genesis Creation account, sexual union is for pleasure (Song of Solomon). Furthermore, reproduction of people who represent God and extend God's rule to the ends of the earth is not limited to physical reproduction but also occurs through discipleship multiplication; the Creation language of being fruitful and multiplying greatly is used in the New Testament for how the Word of God bears fruit to multiply disciples (e.g., Acts 6:7; 12:24; 19:20; Colossians 1:6, 10).

In all the brokenness of our sexuality, the church has often failed to recognize, understand, or show compassion to those wrestling with these realities. Particularly, the church has struggled to walk in a redemptive manner with those who experience same-sex attraction and/or question their created and gendered identity. Because of the Fall, our struggles with sexuality cannot simply be reduced to our choices or developmental background, but our choices remain significant.

Our Redemption: Jesus

God loves us in our brokenness with a love so boundless that He sent Jesus to redeem what sin had distorted. Even Christians who had previously embraced many sexual sins are now described in this way: “And that is what some of you were. But you were washed, you were sanctified, you were justified in the name of the Lord Jesus Christ and by the Spirit of our God” (1 Corinthians 6:11). These realities can be true for us today. There is nothing out of reach from the power of Jesus to cleanse and forgive when we turn to Him in humble repentance and submission. God floods our sexually broken world with grace and mercy to wash our sinful natures clean and makes us new creations in Jesus Christ (Titus 3:5; 2 Corinthians 5:17). Out of forgiveness rather than condemnation, we are empowered to pursue sexual wholeness and freedom from the distortions of the Fall (John 8:11). God is restoring His Creation, including His purposes for sexuality, through Jesus Christ, the firstborn of all Creation (Colossians 1:15-20).

As the body of Christ, we walk together in our sexual brokenness towards maturity in Christ. We do so by speaking the truth with understanding, love, and compassion (Ephesians 4:15). While Jesus inaugurates the restoration of all Creation, its full restoration is not yet realized. However, because of Christ’s provision, it is our privilege to choose to “walk by the Spirit” and by so doing “not gratify the desires of the sinful nature” (Galatians 5:16). We can experience the promised blessing that God desires to “fill [us] with all joy and peace as [we] trust in Him, so that [we] may overflow with hope by the power of the Holy Spirit” (Romans 15:13). Therefore, we are freed from condemnation (Romans 8:1) and can overcome the power of sin (Romans 5:17) and Satan (Revelation 12:11) by the power of the cross of Jesus Christ!

Our Hope: Fulfillment

While Jesus’ death on the cross freed us from the penalty and power of sin, only His second coming will free us completely from the presence of sin. On that day, we will see Him face to face (1 John 3:2; 1 Corinthians 13:12), enjoying a true intimacy without shame. The battle for purity will be won (Revelation 19:8), and we will be presented blameless in His presence with great joy (Jude 24).

H4

STATEMENT ON SINGLENES AND MARRIAGE

God's Intent

God created us to reflect His image individually and together in community, expressing our unity in diversity (Genesis 1:26-27). As a result, we flourish in intimate relationship with God and one another (Genesis 1:27-31; 2:25).

Singleness is a good gift from God as seen in the life of Jesus. It is an opportunity for focused communion with God, community with others, and service for God's purposes (Genesis 2:15; Matthew 12:46-50; 1 Corinthians 7:25-35).

Marriage is also a good gift from God for companionship, sexual intimacy, and procreation (Genesis 1:28, 2:24) where one man and one woman are joined together in a lifelong and exclusive holy covenant before God (Malachi 2:14-16; Matthew 19:4-6; Hebrews 13:4). Marriage mirrors the unique relationship between God and his people (Ezekiel 16:8; Malachi 2:14-16; Ephesians 5:22-33). The best foundation, and God's intent, is that married individuals be united in their faith (2 Corinthians 6:14).

Whether we are single or married, Jesus empowers us by His grace to live fulfilled lives in relational intimacy with God and others (John 10:10; Romans 15:13; Philippians 4:10-13; Hebrews 4:15-16; 1 Peter 2:21).

Our Falleness

Sin separates us from God and distorts intimacy (Genesis 3:8). Instead of serving others in covenantal relationship, we may use others for selfish ends. Any sexual activity outside the marriage covenant between a man and a woman violates God's boundaries and carries sober warnings and consequences (Romans 1:21-27; 1 Corinthians 6:9; 1 Thess. 4:3-4). Failure to embrace God's intent for singleness and marriage may lead to apathy, discontent, sexual sin, or hasty divorce.

Within the faith community, we have also devalued singleness and treated divorced individuals with less respect. We repent where we have failed in these ways and grieve with those we have hurt by our actions. As ambassadors for Christ, we have been entrusted with the ministry of reconciliation (2 Corinthians 5:16-21). Christ has unbounded love toward us, no matter our past, and such love becomes the force behind our ministry.

We are committed to upholding and living out God's intent for relationships and supporting those who desire to pursue holiness.

Divorce and Remarriage

The redemptive power of Jesus can heal hurting people, strained relationships, and damaged marriages. Since God holds marriage in high regard, we seek to protect and nurture these relationships (Hebrews 13:4). Divorce causes significant pain and fails to reflect God's design; it should not be considered until reasonable efforts, with the help of the church and trusted Christian leaders, prove unsuccessful (Malachi 2:16; Matthew 19:4-8).

At times relationships can become so broken that divorce becomes an option, such as when a spouse is guilty of sexual unfaithfulness, abandonment, or significant abuse (Matthew 19:9; 1 Corinthians 7:15; cf. Exodus 21:10-11). In such cases, singleness or remarriage can provide newfound hope and community. Remarriage is also permitted after the death of a spouse (Romans 7:2; 1 Corinthians 7:39) or when the parties made no profession of faith prior to the time of the divorce (1 Corinthians 7:15).

The complexity of divorce and remarriage has touched many lives today. Whether we were wounded by a trusted spouse or our own sin, God's grace brings us together on a journey toward healing, forgiveness, and freedom. Together we cling to the promise that any sin can be forgiven (1 John 1:9).

Our Hope

In the new heaven and new earth, people will neither be married nor given in marriage (Matthew 22:30) but will exist in perfect community together with God (John 14:1-3; Revelation 21:1-4). Ultimately, marriage foreshadows the glory of heaven when there is but one Bride, the Church, and one groom, the Lord Jesus (Ephesians 5:31-32; Revelation 19:7-9).

Until then we are led by God's Word, forgiven by God's Son, and empowered by God's Spirit as we reflect His image together in community.

Let us rejoice and be glad and give him glory! For the wedding of the Lamb has come, and his Bride has made herself ready. Fine linen, bright and clean, was given her to wear (fine linen stands for the righteous acts of God's holy people). Then the angel said to me, "Write this: Blessed are those who are invited to the wedding supper of the Lamb!" (Revelation 19:7-9).

Note: this Statement is meant to be read in tandem with the Statement on Sexuality.

H5

STATEMENT ON RACIAL JUSTICE

Justice seeks to restore the harmonious relationships and order that God intended in Eden. As a result, we condemn racial¹ inequality and embrace ethnic unity in diversity.

Creation

God intends for all people to flourish together in harmonious unity. God says, “*Let us make mankind in our image, in our likeness*”(Genesis 1:26). The triune God does not create alone but in community, and in community humanity reflects the image of God. The image of God in community is expressed in diversity (Genesis 1:27; Colossians 3:9-11).

Such harmonious unity requires intimate relationship with God and vulnerability to one another (Genesis 2:18, 3:8; 1 John 1:3). Only in sacrificial relationship with one another is unity found (Genesis 2:24-25; Galatians 3:28).² God intends that humanity fill the earth (Genesis 1:28), which is fulfilled in the diversity of languages and cultures (Genesis 10:5; Acts 17:24-26).

Fall

When sin entered the world, shame distorted and devastated community (Genesis 3:7), resulting in a lust for power, domineering hierarchy, and violence (Genesis 3:14-19; 4:8). At Babel, instead of spreading out to fill the earth (Genesis 1:28; cf. 10:5), people chose uniformity, settling in one place with one language (Genesis 11:1-2). When humanity was dispersed, uniformity continued to be imposed by oppression based on our differences (e.g., through slavery [Exodus 1:13-14]), creating destructive inequalities.

As centuries progressed, oppression based on our differences continued. In our own nation, this has included the genocide of native peoples and chattel slavery of Africans, justified with a system of racial hierarchy that was seen by some as “biblical.”

¹ The term “race” is a social construct classifying people by physical characteristics and has been used as a basis for discriminatory hierarchies. As a result, this document uses “race” and “racial hierarchy” for these oppressive dimensions, while “ethnic” expresses the unique and God-given differences between cultures.

² While a wife was typically seen in the ancient Near East as an acquisition by a husband into his broader family, Genesis 2:24 radically calls for a husband to leave his father and mother in loyalty to his wife. Such sacrifice, therefore, is critical to this relationship.

Some of the ways racial supremacy has been expressed are the displacement of Native Americans, vagrancy laws of the Reconstruction period, Jim Crow laws of segregation, discrimination against Hispanics, exclusion of Chinese immigrants, internment of Japanese-Americans during World War II, anti-Semitism, redlining and housing codes, and disproportionate criminalization of communities of color.

Sadly, the Church too often has been complicit in racial hierarchy and inequality. Homogeneity in churches can create a refuge for those wearied by the painful realities of racism or simply reflect demographic realities. However, homogeneity that precludes engagement with people different than us leads to the perpetuation of racial division.

When our churches fail to cultivate unity in diversity, we may assimilate diversity in uniformity or allow diversity to become division. Such assimilation becomes problematic when the majority fails to recognize its dominance and the minority struggles to express its contribution; consequently, the culture of leadership may remain unchanged even when its color diversifies. Division ensues when both majority and minority retreat from the challenges of engaging with those different than themselves. As a result, our witness is compromised before the intractable racial divisions of our world (John 17:21; Acts 6:1; Galatians 2:11-14).

When we fail to connect issues of justice to the gospel, the Church fails to fulfill its calling in matters of justice and race (Luke 4:18-19; Isaiah 58:6-12).

Daniel and Nehemiah acknowledged and repented of corporate sin even when it was not their own personal sin (Daniel 9:3-20; Nehemiah 1:6-7). Similarly, we acknowledge and repent of any complicity in and perpetration of sins of racial injustice (Leviticus 4:13-14; Psalm 19:12-13).

Redemption

Complicity in and perpetration of racial hierarchies can be redeemed by Jesus Christ. Our common identity in Christ and joint adoption as children of the Heavenly Father enables us to heal the divisions created by sin (John 17:21-22; Galatians 3:26-28; 6:15). God's Word leads us, not partisan loyalties, or cultural pressures. The Church, at its best, has been at the forefront of this work. Avoiding racist actions is not enough; God's heart for the oppressed and marginalized (Exodus 22:21-22; Leviticus 19:34; Psalm 9:9; Isaiah 1:17; Amos 2:6-7) calls us to oppose racial hierarchies.

Jesus Christ came to save people of every language, tribe, and culture (Genesis 12:3; John 4:42; Galatians 3:14; 1 Timothy 2:3-6). Just as God's glory was translated in Jesus in His first century language and culture (John 1:14), so Pentecost translated the glory of God into different languages (Acts 2:11) which is embodied and expressed through different cultures. As a result, when the Church is at its best, we recognize

how the glory of God is uniquely translated in our own culture as well as learn from how the glory of God is translated into other cultures. As we learn from one another in our diversity, we will deepen our unity in Christ. Such unity in our diversity allows us to express the glory of God together (Romans 15:5-6). No one culture fully expresses all facets of the glory of Christ.

As the gospel was translated into different cultures and languages, the early Church struggled to reconcile unity with diversity (Galatians 2:11-16; Acts 6:1-2). Assimilation was confronted to allow for diversity while maintaining a deeper unity (e.g., Acts 15:1-2, 19-21). Division and the wall of hostility between ethnic groups was demolished in Christ (Ephesians 2:14). Instead of assimilation and division, diverse languages and cultures can *"live in such harmony with one another, in accord with Christ Jesus, that together [we] may with one voice glorify the God and Father of our Lord Jesus Christ"* (Romans 15:5-6, ESV).

As the light of the world (Matthew 5:14), we are called to lead in matters of justice and race. The image of God in all humanity compels us to embrace and promote racial equality and advocate for justice for those whose voices might otherwise be ignored (Proverbs 31:8-9; Isaiah 58:6-14; Micah 6:8; Luke 4:18).

Consummation

"After this I looked, and behold a great multitude that no one could number, from every nation, from all tribes and peoples and languages, standing before the throne and the Lamb" (Revelation 7:9). Each tribe and culture uniquely express the glory of Christ in heaven together. All nations are gathered in perfect unity (cf. Isaiah 2:2-4; 11:6-11).

Similarly, *"the nations of the earth will bring their glory into"* the new Jerusalem, even as *"the glory of God gives its light, and its lamp is the Lamb"* (Revelation 21:23-24, 26). Even as the light of Christ shines in consummate glory, the peoples of the earth from their respective languages and cultures will bring their glory into that city. Just as different jewels refract the beauty of light in different ways, so diverse cultures will refract the glory of Jesus Christ in diverse ways in the new heavens and the new earth.

H6

STATEMENT ON SANCTIFICATION

The following Statement on Sanctification was adopted by the 1996 General Council (Indianapolis, Indiana).

The Meaning of Sanctification

The basic idea underlying biblical sanctification is separation, and this separation is first and foremost to the Lord. While the separation is from sin, impurity and all that is unholy, primarily it is a separation to the person, life and characteristics of God in Christ. Dr. A. B. Simpson stated that being sanctified means possessing

the thoughts of Christ, the desires of Christ, the will of Christ, the faith of Christ, the purity of Christ, the love of Christ, the unselfishness of Christ, the single aim of Christ, the humility of Christ, the submission of Christ, the meekness of Christ, the zeal of Christ and the works of Christ manifest in our mortal flesh so that we shall say, "I live, yet not I, but Christ liveth in me."¹

Christ and Sanctification

The New Testament declares Jesus Christ to be the believer's sanctifier. This teaching derives from four interconnected events: Christ's life, death, resurrection, and ascension.

The Son of God condescended to take on human nature so that "both the one who makes men holy and those who are made holy are of the same family" (Hebrews 2:11). As a human person subject to temptation and sin, Jesus became the first person to live a totally holy life (2 Corinthians 5:21). Then, His perfect life was offered up to God in death as a perfect sacrifice (Hebrews 2:17, 18; 9:13, 14, 28). Christ not only died, He rose again to restore humanity to fullness of life (John 10:10). Finally, He ascended to the Father where He is "Head over everything for the Church, which is his body, the fullness of Him who fills everything in every way" (Ephesians 1:22-23).

Out of His finished work, Christ has made His gracious Holy Spirit available to us, and the Holy Spirit applies the work of Christ to our lives. Christ Himself, then, is our Sanctifier and our sanctification (1 Corinthians 1:30).

Genuine Conversion

The foundation for sanctification is the union with Christ into which the believer enters at conversion.

At conversion the repentant sinner is justified (Romans 5:1), and fully pardoned for his sins (Ephesians 1:7). He is sealed by the Holy Spirit (Ephesians 1:13-14), is adopted into God's family (Ephesians 1:5) and is brought under God's favor (Romans 5:2). He also is regenerated, born from above, made alive with new spiritual life (1 Peter 1:3, 23). He is made a partaker of the divine nature (2 Peter 1:4) and becomes an heir of eternal life (1 Peter 1:3-4).

Having been united with Christ, the believer is raised up with Christ (Ephesians 2:4-6, Colossians 3:1) and is a new creation (2 Corinthians 5:17). He participates in Christ's death and resurrection by which he is enabled to live in newness of life (Romans 6:4).

He is positionally sanctified. Paul refers to the Christians at Corinth as "those sanctified in Christ Jesus" (1 Corinthians 1:2). The Greek verb is in the perfect tense, indicating a completed past action with continuing results. This means that the Corinthian believers were sanctified through their union with Christ and that this sanctification continued to be their status before God.

In First Corinthians 6:11, sanctification is again coordinated with justification as a definitive act of God. "But you were washed, you were sanctified, you were justified in the name of the Lord Jesus Christ and by the Spirit of our God." Just as believers were justified once-for-all in Christ, so also believers have been sanctified once-for-all in Christ. This teaching is confirmed both in Acts 20:32 and 26:18, where the texts speak of believers as "those who are sanctified."

The ground for all Christian experience, then, is that significant transformation of an individual that occurs the moment he is united with Christ.

Beyond Conversion

The Call to Holiness

While the believer is sanctified positionally through his union with Christ, Scripture also calls the Christian to holiness and fruitfulness in daily practice through his union with Christ. Peter admonished believers, "Be holy because I am holy" (1 Peter 1:16). The author of the Epistle to the Hebrews urges, "Let us leave the elementary teachings about Christ and let us go on to maturity" (6:1). And Matthew, reflecting on the conditions for participating in the Kingdom of God, wrote, "Be perfect as your heavenly Father is perfect" (Matthew 5:48).

Romans 8:4 tells us that we have been delivered from condemnation so that the righteous requirements of the law actually might be fulfilled in us. Because by His death and resurrection Christ has broken sin's dominion over us and because in Christ we have life, we are urged to live and walk in the victory which is every

believer's birthright in Him.

The Conflict in the Believer

However, the Christian's desire to know, love, and please God does not always result in consistently holy and devout living. The movement from the believer's privileges in Christ to the actual experience of Christ's power over sin and selfishness is not automatic. While the believer is genuinely new in Christ, he is not yet totally new in daily practice.

Galatians 5:16-17 describes a conflict in the believer between the "flesh" and the "Spirit":

So I say, live by the Spirit, and you will not gratify the desires of the sinful nature. For the sinful nature desires what is contrary to the Spirit, and the Spirit what is contrary to the sinful nature. They are in conflict with each other, so that you do not do what you want.

Romans 8:5-8 discusses this same conflict within the believer:

Those who are living according to the sinful nature have their minds set on what that nature desires; but those who live in accordance with the Spirit have their minds set on what the Spirit desires. The mind of the sinful man is death, but the mind controlled by the Spirit is life and peace, because the sinful mind is hostile to God. It does not submit to God's law, nor can it do so. Those controlled by the sinful nature cannot please God.

Thus, the Christian who is controlled by the flesh will continue to respond to the enticements of sin. Paul admits this possibility even when imploring believers in Romans 6:12, "Therefore do not let sin reign in your mortal body so that you obey its evil desires."

Additionally, the believer is unable in his own strength to overcome sin, to act righteously in every circumstance, and to serve God effectively. Romans 7:14-21 depicts the ineffectual struggles of an individual who seeks to measure up to the righteous demands of the law of God by his own ability and determination. Though he may affirm the validity of God's laws and want to meet their demands, he finds himself unable to do so.

The Control of the Spirit

The solution to both the unholy inclinations of the flesh and the problem of human weakness is to be found in Christ. Through the Savior's victory over sin at Calvary, we

can overcome the flesh. Christ's Resurrection gives us power to live as we ought for God. Christ's life and power sanctifies the believer, and life and power that is made operative in us by the Holy Spirit.

Holy living, then, results from the control and the enabling of the Holy Spirit. Romans 8:12 says, "Therefore, brothers, we have an obligation—but it is not to the sinful nature, to live according to it." Instead, we are to live according to the direction and enabling of the Holy Spirit.

The Decisive Aspect

Every Christian, then, must consciously and deliberately yield his life to the Holy Spirit. The word "crisis" in Article 7 of the Alliance "Statement of Faith" is a term that is capable of many interpretations. However, in this context it should be understood as a decisive surrender of one's self to God (Romans 6:13).²

This turning point in our Christian walk may come about as the result of our concern over some glaring failure. It may be precipitated by a struggle over a particular issue. But as completely as we know how, we will give ourselves to the Lord. Dr. Simpson said,

Through His gracious influence, we present our bodies a living sacrifice, yield ourselves unto God in unreserved consecration, hand over to Him the old life of self and sin to be slain and buried forever, and offer ourselves to His absolute ownership, possession, and disposition, unconditionally and irrevocably. The more definite and thorough this act of surrender, then the more complete and permanent will be the result.³

Dr. Simpson taught that our yielding to Him will only ever "be an imperfect consecration and will need His merits to make it acceptable. But He will accept a sincere and single desire and will add His own perfect consecration to our imperfect act, thus making it acceptable to the Father through His grace."⁴ Still, it is this yieldedness to the Holy Spirit that allows the life of Christ to operate in us for daily holy living.

A. W. Tozer expressed this idea with an image:

He [the Holy Spirit] wants to be Lord of your life, and He wants to possess you so that you are no longer in command of the little vessel in which you sail. You may be a passenger on board, or one of the crew, but you definitely are not in charge. Someone else is in command of the vessel.⁵

Both of these quotations suggest that the issue in sanctification is who controls the

believer's life, and both Simpson and Tozer call for the kind of radical dedication of oneself to the Lord described by Romans 12:1: "Therefore, I urge you, brothers, in view of God's mercy, to offer your bodies as living sacrifices, holy and pleasing to God—which is your spiritual worship." This verse calls for a decisive act. The same is true in Romans 6:13, "Offer yourselves to God, as those who have been brought from death to life."

When Paul writes in Romans 6:2, "We died to sin," he is expressing in unambiguous language the truth that the person who is in Christ has made a definitive breach with the realm in which sin reigns. Furthermore, Paul underscores this once-for-all break with sin by telling us that if we are in Christ, our "old self" has been crucified with him (Romans 6:6). The verb "crucified" is in the aorist tense, indicating a once-for-all, definitive act. Indeed, the main thrust of the entire chapter is to declare that the believer has been transferred through union with Christ to a new and powerful master, who reigns victoriously over sin.

The justified believer not only has died to sin, he also has been decisively and definitely "raised with Christ." Using the aorist tense, Paul asserts that "God . . . made us alive with Christ even when we were dead in transgressions and . . . raised us up with Christ" (Ephesians 2:4-6). Sanctification means not only a decisive break with the enslaving power of sin but also a union with Christ in His resurrection.

However, the believer must appropriate this blessing by reckoning himself to be "dead to sin and alive to God" (Romans 6:11). The word "reckon" is an accounting word. It means that the money is in the bank and we are free to use it. The believer must recognize the freedom that has been achieved for him by Christ and appropriate it.

Believers then must rest in the wisdom, grace, and strength of God's Spirit. We cannot be the holy, devout people we ought to be in our own strength. We cannot, in ourselves, overcome the pull and power of sin. Sanctified living results from confessing our inability, reckoning ourselves as dead indeed unto sin, and by resting in the ability of the Holy Spirit to make Christ's resurrection life and power effectual in our character and conduct. Romans 8:4 indicates that in order to "live according to the Spirit" (NIV) we must submit ourselves to Him and depend completely upon Him.

While the Scriptures do not say that a decisive surrender to the Lord and a conscious appropriation of the victory over sin that is ours in Christ *must* occur subsequent to conversion, this in fact is almost always the case. Today most people initially trust in Christ with very little theological understanding. Moreover, initial salvation frequently is offered by appeals to personal needs. Consequently almost no one is prepared at conversion to yield himself to the Spirit in surrender and faith.

Furthermore, by natural disposition, we want to be our own bosses, to live our lives as

we choose. Our pride makes us want to believe we can live as we should through our own strength and wisdom. But we cannot.

Therefore, Christians must decisively yield their lives, make a radical commitment of their persons to the Spirit. Romans 6:13 calls for such a commitment by saying, "Offer yourselves to God, as those who have been brought from death to life; and offer the parts of your body to him as instruments of righteousness."

The Holy Spirit fills those who make such a commitment. To be filled with the Spirit is to allow the indwelling Spirit of God to assume control over all areas of our lives; and, as the Spirit fills us, Christ dwells in our hearts by faith (Ephesians 3:16-17).

The verb "to fill" with reference to the Holy Spirit, occurs only in the writings of Luke and Paul. In this literature, observes Michael Green, two uses of the verb emerge.

The first use denotes a temporary, often sudden, inspiration or enablement of the Holy Spirit to complete a special task. This usage derives from the Old Testament understanding of the role of the Spirit. The Holy Spirit came upon special persons, such as kings, judges, and most particularly, prophets, to enable them to fulfill God's appointed task. But the predominant use referred to an empowerment for divine proclamation by the prophets. And it is precisely this understanding that dominates in the writings of Acts where the six occurrences of the verb "to fill" are associated with the Holy Spirit (Acts 2:4; 4:8; 4:31; 9:17; 13:9; 13:52). Luke applies the verb to the work of the Holy Spirit as an empowerment for gospel proclamation. In each of Luke's accounts, the filling of the Holy Spirit results in powerful proclamation.

This conforms to Luke's paradigm text with reference to the Holy Spirit, "But you shall receive power when the Holy Spirit has come upon you; and you shall be my witnesses" (Acts 1:8). As the Spirit was the source of prophetic inspiration in the Old Testament, Luke sees the coming of the Holy Spirit as the source for powerful witness. When the prophetic Word was proclaimed, the Spirit was present. When the Spirit was absent, the Word was silent. Luke, then, envisions the Holy Spirit as the source of enablement for powerful witness. Examples of this usage occur not only in the Acts texts but also in Luke 1:41 (the case of Elizabeth) and Luke 1:67 (the case of Zacharias). In both instances the consequence of the filling of the Holy Spirit is prophetic proclamation.

But the research of Robert P. Menzies has shown that neither Luke nor the primitive church attributes soteriological significance to the pneumatic gift in a manner analogous to Paul. Paul views the work of the Spirit as extending beyond the proclamation of the Word by attributing to the Spirit soteriological functions. Here the second and more pertinent usage of the verb "to fill" emerges, namely, to denote a dominating or defining characteristic of a person. For example, in Acts 13:10, Elymas is described as a man "full of all kinds of deceit and trickery." "Full" here does

not denote the quantitative idea of “how much;” such as, the cup is “full” or “half-full” of water. Rather “full” implies a qualitative meaning. In other words, “full” simply means that Elymas’ life is dominated by deceit and selfish cunning. The same usage occurs in Luke 5:12 where Jesus encounters a man “full of leprosy.” The adjective “full” connotes a qualitative meaning rather than a quantitative one. The qualitative rather than the quantitative meaning of “full” applies when a doctor informs a patient that she is full of cancer. He means that the life of the person and that person’s future will be controlled by the disease. So when Luke describes Stephen as “a man full of wisdom and the Holy Spirit” he means that Stephen is a person whose life is defined and controlled by wisdom and by the Holy Spirit.

This second meaning of the word appears to be a more logical choice for interpreting the “filling of the Holy Spirit;” namely, that it denotes a person who is dominated or controlled by the Spirit. Paul’s admonition in Ephesians 5:18, therefore, comes, first of all, in the form of a command. Paul admonishes every believer to be “controlled” by the Spirit. Secondly, the admonition takes the grammatical form of a present, passive, indicative, meaning that this act of being controlled by the indwelling Spirit is a continuous and/or repeated experience in the life of the believer. Thirdly, the context of the admonition is important. Because the days are evil, that is, under the influence of the spiritual forces of wickedness, believers should understand the purpose and will of the Lord, conduct their lives wisely, and be filled (controlled) with God’s Spirit. So exceptionally great is the summons to life-bearing witness that no believer should begin to fulfill this responsibility without the enablement of the Holy Spirit.

To grasp meaningfully the New Testament teaching on the “filling of the Holy Spirit,” consider the following theological synthesis:

- (1) The filling of the Holy Spirit means the “controlling” or “governing” of the believer by the Spirit. This conclusion is deduced from the meaning of the verb, the grammatical structures and logic of the Pauline admonitions.
- (2) The filling of the Holy Spirit is based upon and/or grounded in the indwelling of the Holy Spirit. This assertion is based upon the meaning of the verb, “to fill,” as control and as denoting a qualitative rather than a quantitative meaning. Such an understanding makes logical sense of the Pauline admonitions, assuming that the Holy Spirit already indwells the believer but needs to assume lordship. To interpret the filling of the Holy Spirit by means of a quantitative approach overlooks the Holy Spirit as a person. The personhood of the Holy Spirit is not divisible. To have the Holy Spirit indwelling in regeneration and yet at the same time not to have the Spirit seems theologically and logically contradictory.
- (3) The filling of the Holy Spirit is based upon a definite decision of the believer to give control of his life to the Spirit. This assertion finds confirmation in the use of

the imperative mood. While the Holy Spirit indwells the believer at conversion, uniting the believer with Christ, this does not mean that the Holy Spirit is in control of all the areas of the believer's life. Such control requires a constant yielding and surrendering of our thoughts, attitudes, and actions to the Holy Spirit.

- (4) The filling of the Holy Spirit is directly and specifically related to empowering the believer for effective witness both by word and by life.

Dr. Keith M. Bailey says,

All of us who are Christians are born of the Spirit and we have the Spirit. He is the Giver and the Sustainer of the spiritual life that we have. But there is a world of difference between having the Spirit in his regenerative power and being filled with the Spirit, knowing the endowment of His power. The baptism of the Holy Spirit and fire purifies the life and brings the glorious power of the risen, living Christ into our own personal experience.⁶

Some use the language of Pentecost to describe this entrance into the Spirit-filled life. Others prefer Pauline terms. These various formulations of truth and outlines containing "steps" may help guide an honest seeker. However, the critical issue is the reality of the person's surrender to the Lord. Our commitment to the Lord is not complete until we recognize His right to exercise continuous authority over all phases of our lives. By whatever means and with whatever terms may be used, the important thing is that believers be led to:

- (1) an understanding of the Christian's position in Christ,
- (2) a comprehension of the holiness and usefulness God promises and provides for His children,
- (3) an awareness of the futility and fruitlessness of living according to self-effort,
- (4) a spirit of humility and repentance,
- (5) a decisive yielding to the Lordship of Jesus Christ, and
- (6) a conscious asking for the filling of the Holy Spirit.

The Progressive Aspect

While Romans 12:1-2 urges a definite presentation of ourselves to the Lord, these verses also describe the need for a continuous transformation of our lives. Submission to the Lordship of Christ must impact the way we make choices, react to those around us and act toward the Lord day by day. Consequently, this surrender necessarily will be confirmed again and again. Ephesians 5:18 speaks of being filled (controlled) continuously with the Holy Spirit.

As we walk according to the Spirit, He will expose areas of our lives that need to be cleansed. He will lead us to make changes in our priorities and relationships. He will purify our motives and will deal with our tendencies to rebellious pride. He will seek to exercise authority over our possessions and ambitions. He will reveal hurts that can be healed, problems that can be solved, and habits that can be broken.

He will lead us to new ministries and greater sacrifices. He will make us active participants in the life and ministry of the church and will gift us for our contributions to the body. He will call us to closer communion with the Lord.

The Spirit will encourage us to depend continuously upon Christ. Paul wrote, "The life I live in the body, I live by faith in the Son of God" (Galatians 2:20). The admonition of Romans 8:5 to "live in accordance with the Spirit" ("walk in the Spirit" KJV) suggests not only a continuous obedience to the Lord but a deliberate dependence upon His enabling.

Second Corinthians 3:18 speaks of believers being transformed into Christ's likeness with ever-increasing glory. First Peter 2:2 urges us to desire pure spiritual milk so that by it we may grow up in salvation; and Second Peter 1:5-8 sets out a pattern of development in which goodness is added to faith, knowledge to goodness, self-control to knowledge, perseverance to self-control, godliness to perseverance, brotherly kindness to godliness, and love to brotherly kindness. We are called by Scripture to ever-increasing intimacy with Jesus.

Because spiritual growth is produced in the believer by the Holy Spirit, the believer needs to cooperate with Him through such spiritual disciplines as Bible study, prayer, meditation, Christian fellowship, and worship. A growing child sometimes is frustrated by his inabilities and failures. But the fact that he cannot run as fast as someone else or that he falls and skins his knee does not mean that he does not have life in him or that he is sick. He just needs to keep on eating good food, keep getting proper rest and exercise, and keep growing.

The same is true of our spiritual lives. The path toward spiritual maturity does not totally exclude failure, sin, disappointments, and trouble. But the life of Christ continues to function within us. We learn through our failures and sins to rest more fully in our spiritual resources in Christ and to say "no" to selfish, sinful temptations and to say "yes" to the Spirit who empowers us to walk in righteousness, holiness, and love.

Summary

We are called to be like Jesus (Romans 8:29, 1 John 3:3). Rather than commanding us to imitate Him, the New Testament reveals a truth more profound and dynamic. The

New Testament teaches that the life of Christ can be lived in and through us (Galatians 2:20). Jesus, Himself indwells us by His Holy Spirit and lives out His life in and through us. Christ is the life-transforming power of sanctification. In the words of Dr. Simpson, He [Christ] actually comes into our being and becomes the source and strength of our very life, reliving His own life in us.⁷

He further said,

This is the end to which the Spirit is always working, not to develop in us a character, a set of human virtues and high qualities that we call our own, but to form Christ in us and teach us to live in constant dependence upon Him.⁸

While the doctrine of sanctification is by definition concerned with the life of Christ being formed in us, the same Spirit who gives victory over sin also empowers for service. The seeking Christian should anticipate that the Spirit-filled life will produce both fruit and gifts. They are intended to flourish together.

* * * * *

¹A. B. Simpson, *Walking in the Spirit*. New York: The Alliance Press (n.d.), 110.

²Dr. Keith M. Bailey has said,

It is the Holy Spirit who is the agent of experiential sanctification. Since holiness is the will of God for all believers, the Holy Spirit places a hunger for holy living in each heart. He makes plain the provision of Christ for their sanctification.

The crisis of sanctification occurs when believers become aware of their need for Christ's provision and appropriate it by faith in His work. Normally, this takes place some time after conversion. Unfaithfulness, carnality, and powerlessness are some of the signs which indicate that one's personality has not yet been brought under the full authority of the Holy Spirit. When the believer deals with the conditions of his heart and trusts fully in Christ's work to make him holy, he may experience the sanctifying work of the Holy Spirit within. (*Bringing Back the King*, Nyack, NY: Alliance Centers for Theological Study, 1985, 68-69.)

³*Walking in the Spirit*. Harrisburg, PA, Christian Publications, Inc. (n.d.), 53-54.

⁴ibid.

⁵*Ten Messages on the Holy Spirit*, 68.

⁶See Christian Publications, Inc. booklet, "The Indwelling of Christ."

⁷*The Epistles to the Philippians and to Colossians*, Harrisburg, PA, Christian Publications, Inc. (n.d.), 89.

⁸*The Epistles to the Galatians and the Ephesians*, Harrisburg, PA, Christian Publications, Inc. (n.d.), 25.

H7

STATEMENT ON CHURCH GOVERNMENT

The following instructional statement was prepared at the direction of the 1980 General Council (Hartford, Connecticut) and adopted at the 1981 General Council (Anaheim, California).

The early leaders of The Christian and Missionary Alliance sensed a minimal need for a thoroughly defined structure of government. However, through years of growth and God's blessing, The Christian and Missionary Alliance developed from a nonecclesiastical structure to that of an ecclesiastical one, from a missionary society or fraternal union of believers to that of a denomination.

This statement lays a foundation for strengthening the role of elders, allows for local adaptation in the midst of diversity that has always characterized The Christian and Missionary Alliance and assures the church of leadership that meets the biblical standard.

AN INSTRUCTIONAL STATEMENT OF THE CHRISTIAN AND MISSIONARY ALLIANCE

It is recognized by all that one of the significant ways in which churches differ is in the area of church government. Differences of opinion are deep-rooted, and most systems of church government claim some support from Scripture while acknowledging the molding influence of customs and tradition.

In the midst of such diversity the following instructional statement seeks to develop a proper understanding of the biblical evidence regarding church government, what structures it requires, permits, or forbids, and to delineate its application in a Christian and Missionary Alliance form of government.

1. **Biblical and Background Evidence**

- a. **Old Testament.** With the exception of the appointment of "able men out of all Israel" by Moses to be "rulers" (Exodus 18:25), the appointment of elders is not described in the Old Testament. Elders in the Old Testament bore office with diverse functions: representative (Leviticus 4:15, Exodus 3:16-18), judicial (Deuteronomy 21:18-21), pastoral (Deuteronomy 27:1, 31:9), and political (2 Samuel 5:3). Thus, they shared broad power with king (1 Kings 20:78) and priest (Deuteronomy 31:9). Deacons, on the other hand, are not found in the Old Testament, although functions normally associated with them are:

benevolence (Deuteronomy 14:28-29) and care of property (Numbers 4).

- b. **Synagogue.** In addition to the one Temple in Jerusalem from the Babylonian exile onward, the synagogue, as a house of prayer and religious instruction, became a widespread institution wherever Jews were dispersed with some cities having many synagogues. The synagogue was under the management of “elders” (Luke 7:1-5) who seem to have had disciplinary and administrative authority as well as religious.

The “ruler” of the synagogue (more than one in large congregations, Acts 13:15) had charge of the service, directing it himself or assigning functions to others. Another synagogue functionary was the “attendant(s)” or servant(s) whose work included caring for the building, carrying the Scriptures to the reader (Luke 4:17-20), scourging an erring member, and possibly offering elementary instruction. Other more temporary positions included “deputies” and “interpreters” who assisted in the service and “almoners” for collection of money and distribution to the needy.

- c. **New Testament.** Because of their heritage, New Testament leaders likely knew and used the synagogue models for the organization of the church, further supported by models deriving from the Hellenistic world. This might explain the fact that the New Testament gives no historical record of the institution of the eldership as it does with the Seven (Acts 6). Much of the church’s organization is assumed in the New Testament rather than argued. Such an assumption of development would explain Paul’s earlier lack of instruction on deacons (Acts 14:23) compared with his later teaching (1 Timothy 3:8-13). However, development in the church’s organization is found in the New Testament.

(1) **Origins.** Christian elders are first mentioned in Acts 11:30 as an existing institution. It is possible that some of the first Christians were already (Jewish) elders and were continued in a similar capacity in the early church. The office of deacon is generally understood to have originated, directly or indirectly, with the appointment of the Seven (Acts 6) to administer the supplying of food to the Greek-speaking Christian widows. Throughout the Book of Acts the elders are seen to be leaders of the church (Acts 14:23, 15:2, 20:17, 21:18).

(2) **Office/Function.** Although the New Testament shows no absolute distinction between offices (orders) and functions, a relative distinction can be drawn whereby an office is acknowledged to be more generally operational and more permanent. Thus, the early local church leadership was comprised of elders and deacons. A pastor is essentially a ruling elder whose primary ministry is preaching and teaching and who is therefore

worthy of double honor (1 Timothy 5:17).

- (3) **Terminology.** The terms most obviously used to designate office/functions in the local church are: *episkopos* (overseer, bishop, Philippians 1:1, 1 Timothy 3:2), *diakonos* (servant, minister, deacon, 1 Timothy 3:8), *presbuteros* (elder, Acts 14:23, 20:17, Titus 1:6), and *poimen* (shepherd, pastor, Ephesians 4:11). There are also the participles *proistamenos* (one standing before, 1 Thessalonians 5:12) and *hegoumenos* (one ruling, Hebrews 13:7).

The polity changes made by 2023 General Council allow for each local church to align its polity related to titling with its interpretation of Scripture. Therefore, in light of our commitment to male eldership, churches that understand all pastors to be elders, or object for other reasons, are not required to use the title pastor for a female official worker. Those who see the title pastor and the office of elder as being separate may use the title pastor for a female official worker.

- (4) **Lists of Qualifications.** The lists of qualifications for elder/overseer (1 Timothy 3, Titus 1) stress primarily spiritual and personal qualities but also include teaching abilities related to the edification of believers. These lists are best seen as selective rather than exhaustive and the qualities as overlapping. The qualities are also general, being similar to qualities expected in leaders in the secular sphere, stressing the sort of person who should serve. People with all these qualities in a high degree were as hard to find then as now.
- (5) **Descriptive Passages.** The descriptions of the work of elders include: protecting (Acts 20:28-31), shepherding (Acts 20:28, 1 Peter 5:1-3), teaching (Titus 1:9), anointing the sick (James 5:14), representing the congregation (Acts 11:30), and making policy decisions (Acts 15:6, 22).
- (6) **Plurality of Elders.** There is New Testament evidence of a plurality of elders in a city (Acts 14:23, Titus 1:5), but the evidence is not sufficient to determine whether these functioned as individual leaders of house-churches, as a citywide board, or both. There seems to be in the New Testament a growing pattern of one elder in a community as head of a board of elders (1 Timothy 5:17), something like the pastor of today.
- (7) **Method of Selection.** It is uncertain whether the selection of elders was by election and if so, by whom. The term used in Acts 14:23 originally implied election to office, but the New Testament period had the more general meaning "appoint." Nor is it clear whether the laying on of hands by the elders (1 Timothy 4:14) was essentially election or "ratification" of an

- election or appointment made by others. Moreover, it is not clear whether elders were always installed by laying on of hands. Conversely, the principle of popular choice of church leaders is sometimes evidenced in the New Testament (Acts 1:23, 6:1-6).
- (8) **Consecration and Ordination.** Consecrating and ordaining workers is the church's public recognition of the call from God, distinct from human vocational choice, to a person for a lifetime ministry, through speech and exemplary lifestyle, of preaching and teaching the Word of God, protecting God's people from spiritual enemies and doctrinal heresies, overseeing and promoting the spiritual development of God's people, and equipping God's people to fulfill the Great Commission to "make disciples of all nations" for the purposes of knowing and glorifying God by obeying His will and building His Kingdom. The occasion for setting men and women apart for such ministry is the church's affirmation of the candidate's faithful completion of preparation for consecration and ordination through approved education, in-service training, field experience with mentoring for a minimum of two years, and examination by a qualified council of peers.
- (9) **Deacon.** The role of the deacon is more difficult to define partly because the word is often used in a very general sense (servant). Traditionally, deacons, thought to have originated with the Seven (Acts 6), are entrusted with ministries of benevolence. They may be considered caretakers of property comparable to the secondary synagogue officials. Since many of the desired qualities are spiritual and personal (1 Timothy 3:8-13), a deacon's ministry is also partly pastoral.
- (10) **Deaconess.** Recognition of the position of deaconess in the New Testament rests primarily on 1 Timothy 3:11. The description of Phoebe in Romans 16:1 is unclear as to whether it refers specifically to an office. It is uncertain whether 1 Timothy 3:11 refers to deaconesses or to wives of deacons. If it does refer to deaconesses, these would be church leaders comparable to deacons and presumably with comparable functions.
- (11) **Amenability.** The New Testament is not clear on the question of the relationship between a congregation and its leaders. Church leaders have both authority over (1 Thessalonians 5:12) and responsibility to serve (cf. 2 Corinthians 4-5) their flock. Similarly, Christians are exhorted to obey their leaders (Hebrews 13:17) but are also instructed to serve the Lord in all good conscience (Acts 23:1, 5:29, Galatians 2:11). The New Testament does not resolve this tension. It is clear, however, that Christ is the Lord of the Church and that He has both provided for the exercise of power by the appointment of church leaders and ordered that such leaders exercise their power in subordination to His Word (1 Peter 5:3).

2. **Prescriptive Nature of the Evidence.** The biblical patterns of local church organization, particularly in reference to its leadership, are to be seen as prescriptive and not merely as descriptive. Generally evangelical interpreters recognize some prescriptive element (spiritual qualifications) so that the matter is better stated in terms of its extent. The position here is that the New Testament prescribes the principles, not necessarily every detail, of church organization.
 - a. Both the nature of the Bible and the nature of the Church would seem to support this conclusion.
 - (1) The Bible is the rule of faith and practice. This fact constitutes a reason to accept its descriptions of certain features of church organization as normative unless there are compelling reasons to feel that they are not. The burden of proof rests on those who hold that the patterns are merely descriptive.
 - (2) The same conclusion is supported by the nature of the Church. Because the Church is a divinely originated institution, one could expect that basic provision be made in Scripture for its effective operation and government.
 - b. There are passages in the New Testament which do, in fact, prescribe features of church government. Titus is told to install elders in the churches of Crete (Titus 1:5). Paul and Barnabas supervised the appointment of elders in every city (Acts 14:23).
 - c. It can be plausibly argued that the reason why the New Testament is not more explicit in regard to church government is that it presupposes, as prescriptive, familiar principles of organization in use in the Old Testament, the synagogue, and perhaps in Hellenistic institutions.
 - d. Finally, the early postapostolic church understood the positions of overseer and deacon to be prescriptive.
3. **Forms of Church Government.** Beyond the principles enunciated in Scripture, the Church has felt at liberty to develop structures which are functional, appropriate to culture, and not in conflict with biblical principles. Thus, there have arisen various historical forms of church government which have attempted to address two concerns: the relationship *between* local congregations and the duties and relationships of leaders *within* a local congregation.
 - a. In regard to relationships between local congregations the issue is the vesting of authority.

- (1) Episcopal: local church is under the control of higher authorities.
 - (2) Presbyterian: local church vests some of its authority in higher authorities.
 - (3) Congregation: local church autonomy is recognized with limited relationship between local churches.
- b. In regard to structures within the local church, the forms of government are distinguished by the number of elders and the way responsibilities are shared.
- (1) In one system there is one elder, called the minister (some Congregational), priest, or rector (Episcopal).
 - (2) In another there is plurality of elders, one of these being a teaching elder or minister (Presbyterian).
 - (3) In a third system there is plurality of elders with none as minister (Plymouth Brethren).

In all systems the elder(s) has control over the spiritual affairs and in almost all cases has oversight in the temporal affairs of the church, which are often then carried out by a lower body. Thus, deacons are charged with administering temporal affairs but sometimes (Episcopal, some Congregational) are entrusted with some spiritual affairs as well.

4. **Form of Government for The Christian and Missionary Alliance.**

- a. **Type of Government.** On the basis of the biblical evidence, historical precedent, and practical considerations, The Christian and Missionary Alliance recognizes a form of government which is a combination of elements of the Congregational and Presbyterian systems. Thus, local churches are not wholly entities unto themselves but are externally related through the district and national organizations and are amenable to these authorities in such areas as the ownership and transfer of property and the calling of a pastor. On the other hand, within definite bounds, there is considerable self-determination. Internally, the government is through elected representatives (governance authority).
- b. **Amenability.** In Christian and Missionary Alliance local churches all committees and organizations other than the Nominating Committee are amenable to the collective oversight of the elders as expressed through the governance authority. The governance authority is in turn amenable to the congregation and the district superintendent as constitutionally defined. Thus, the powers assigned to the governance authority are to call a pastor (in

cooperation with the district superintendent), conduct the affairs of the church between annual meetings, call special meetings of the church, elect two members of the Nominating Committee, and direct the work of the trustees; they may ask for the resignation of the pastor in consultation with the district superintendent. The powers assigned to the congregation are to elect its leadership, transfer property (in cooperation with the district superintendent), elect two members of the Nominating Committee, pass bylaws, and direct the work of the trustees. In addition, certain responsibilities are assigned to the elders: membership, discipline, and care of the congregation. Thus, while the lines of amenability are varied, the main responsibility of the governance authority to the congregation is to fulfill the trust placed in it under the constitution and bylaws.

- c. **Orders of Ministry.** The Christian and Missionary Alliance issues credentials in the following categories:

(1) License

- (a) Consecrated/Ordained Official Worker
- (b) Non-Consecrated/Unordained Official Worker
- (c) Provisional Official Worker
- (d) Lay Minister

(2) Certificate

- (a) Vocational
- (b) Christian Worker

At the local level there are pastors, elders, deacons, deaconesses, and where required by law, trustees.

- d. **Local Church.** All church leaders should satisfy scriptural standards.

(1) **Election.** Church leaders are elected at the annual meeting by the congregation. Their term of office is established by the local church bylaws. The bylaws may also establish whether or not they may succeed themselves in office and whether or not terms of office are staggered.

(2) **Commissioning.** New church leaders may be commissioned through the laying on of hands by the elders.

- (3) **Qualifications.** The qualifications of all officers, elders, deacons, and governance authority members are set out in 1 Timothy 3:1-13 and Titus 1:6-9.
 - (4) **Duties.** The duties of leaders are set forth in the Uniform Constitution for Accredited Churches, and the local church bylaws may add to or refine those duties.
 - (5) **Women.** Women may fulfill any function in the local church which the lead pastor and elders may choose to delegate to them consistent with the Uniform Constitution for Accredited Churches and may properly engage in any kind of ministry except that which involves elder authority.
5. **Model Bylaws.** Model Bylaws, which include three different governmental models, are available in this Manual.

H8

STATEMENT ON THE DEFINITION OF CONSTITUTED AUTHORITY

The term “constituted authority” is a biblical concept (Romans 13:1) applied to organizational principles within The Christian and Missionary Alliance. While the term itself cannot be found in Holy Scripture, the principles by which Alliance churches govern themselves and their relationships to one another are rooted in God’s Word. These principles include, but are not limited to, such biblical ideas as servanthood (Matthew 23:11), submission to one another (Ephesians 5:21), and respect for and obedience to those who are over us in the Lord (1 Thessalonians 5:12, Hebrews 13:17).

The various constitutions, regulations, policies, procedures, and guidelines of The Christian and Missionary Alliance incorporate the biblical principle of constituted authority. They regulate relationships between churches as well as the relationships between denominational officers, district superintendents, and other licensed personnel in order to achieve The Christian and Missionary Alliance’s common goals and objectives in ministry. Therefore, those who serve Christ in The Christian and Missionary Alliance agree to do so in submission to these authorities and documents.

H9

STATEMENT ON THE DESTINY OF THOSE WHO HAVE NEVER HEARD

The Christian and Missionary Alliance believes that natural revelation is insufficient for salvation, that Christ's death and resurrection is the only sufficient ground for salvation, that one must personally repent of sin and turn in faith to Christ to receive the gift of salvation, and that Christ's atonement is the necessary basis of salvation because humans do not live up to the light received from natural revelation according to Romans 1-3.

We continue to adhere to what we believe to be the clear witness of Scripture that those who do not hear the gospel are lost as surely as those who hear the gospel and reject it.

H10

STATEMENT ON COOPERATION IN MISSION

The Christian and Missionary Alliance cooperates in ministry with agencies and churches of evangelical perspective in the pursuit of Christ's mission and in obedience to our Lord's Great Commission (Matthew 28:18-20). Matters of secondary theological importance that have been debated by orthodox believers for centuries shall not be deemed of sufficient importance to hinder believers from working together to proclaim the gospel in those places where Christ's saving work is unknown. Nonetheless, in light of current uncertainties and growing theological confusion within the evangelical movement in the United States, it is necessary to insist that all with whom The Alliance works to advance the gospel must affirm their belief in the Trinity (God the Father, Son, and Holy Spirit); the deity of Jesus Christ, the divine origin and plenary inspiration of the Holy Scriptures and their authority for Christian life and witness; the vicarious atonement of the Lord Jesus Christ; the eternal salvation of all who believe in Him and the eternal punishment of all who reject Him. The Alliance works freely with those believers of orthodox conviction who affirm the Apostles' and Nicene Creeds and who stress the importance of a Spirit-empowered, Christ-centered life.

H11

STATEMENT ON SECRET SOCIETIES/MASONRY

It is the position of the C&MA that membership in a “secret society” is not compatible with confession of faith in the Lord Jesus Christ. First, the very nature of such membership (i.e. the secrecy of the allegiance) conflicts with the practice of the Lord Himself, who did all things openly and in the full view of others. Second, our entire devotion must be to Christ Jesus and to Him alone, so much so that we are called “slaves” of Christ. Third, such societies invariably require loyalties to earthly entities that rival our loyalty to the Lord above. Therefore, we find that membership in a secret society prohibits an individual from holding membership in a local Alliance church. Additional information on this subject may be found in the Church Ministries District Handbook.

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11

SUPPORTING ORGANIZATIONS

INTRODUCTION

There are four types of supporting organizations that carry on ministry activities or operate in connection with The Christian and Missionary Alliance (C&MA), not including churches and districts. The differences in each of the four types are based on the nature and extent of control exerted by the C&MA over each organization. The regulations for each type of organization describe this control in more detail. The following is a definitional description for each type:

1. **Subsidiary Corporation:** An organization that is a legal entity established by or with the approval of the C&MA upon the recommendation of the Board of Directors and which is either: (1) a corporation whose sole member is the C&MA or its Board of Directors; (2) an organization whose directors, trustees, or stewards are elected by the C&MA or its Board of Directors; or (3) a corporation whose stock is held solely by the C&MA or its Board of Directors.
2. **Affiliated Enterprise:** An organization that is a legal entity (1) that has been specifically authorized by the C&MA to publicly express its affiliation with the C&MA, (2) that has entered into a written agreement to abide by those regulations related to affiliated enterprises as found in the sections that follow, and (3) that uses the C&MA name or any close variation in connection with its activities.
3. **Associated Enterprise:** An organization that is a legal entity that has been specifically authorized by the C&MA to express a fraternal relationship with the C&MA.
4. **Auxiliary Ministry:** An organization that is not a separate legal entity but that has been distinctly identified within the C&MA corporate entity for the purpose of providing a separate governing structure to a specific ministry area in relationship to the overall mission and vision of the C&MA.

The following is a representative list of Supporting Organizations based on the above definitions:

Subsidiary Corporations: Alliance University; Orchard Alliance; Town and Country; and The Christian and Missionary Alliance Foundation (d/b/a Shell Point Retirement Community)

Affiliated Enterprises: Chapel Pointe at Carlisle, Crown College, Simpson University, and Toccoa Falls College

Associated Enterprises: Tribal Rescue Ministries

Auxiliary Ministries: Cultural/Linguistic Associations

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SUBSIDIARY CORPORATION

REGULATIONS

1. No new Subsidiary Corporation may be started without prior approval of the Board of Directors.
2. A Subsidiary Corporation is required to use the name of The Christian and Missionary Alliance as a part of its identification to reflect the relationship with The Christian and Missionary Alliance.
3. All stock or membership rights (if any) must be held by The Christian and Missionary Alliance directly. (Note: In certain cases, stock may be held by the members of the Board of Directors for historical reasons.)
4. A Subsidiary Corporation, through its chief executive officer, or his designee, must meet at least once a year with The Christian and Missionary Alliance to present a report of its activity for the previous year.
5. All directors must be elected by The Christian and Missionary Alliance. At least two-thirds of the directors of a Subsidiary Corporation must be members in good standing of an accredited C&MA church or active attendees of a developing or affiliated C&MA church at the time of their election. Except in the case of exceptional circumstances and as authorized by the Board of Directors, the board chairperson shall be a member in good standing of an accredited C&MA church or an active attendee of a developing or affiliated C&MA church. The Board of Directors shall adopt resolutions either electing such directors or delegating authority to elect such directors and to otherwise exercise voting rights to the Executive Committee.
6. Except in the case of exceptional circumstances and as authorized by the Board of Directors, the chief executive officer of a Subsidiary Corporation shall be a member in good standing of an accredited C&MA church or an active attendee of a developing or affiliated C&MA church. The selection of a chief executive officer of a Subsidiary Corporation shall be approved by The Christian and Missionary Alliance through the Board of Directors' Executive Committee. The Christian and Missionary Alliance shall be entitled to at least thirty days to decide whether to approve or reject any proposed chief executive officer. If The Christian and Missionary Alliance disapproves of a proposed chief executive officer, The Christian and Missionary Alliance and the Subsidiary Corporation shall use their best efforts to agree mutually upon an acceptable alternative.
7. Any amendments to a Subsidiary Corporation's articles, charter, constitution, and/or mission statement must be approved by The Christian and Missionary Alliance. Any amendments to a Subsidiary Corporation's bylaws which affect the rights of The

Christian and Missionary Alliance as the member must be approved by The Christian and Missionary Alliance.

8. The Statement of Faith appearing in the Bylaws of The Christian and Missionary Alliance shall be the doctrinal position of a Subsidiary Corporation and shall be included in a Subsidiary Corporation's bylaws.
9. A reversionary/dissolution clause approved by the Board of Directors shall be included in the charter and/or bylaws. The governing documents shall also provide that the reversionary clause cannot be amended without the consent of the Board of Directors.
10. An annual audit shall be submitted through the administrative area that provides oversight on behalf of The Christian and Missionary Alliance and reviewed by the Board of Directors appointed Audit Review Committee and its review reported to the Board of Directors.
11. (a) A Subsidiary Corporation is authorized to establish a line of credit up to 8 percent of the annual operating budget by action of the respective board or executive committee of said corporation. This line of credit is only for short-term cash needs.
(b) The incurring of all debts, except to the extent such debt is used for the primary purpose of lending by a Subsidiary Corporation, and expenditures, including lines of credit for short-term purposes, in excess of 8 percent of the annual operating budget, as authorized by the respective boards or executive committees of said corporations must be reported to the chief financial officer of The Christian and Missionary Alliance with receipt of such notice acknowledged at least ten days prior to the debt being incurred by said corporation.
12. The following is required if direct representation by The Christian and Missionary Alliance on the Subsidiary Corporation's board is not provided for in its bylaws: The Christian and Missionary Alliance, through the president or his designee, shall be given full access to all charters, records, books, minutes, and official papers to the extent reasonably necessary to review the financial and operational aspects of a Subsidiary Corporation. The Christian and Missionary Alliance, through the president or his designee, shall also be permitted to attend any meeting of the respective boards (or any committee thereof) of a Subsidiary Corporation. If requested, a Subsidiary Corporation shall reimburse all reasonable direct out-of-pocket expenses incurred by The Christian and Missionary Alliance or its representative, as noted above, in connection with attending any meetings or related to the obtaining of any of the information described above.
13. Postsecondary educational institutions are also governed by the Higher Education Regulations. Any conflict with or ambiguity between these Regulations and the Higher Education Regulations shall be resolved in favor of the Higher Education Regulations.

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AFFILIATED ENTERPRISE

REGULATIONS

1. No entity or enterprise may publicly express its affiliation with the C&MA without prior approval of the Board of Directors.
2. No entity or enterprise is authorized to use the name "The Christian and Missionary Alliance" or any close variation thereof, unless it meets all of the requirements of this section or unless such use is approved in writing by the Board of Directors. No entity or enterprise will be entitled to any other rights and privileges given to an officially recognized Affiliated Enterprise of The Christian and Missionary Alliance unless it meets all of the requirements of this section.
3. An Affiliated Enterprise must enter into written agreement with The Christian and Missionary Alliance that legally binds the organization to the terms and conditions set forth in this section.
4. An Affiliated Enterprise, through its chief executive officer, or his designee, must meet at least once a year with The Christian and Missionary Alliance to present a report of its activity for the previous year.
5. Except in the case of exceptional circumstances and as authorized by the Board of Directors, the chief executive officer of an Affiliated Enterprise that is an official postsecondary educational institution shall be a member in good standing of an accredited C&MA church or an active attendee of a developing or affiliated C&MA church. The selection of a chief executive officer of an Affiliated Enterprise that is an official postsecondary educational institution shall be made in consultation with The Christian and Missionary Alliance through the Board of Directors' Executive Committee.
6. Any amendments to an Affiliated Enterprise's articles, charter, constitution, and/or mission statement, other than those of an official postsecondary educational institution, must be approved by The Christian and Missionary Alliance. Any amendments to the articles, charter, constitution, and/or mission statement of an official postsecondary educational institution must be consistent with the mission statement of The Christian and Missionary Alliance and may only be made in consultation with The Christian and Missionary Alliance.
7. The Statement of Faith appearing in the Bylaws of The Christian and Missionary Alliance shall be the doctrinal position of an Affiliated Enterprise and shall be

properly noted as such in an Affiliated Enterprise's bylaws by either inclusion or reference.

8. A reversionary/dissolution clause approved by the Board of Directors shall be included in the charter and/or bylaws. The governing documents shall also provide that the reversionary clause cannot be amended without the consent of the Board of Directors.
9. An annual audit shall be submitted through the administrative area that provides oversight on behalf of The Christian and Missionary Alliance and reviewed by the Board of Directors appointed Audit Review Committee and its review reported to the Board of Directors.
10. The following is required if direct representation by The Christian and Missionary Alliance on the Affiliated Enterprise's board is not provided for in its bylaws: The Christian and Missionary Alliance, through the president or his designee, shall be given full access to all charters, records, books, minutes, and official papers to the extent reasonably necessary to review the financial and operational aspects of an Affiliated Enterprise. The Christian and Missionary Alliance, through the president or his designee, shall also be permitted to attend any meeting of the respective boards (or any committee thereof) of an Affiliated Enterprise. If requested, an Affiliated Enterprise shall reimburse all reasonable direct out-of-pocket expenses incurred by The Christian and Missionary Alliance or its representative, as noted above, in connection with attending any meetings or related to the obtaining of any of the information described above.
11. Postsecondary educational institutions are also governed by the Higher Education Regulations. Any conflict with or ambiguity between these Regulations and the Higher Education Regulations shall be resolved in favor of the Higher Education Regulations.

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ASSOCIATED ENTERPRISE

REGULATIONS

1. No entity or enterprise may publicly express a fraternal relationship with the C&MA without prior approval of the Board of Directors.
2. No Associated Enterprise is authorized to use the name "The Christian and Missionary Alliance" or any close variation thereof in formally identifying itself with the C&MA. An Associated Enterprise may express, orally or in writing, its fraternal relationship with the C&MA in general terms.
3. A statement of faith acceptable to the Board of Directors of The Christian and Missionary Alliance shall be included in an Associated Enterprise's bylaws.
4. The Christian and Missionary Alliance, through the vice president, or his designee, for the administrative area that is the liaison for The Christian and Missionary Alliance, shall be permitted to attend any meeting of the respective boards (or any committee thereof) of an Associated Enterprise.
5. Postsecondary educational institutions are also governed by the Higher Education Regulations. Any conflict with or ambiguity between these Regulations and the Higher Education Regulations shall be resolved in favor of the Higher Education Regulations.

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AUXILIARY MINISTRY

REGULATIONS

1. No new Auxiliary Ministry which is controlled by the National Office may be started without prior approval of the Board of Directors.
2. An Auxiliary Ministry must use the name of The Christian and Missionary Alliance as a part of its name in order to reflect the clear relationship with The Christian and Missionary Alliance.
3. The selection of the members of the advisory board of the Auxiliary Ministry shall be approved by the vice president, or his designee, for the administrative area that provides oversight for The Christian and Missionary Alliance.
4. Any amendments to an Auxiliary Ministry's articles, charter, constitution, and/or mission statement must be approved by Board of Directors of The Christian and Missionary Alliance. Any amendments to an Auxiliary Ministry's bylaws must be approved by the vice president, or his designee, for the administrative area that provides oversight for The Christian and Missionary Alliance before being adopted.
5. No real property may be purchased without the approval of The Christian and Missionary Alliance. All property, both personal and real, shall be titled in the name of The Christian and Missionary Alliance.
6. The fiscal year for an Auxiliary Ministry shall be the same as The Christian and Missionary Alliance. Annual financials shall be submitted to Operations/Finance through the administrative area that provides oversight on behalf of The Christian and Missionary Alliance. Such financials shall be consolidated with or treated as custodial assets in the financials of The Christian and Missionary Alliance and reviewed by the Board of Directors appointed Audit Review Committee and its review reported to the Board of Directors.
7. The Christian and Missionary Alliance, through the vice president, or his designee, for the administrative area that provides direct oversight for The Christian and Missionary Alliance, has the right to full access to all charters, records, books, minutes, and official papers of the Auxiliary Ministry. The Christian and Missionary Alliance, through the vice president, or his designee, for the administrative area that provides direct oversight for The Christian and Missionary Alliance, shall be permitted to attend any meeting of the respective boards (or any committee

thereof) of the Auxiliary Ministry. Auxiliary Ministries shall reimburse all reasonable direct out-of-pocket expenses incurred by The Christian and Missionary Alliance or its representatives in connection with attending those meetings or reviewing or obtaining any of the information described above.