**CONSTITUTION AND BYLAWS**

**OF**

**ANY CHURCH**

**PREAMBLE**

Any Church exists to help people throughout the world learn to follow Jesus.

**PRINCIPLES OF CONSTRUCTION**

These Constitution and Bylaws are created with the intention to describe a church government, which is faithful to the values of the Holy Scriptures while at the same time able to function effectively within the principles of law empowering modern corporate governance. In deference to the Holy Scriptures, voting is not favored as it is in corporate governance. The community of faith called the Church, as embodied in its various units of governance within this described structure, is expected to make decisions through consensus and affirmation as the Spirit enables. Nonetheless, for the sake of clarity, certain provisions requiring a vote are maintained. However, when a consensus or affirmation is called for, the intention of these Constitution and Bylaws is not to describe a formal process of voting, but rather a different method of decision-making. Once reached, a consensus decision shall become final when entered into the official minutes of the meeting. This standard shall provide for clarity in finality as to determining when a consensus has been reached following any discussion. Additionally, opportunities for affirmation are provided for so that the Church Partnership might join in the decisions made by Church Leadership. May the Spirit direct his church as to how the processes of affirmation and consensus, operating in the sphere of Christian love, may guide the local Church in determining the will of the Lord.

# CONSTITUTION

# ARTICLE 1

***NAME***

The name of this Church shall be as follows: Any Church, hereinafter referred to as the “Church”.

# ARTICLE 2

***PURPOSES AND PREROGATIVES***

**Section 1. Government**

This Church shall have the right to govern itself and to conduct its own affairs according to the standard of the New Testament Scriptures and of Any District Council and the General Council of the Assemblies of God. This right shall specifically include such matters as the appointment of a Lead Pastor, the appointment of the Advisory Council, the appointment of the Leadership Council, the discipline of its Partners, and the conducting of its own services and Church programs.

**Section 2. Property**

This Church shall have the right to purchase or acquire by gift, bequest or otherwise, either directly or as trustee, and to own, hold in trust, use, sell, rent, convey, mortgage or otherwise dispose of any real estate or assets as may be deemed necessary for the furtherance of its purposes, in accordance with its Constitution and Bylaws. All property of the Church shall be deeded to the Church and held in its name.

**Section 3. Purposes**

The purposes of the Church shall be to establish and maintain a community of worship, to provide for Christian fellowship and discipleship, and to assume our share of the responsibility and privilege of propagating the gospel of Jesus Christ through the power of the Holy Spirit by all available means, both in our region and throughout the world.

**ARTICLE 3**

***AFFILIATION***

**Section 1. Fellowship**

This Church shall have perpetual existence and is a sovereign assembly. As such, this Church maintains the right to govern its own affairs. Recognizing, however, the benefits of cooperation with other like-minded congregations, this Church voluntarily affiliates with the Assemblies of God in its national and district expressions. This Church also reserves the right to network with other organizations, as it deems beneficial. All matters of affiliation shall be decided as prescribed in these Constitution and Bylaws.

**Section 2. Conformation**

This Church shall maintain its standards of Partnership, qualifications for Leadership Council Members, Advisory Council Members, and requirements for Pastoral Staff as set *by the Holy Scriptures.*

**Section 3. Recognition**

Officers of the District and the General Council of the Assemblies of God shall be recognized and respected by the Lead Pastor and Partners of this Church.

**ARTICLE 4**

***TENETS OF FAITH***

**Section 1. About Scripture**

We believe God inspired the writing and protected the transmissional process of the Scriptures, both the Old and New Testaments, to equip humankind to honor and obey God in every area of life. As such, Scripture, interpreted in context, will be our only source for what we believe, what we do, and how we act towards others.

**Section 2. About God**

We believe there is one true God who is eternally self-existent and the creator of all things. God is beyond human understanding and imagination and has revealed himself through his Word. God is all-knowing, all-powerful, and all-present. He is unconditionally loving, relentlessly merciful, and absolutely just. He has revealed himself as Father, Son, and Holy Spirit.

**Section 3. About Jesus Christ**

We believe Jesus Christ was fully human and fully God. Jesus was born of a virgin, lived a sinless life, performed miracles, died a substitutionary death on the cross, rose from the dead on the third day, and is at the right hand of God interceding for his people.

**Section 4. About Humanity**

We believe that humankind is created in the image of God. As such, we were designed to be representatives for God on the earth. However, we believe that all have sinned and fall short of the glory of God. We believe that unconditional love, unlimited forgiveness, and undying hope are found in Jesus Christ - the one and only mediator between God and man.

**Section 5. About the Holy Spirit**

We believe the Spirit of God indwells every believer. The fruit of the Spirit is the by-product of a spirit-filled life and evidence of spiritual maturity. The gifts of the Spirit should be earnestly sought and used to serve others, edify the church, and glorify God. We believe every Christian, empowered by the Holy Spirit, will be an effective witness for God throughout the world.

We affirm the Statement of Fundamental Truths approved by the General Council of the Assemblies of God. A complete statement of faith is available at www.ag.org.

**ARTICLE 5**

***PARTNERSHIP***

The Members of this Church as referenced in its Articles of Incorporation shall be called Partners. In deference to the Holy Scriptures the term Partners shall be used solely to reflect the spiritual responsibilities that the Church Members share with the Church Leadership. In no way is the term Partner intended to create or imply a legal relationship of partnership, joint venture or any other legal relationship other than that of Member as defined by the Articles of Incorporation of this Church, the Business Corporation Law of Any State, as now enacted, and the Nonprofit Corporation Law of Any State, as now enacted.

The Partnership of this Church shall consist of those who have met the requirements for Partnership as stated in these Constitution and Bylaws, have been received into Partnership, and who voluntarily agree to be governed by these Constitution and Bylaws. All Partners of this Church agree to abide by the Partnership Covenant. Partnership in this Church does not simply imply joining the organization, but partnering in accomplishing its mission. As such, every Partner should have a vested interest in ensuring that this Church succeeds in its mission.

**ARTICLE 6**

***GOVERNMENT AND CHURCH MANAGEMENT***

**Section 1. Lead Pastor**

The Lead Pastor shall be responsible for the mission of the Church, shall make decisions regarding the direction of the Church, and shall be accountable for those decisions to the Advisory Council.

**Section 2. Advisory Council**

The Board of Directors identified in this Church’s Articles of Incorporation shall be named the Advisory Council. The Advisory Council shall consist of no less than five and no more than eight individuals who shall be responsible for advising, supporting, and holding the Lead Pastor accountable for the mission of the Church. At least one-half of the Advisory Council Members shall also be Partners of this Church. No more than two Members shall be related to each other. Partners shall be determined to be related to the fourth degree of consanguinity. For the purposes of determining relatedness, husbands and wives shall each respectively be deemed to be blood relatives of each other’s families. The Advisory Council shall approve the decisions of the Lead Pastor to borrow money in excess of fifteen percent (15%) of the previous year’s total revenue or in excess of twenty-five thousand dollars ($25,000), whichever is lesser, approve staff hiring decisions and salaries of the Pastors and Staff of the Church, determine the salary of the Lead Pastor, make disciplinary decisions regarding Advisory Council Members, approve the annual budget, approve appointments to the Leadership Council, make disciplinary decisions regarding the Lead Pastor, appoint a new Lead Pastor when the position becomes vacant in consultation with the Leadership Council and the Partners, and amend these Constitution and Bylaws when it is deemed necessary to fulfill the mission of the Church.

**Section 3. Leadership Council**

The Lead Pastor shall appoint leaders to the Leadership Council of this Church who shall help to fulfill the mission of the Church by leading the ministries of the Church that help people learn to follow Jesus, assisting in developing the annual budget, equipping people for ministry, and making disciplinary decisions regarding the Church Partnership.

**Section 4. Partnership**

The Partnership shall fulfill the mission of the Church by learning to follow Jesus, being involved in ministry, giving regularly, helping fulfill missional decisions of the Lead Pastor, and affirming the decisions previously made by the Lead Pastor and approved by the Advisory Council when such decisions result in the need to borrow money in excess of fifteen percent (15%) of the previous year’s total revenue or purchase or lease real property. Partners will also affirm the decision of the Advisory Council regarding the appointment of a new Lead Pastor at any official partnership meeting

**ARTICLE 7**

***MEETINGS***

**Section 1. Annual Vision Meeting**

There shall be an Annual Vision Meeting of the Church in which the goals for the coming year shall be presented along with a financial report from the previous year. Special Partnership Meetings may be held as the occasion requires.

**Section 2. Advisory Council Meetings**

The Advisory Council shall meet at least three (3) times per year at the call of the Lead Pastor. Special meetings of the Advisory Council may be held as the occasion requires.

**Section 3. Leadership Council Meetings**

The Leadership Council shall meet at least six (6) times per year at the call of the Lead Pastor. Special meetings of the Leadership Council may be held as the occasion requires.

**Section 4. Notice of meetings**

Notice of the Annual Vision Meeting and Partnership Meetings shall be announced from the pulpit and included in any weekly church announcements that are regularly distributed at least two weeks prior to the meeting. Notice of any meeting of the Advisory Team shall be given at least two weeks prior to the meeting. Notice may be given by fac­simile, electronic mail, or hand delivery, and shall be deemed given when received. Any Advisory Team Member may waive notice of any meeting by a written statement ex­e­cuted either before or after the meeting. Attendance and participation at a meeting without objection to notice shall also constitute a waiver of notice.

**Section 5. Quorum**

A quorum of one-fourth (25%) of the Church Partnership is required at all meetings when decisions which have been previously made by the Lead Pastor and approved by the Advisory Council to borrow money in excess of fifteen percent (15%) of the previous year’s total revenue or purchase or lease real property are to be affirmed by the Partnership or when a new Lead Pastor is to be affirmed by the Partnership.

A quorum of sixty percent (60%) of the Advisory Council Members constitutes a quorum at all Advisory Council Meetings. Additional Advisory Council Members may be required to be present to conduct specific business as outlined in these Constitution and Bylaws.

A quorum of one-half (50%) of the Leadership Council Members constitutes a quorum at all Leadership Council Meetings.

When referenced in these Constitution and Bylaws, an official meeting of any of the aforementioned bodies is defined as a meeting at which a quorum is present.

**Section 6. Voting**

Whenever a vote is required to be taken by the Church Partnership, the Advisory Council, or the Leadership Council, as required by law, the Articles of Incorporation of this Church, or these Constitution and Bylaws, each Advisory Council Member, Leadership Council Member, or Church Partner shall have one vote. Voting by proxy shall not be permitted.

**ARTICLE 8**

***FINANCE***

**Section 1. Sources**

Funds for the maintenance of the vision and mission of the Church shall be provided by the voluntary contributions of its Partners, friends, and guests without pressure or coercion.

**Section 2. Administration**

Offerings shall be received by the Church at times and in ways agreed upon by the Lead Pastor and the Advisory Council.  Funds received shall be administered by the Leadership Council, under the direction of the Lead Pastor. All funds shall be deposited in a bank or financial institution selected by the Finance Director and affirmed by the Leadership Council.  Records shall be kept of all receipts and disbursements (Malachi 3:10; 1 Corinthians 16:1-2; 2 Corinthians 9:6-8). Those responsible for handling or dispersing funds shall be properly bonded or insured and shall be subject to state and federal criminal background checks, as well as financial background checks.

**Section 3. Solicitation**

No individual, association, or corporation shall be permitted to solicit funds from the people of the Church for any reason without the consent of the Leadership Council.

**Section 4. Borrowing**

The Lead Pastor shall have the authority to borrow such sums as may be needed from time to time to advance the mission of the Church provided the transaction does not involve the purchase or lease of real property and is not in excess of fifteen percent (15%) of the previous year’s total revenue or twenty-five thousand dollars ($25,000), whichever is lesser. Such transactions must have two signatures, the Lead Pastor and a Member of the Advisory Council. Any transaction which involves the borrowing of monies in excess of fifteen percent (15%) of the previous year’s total revenue or in excess of twenty-five thousand dollars ($25,000), whichever is lesser, shall be approved by a consensus decision during any official meeting of the Advisory Council. Any transaction which involves the borrowing of monies in excess of fifteen percent (15%) of the previous year’s total revenue shall also be affirmed by a two-thirds vote of the Partnership of the Church during any official Partnership Meeting. Any transaction involving the purchase or lease of real property shall be approved by a consensus decision during any official meeting of the Advisory Council, and affirmed by a two-thirds vote of the Partnership of the Church present at any official Partnership Meeting.

**Section 5. Audit**

On a biennial basis, the Advisory Council shall be responsible for obtaining an audit of the finances of the Church from an authorized independent source, the results of which shall be presented at the Vision Meeting.

**Section 6. Conflicts of Interest**

(a) In the event that any Advisory Council Member or Leadership Council Member has a conflict of interest that might properly limit such Member’s fair and impartial participation in the Council deliberations or decisions, such Member shall inform the Council as to the circumstances of such conflict. If those circumstances require the nonparticipation of the affected Member, the Council may nonetheless request from the Member any appropriate non-confidential information which might inform its decisions.

"Conflict of interest," as referred to herein, shall include but shall not be limited to, any transaction by or with the Church in which an Advisory Council Member or Leadership Council Member has a direct or indirect personal interest, or any transaction in which such Member is unable to exercise impartial judgment or otherwise act in the best interests of the Church.

(b) No Advisory Council Member or Leadership Council Member shall take part in the final deliberation in any matter in which he or she, members of his or her immediate family, or any organization to which such director has allegiance, has a personal interest that may be seen as competing with the interest of the Church. Any Advisory Council Member or Leadership Council Member who believes he or she may have such a conflict of interest shall so notify his or her respective Council prior to deliberation on the matter in question, and the respective Council shall make the final determination as to whether any Council Member has a conflict of interest in any matter. The minutes of the respective Council Meeting shall reflect disclosure of any conflict of interest and the recusal of the interested Council Member.

**ARTICLE 9**

***PROPERTY***

**Section 1. Purchase and Lease**

All property of the Church shall be deeded to the Church and held in its name. The purchase or lease of real property must be approved by a consensus decision during any official meeting of the Advisory Council, and affirmed by a two-thirds vote of the Partnership of the Church present at any official Partnership Meeting.

**Section 2. Sale and Lease**

Real property of the Church may be sold, leased, mortgaged, or otherwise disposed of only if approved by a consensus decision of the Advisory Council during any official meeting of the Advisory Council, and affirmed by a two-thirds vote of the Partnership of the Church present at any official Partnership Meeting.

**Section 3. Documentation and Authority For Purchase, Sale, and Borrowing**

The Lead Pastor and the Finance Director shall certify all documents relating to the purchase, sale, lease, or mortgage that the same has been duly authorized in accordance with these Constitution and Bylaws. Such certification shall be held to be conclusive evidence thereof.

**Section 4. Dissolution**

Upon dissolution of the Church Corporation or the winding up of its affairs, the Advisory Council shall, after making provision for the payment of all of the liabilities of the Church, dispose of all the assets of the Church exclusively for the purposes of the Church Corporation in such manner to Any District Council of the Assemblies of God as set forth in these Constitution and Bylaws or, in the event such Any District Council of the Assemblies of God is not in existence, to the General Council of the Assemblies of God or, in the event such General Council of the Assemblies of God is not in existence, to such other organizations which are described in Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, or the corresponding provisions of any subsequent United States Internal Revenue Law, as the Advisory Council shall determine. Any assets not so disposed of shall be disposed of by a court of competent jurisdiction of the county in which the principal office of the Corporation is then located to such organizations described in Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, or in accordance with the corresponding provisions of any subsequent United States Internal Revenue Law, as such court shall determine.

**ARTICLE 10**

***AMENDMENTS***

**Section 1. Amendments**

This Constitution may be amended by the unanimous vote of the Advisory Council Members then in office.

**BYLAWS**

**ARTICLE I**

***PARTNERSHIP***

**Section 1. Standard of Partnership**

Only those shall be eligible for Partnership in this Church who:

1. Are followers of Jesus Christ (Matthew 4:19).
2. Are baptized in water by immersion after beginning to follow Jesus.
3. Evidence a consistent Christian life (Matthew 22:37-39; Galatians 5:19-23).
4. Subscribe fully to the Tenets of Faith as set forth in Article IV of the Constitution of Any Church.
5. Have attended the Partnership class, have signed and agreed to abide by the Any Church Partnership Covenant.
6. Have renewed their Partnership agreement annually by reaffirming their commitment to abide by the Partnership Covenant.
7. Are at least sixteen (16) years old.

**Section 2. Partnership Removal and Reinstatement**

The Leadership Council shall have the right to remove from Partnership any Partner who willfully and without good cause absents himself or herself from the regular services of the Church for a period of two (2) consecutive months except for physical disability, or who no longer abides by the standards of Partnership outlined in Article I, Section 1 of these Bylaws.

If the former Partner shall desire reinstatement, he or she shall request in writing from the Leadership Council to have his or her name returned to the Partnership list. Upon receiving the request, the Leadership Council shall render a consensus decision at any official meeting of the Leadership Council.

**Section 3. Voluntary Termination**

A Partner may terminate his or her Partnership by informing the Leadership Council, in writing, of his or her desire to do so. Such termination requires no action by the Leadership Council.

**Section 4. Discipline**

1. All discipline shall be prayerfully administered according to the Scriptures (Matthew 18:15-17; 1 Corinthians 5:9-13; 2 Thessalonians 3:11-15; Romans 16:17).
2. If a Partner of this Church falls below the standard of Partnership in faith or in practice, in such a way that the Partner’s life hinders the influence of the Church in the community, or if his or her spirit be contentious and discordant to the well-being of Church life, then by consensus decision of the Leadership Council at any official meeting of the Leadership Council, his or her name may be removed from the Church Partnership list.
3. The disciplined Partner shall be notified, in writing, regarding the reason for the discipline. Such notice shall be sent by certified mail to the address of record listed in the Church database.
4. A disciplined Partner may request reinstatement in writing to the Leadership Council, and the Leadership Council shall consider such requests at any official meeting of the Leadership Council and reach a decision on all such requests by consensus.

**ARTICLE II**

***DUTIES OF THE OFFICERS - ADVISORY COUNCIL***

***AND LEADERSHIP COUNCIL***

**Section 1. Lead Pastor**

The Lead Pastor shall:

1. Be a credentialed minister of the Assemblies of God.
2. Be the spiritual overseer of the Church and shall direct its activities.
3. Be the President of the Corporation and act as Chairman of all meetings of the Advisory Council, the Leadership Council, and the Church Partnership.
4. Be the general supervisor of all activities of the Church and shall be an *ex officio* member of all departments and ministry teams.
5. Plan and direct all activities of the Church, including all special meetings and guest speakers.
6. Select the ministerial, professional, and administrative staff and determine their job portfolios.
7. Be responsible for hiring all employees at the Church. No one shall be employed or discharged without the Lead Pastor’s expressed approval. He or she shall have the prerogative, with the approval of the Advisory Council, to add paid staff as the ministries of the Church require.
8. Appoint the Any Ministry Network Advisor with the approval of the Any District Superintendent.
9. Appoint individuals to the Advisory Council with the unanimous approval of the Any Ministry Network District Advisor(s).
10. Appoint individuals to the Leadership Council with the approval of the Advisory Council.
11. Be responsible for a monthly report to the Advisory Council that includes the following: number of decisions to follow Christ, service attendance, discipleship progress, equipping for ministry progress, and a summary of financial stewardship.

**Section 2. The Advisory Council:**

1. The Members of the Advisory Council shall be:

1. The Lead Pastor. The Lead Pastor shall chair the Advisory Council meetings except during times when the Advisory Council is assessing his or her effectiveness as a leader or his or her remuneration.
2. The Any Ministry Network Advisor(s). The Any Ministry Network Advisor(s) shall consist of at least one person and no more than three persons within the Any Ministry Network. He or she could be a district official, a presbyter, or a regional ministry leader.
3. A Leadership Advisor. The Leadership Advisor shall assess the Lead Pastor’s effectiveness as a leader. He or she could be a leadership coach, a business leader, or a pastor with demonstrated leadership ability.
4. A Health Advisor. The Health Advisor shall assess the Lead Pastor’s well-being, including family, emotional, financial, spiritual, and physical health. He or she could be a counselor, another pastor, or church leader who can effectively assess personal health. If a qualified individual is unavailable, the Advisory Council shall procure assessment of the Lead Pastor’s personal health from a qualified source outside of the Advisory Council.
5. Leadership Council Advisor(s). At least one person and no more than three persons from the Leadership Council of the Church shall be Members of the Advisory Council.

2. Advisory Council Members:

1. Shall meet the requirements of an elder as outlined in 1 Timothy 3:1-7 and Titus 1:5-9. If a Member of the Advisory Council has a moral failure, ceases to meet the requirements of an elder as outlined in 1 Timothy 3:1-7 and Titus 1:5-9, or is divisive on the Council or contentious towards the Lead Pastor without biblical cause, other Members of the Advisory Council shall have the authority to request an evaluation of the Advisory Council Member. The Any Ministry Network Advisor shall chair the evaluation. A majority vote of the Advisory Council Members present at an official meeting of the Advisory Council shall result in the dismissal of the Advisory Council Member. The Any Ministry Advisor shall notify the Advisory Council Member of his or her termination. The terminated Advisory Council Member shall abide by the stipulations set by the Advisory Council regarding such termination.
2. Shall advise and support the vision of the Lead Pastor to fulfill the mission of the Church.
3. Shall be appointed by the Lead Pastor. The Leadership and Health Advisors shall be appointed for one-year terms. The rest of the Advisory Council Members (Any Ministry Network & persons from the Leadership Council) shall be appointed for staggered three-year terms. At the time of his or her appointment, each Advisory Council Member other than the Leadership Advisor or the Health Advisor shall be assigned to Class A, Class B, or Class C, and an effort shall be made to keep each class of these Members approximately equal size. Each Member shall hold office for a term of three years, except for the initial Advisory Council appointed at the organizational meeting in 2011:

1. Members in Class A shall have their term expire in 2012 (and every three years thereafter);

2. Members in Class B shall have their term expire in 2013 (and every three years thereafter); and

3. Members in Class C shall have their term expire in 2014 (and every three years thereafter).

1. Persons appointed to the Advisory Council from the Leadership Council can be reappointed to the Advisory Council with one year off between each successive three-year term.
2. Shall assess the leadership effectiveness of the Lead Pastor.
3. Shall approve the Leadership Council appointments by the Lead Pastor.
4. Shall approve the annual budget.
5. Shall hold the Lead Pastor accountable for the mission of the Church.
6. Shall remove the Lead Pastor from his or her leadership role if he or she ceases to be effective in fulfilling the mission of the Church, has a moral failure (an inappropriate sexual relationship, financial impropriety, or any action the Penn-Del District Superintendent deems inappropriate for a spiritual leader), or ceases to meet the requirements of an overseer as outlined in 1 Timothy 3:1-7 and Titus 1:5-9. Any Advisory Council Member has the authority to request an evaluation of the effectiveness of the Lead Pastor at any time. The Any Ministry Network Advisor(s) shall chair the evaluation. A unanimous vote of the Advisory Council Members then in office shall result in the dismissal of the Lead Pastor. The Any Ministry Network Advisor shall notify the Lead Pastor of his or her termination. The Lead Pastor shall abide by all stipulations set by the Advisory Council regarding such termination.

**Section 2A. Any Ministry Network Advisor(s)**

The Any Ministry Network Advisor(s) shall:

1. Meet the requirements of an elder as outlined in 1 Timothy 3:1-7 and Titus 1:5- 9.
2. Be appointed by the Lead Pastor and approved by the Any District Superintendent.
3. Chair the Advisory Council in the absence of the Lead Pastor and when the Lead Pastor is being assessed.

**Section 2B. Leadership Advisor**

The Leadership Advisor shall:

1. Meet the requirements of an elder as outlined in 1 Timothy 3:1-7 and Titus 1:5-9.
2. Be appointed by the Lead Pastor and approved by the Any Ministry Network Advisor(s).
3. Chair the Advisory Council in the absence of the Any Ministry Network Advisor and the Lead Pastor.
4. Present an annual evaluation of the leadership effectiveness of the Lead Pastor to the Advisory Council. The specific criteria for the evaluation shall be established by the Advisory Council and shall include, but not be limited to the following: commitments to Christ, service attendance, discipleship progress, equipping for ministry progress, financial stewardship, and overall leadership effectiveness.

**Section 2C. Personal Health Advisor**

The Personal Health Advisor shall:

1. Meet the requirements of an elder as outlined in 1 Timothy 3:1-7 and Titus 1:5-9.
2. Be appointed by the Lead Pastor and approved by the Any Ministry Network Advisor.
3. Present an annual report to the Advisory Council regarding the personal health of the Lead Pastor in the following areas of his or her life, that is, spiritual health, emotional health, physical health, and relational health, including marriage and family life.

**Section 2D. Leadership Council Advisor(s)**

The Leadership Council Advisor(s) shall:

1. Be appointed by the Lead Pastor from the Leadership Council of the Church.

**Section 3. Leadership Council (Deacons)**

The Leadership Council members shall:

1. Be appointed by the Lead Pastor and approved by a consensus decision of the Advisory Council.
2. Be Partners of the Church.
3. Meet the standards of deacons as outlined in 1 Timothy 3:8-13.
4. Have the following responsibilities:
   1. Support the vision and leadership of the Lead Pastor.
   2. Assist the Lead Pastor in leading and directing the ministries of the Church.
   3. Assist the Lead Pastor in equipping the Church for ministry.
   4. Assist the Lead Pastor in preparing the annual budget.

**ARTICLE III**

***VACANCIES***

**Section 1. Leader Pastor**

In the event of a vacancy of the Lead Pastor office, the following actions shall take place:

1. The Any Ministry Network Advisor shall provide oversight of the Church until the Lead Pastor office is filled.
2. The Any Ministry Network Advisor shall appoint an interim leader of the Church until the Lead Pastor office is filled.
3. The Any Ministry Network Advisor shall appoint a search committee of at least five persons of which at least one half shall be Partners of the Church. The search committee shall seek input from the Advisory Council, Leadership Council, and Partnership of the Church before presenting a prioritized list of the best candidates to the Advisory Council for consideration.
4. The Any Ministry Network Advisor shall serve as the chair of the search committee.
5. The Advisory Council shall consult with the Leadership Council regarding the appointment of the new Lead Pastor. A unanimous vote of the Advisory Council members then in office shall result in the appointment of a new Lead Pastor.
6. The Church Partnership shall have the opportunity to provide input and to affirm the appointment of the Advisory Council before a final decision is made and before the new Lead Pastor is presented to the congregation.

**Section 2. Advisory Council Members**

If an Advisory Council Member is unable to fulfill his or her term, the Lead Pastor shall appoint someone approved by the Any Ministry Network Advisor to fulfill the vacancy.

**ARTICLE IV**

***SALARIES***

**Section 1. Remunerations**

1. The Advisory Council shall determine the salary of the Lead Pastor.
2. The Lead Pastor shall recommend the amount of remuneration for employees of the Church to the Advisory Council who shall make the final decisions based on comparative norms and budget considerations.
3. Paid staff members on the Advisory Council shall exempt themselves from remuneration decisions of the Church.

**ARTICLE V**

***INDEMNIFICATION***

**Section 1. Indemnification**

Unless otherwise prohibited by law, the Corporation shall indemnify any Advisory Council or Leadership Council Member and may by resolution of the Advisory Council indemnify any employee, against any and all expenses and liabilities incurred by him or her in connection with any claim, action, suit, or proceeding to which he or she is made a party by reason of being an Advisory Council Member, Leadership Council Member, or employee. However, there shall be no indemnification in relation to matters as to which he or she shall be adjudged to be guilty of a criminal offense or liable to the Corporation for damages arising out of his or her own gross negligence in the performance of a duty to the Corporation.

Amounts paid in indemnification of expenses and liabilities may include, but shall not be limited to, counsel fees and other fees; costs and disbursements; and judgments, fines, and penalties against, and amounts paid in settlement by, such Advisory Council Member, Leadership Council Member, or employee. The Corporation may advance expenses or, where appropriate, may itself undertake the defense of any Advisory Council Member, Leadership Council Member, or employee. However, such Advisory Council Member, Leadership Council Member, or employee shall repay such expenses if it should be ultimately determined that he or she is not entitled to indemnification under this Article.

The Advisory Council may also authorize the purchase of insurance on behalf of any Advisory Council Member, Leadership Council Member, employee, or other agent against any liability incurred by him or her, which arises out of such person's status as an Advisory Council Member, Leadership Council Member, employee, or agent, whether or not the Corporation would have the power to indemnify the person against that liability under law.

**ARTICLE VI**

***AMENDMENTS***

**Section 1. Amendments**

These Bylaws may be amended by the unanimous vote of the Advisory Council Members then in office.