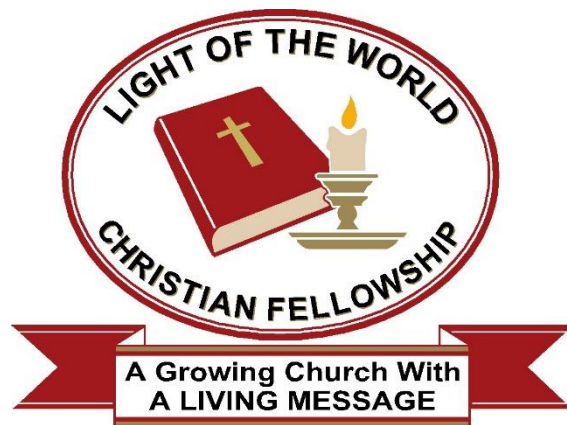


LIGHT OF THE WORLD CHRISTIAN FELLOWSHIP

The Constitution



**Motto: A growing church with a living
message**

“Give light to them that sit in darkness” (St. Luke 1:79)

CONSTITUTION

ARTICLE I

NAME

- 1.1 NAME: The name of the Church shall be **Light of the World Christian Fellowship**, hereby referred to also as “**LOWCF**”

ARTICLE II PURPOSE - VISION

- 2.1 PURPOSE: **Light of the World Christian Fellowship** Ministries exists for spreading the gospel of our Lord Jesus Christ through teaching, deliverance and evangelism; providing spiritual oversight, nurture, and care for members and equipping leaders for the great commission.
- 2.2 VISION: ***Win the lost at all cost*** - Thousands of lost souls will be transformed by the power of the Gospel and converted through the multiplication of dynamic cell based outreach Ministries, where every believer is loved, disciplined, equipped for ministry, and released in their gifting to be a reproducing witness of the new life found in intimate relationship with Jesus Christ.

Specifically, the church will seek:

1. To provide spiritual fellowship and nurture among Africans who are resident in America and their American brethren who share similar spiritual burden and concerns.
2. To foster love and unity in the community despite cultural differences.
3. To promote Evangelism and a caring mission to a lost world, the disabled and those lacking self-esteem and motivation.
4. To sensitize the church in its redemptive role to the suffering community.
5. To mobilize resources for community development.
6. To enhance the potential of youths and to restore dignity to women.
7. To provide counseling and welfare support for the underprivileged.
8. To sensitize the American people on current developmental trends in the underprivileged areas of the world especially Africa.

9. To promote the welfare of refugees primarily from Africa and other conflict-stricken areas of the world.
10. To assist in disaster relief and mediate in conflict among African nations.
11. To promote ecumenical/evangelical cooperation.

ARTICLE III DOCTRINE STATEMENT OF FAITH

WE BELIEVE...

- 3.1 There is one God eternally existing as Father, Son, and Holy Spirit. *Isaiah 40:18-28; Matthew 28:19; John 15:26; Isaiah 42:1-9; Revelation 1:8, 17-18; John 14:23-27; 16:15; I Corinthians 2:9-16*
- 3.2 God revealed himself in the Scriptures of the Old and New Testaments, the inerrant and inspired word of God, without contradiction, the only reliable guidebook for life and the final authority in the life of the church. *Psalms 119:9, 30, 105, 137-144; Nehemiah 8:9-12; 2 Timothy 3:14-17; Hebrews 4:12-13; 2 Peter 1:16-21; John 20:30-31*
- 3.3 God revealed himself supremely in His Son, the Lord Jesus Christ, born of a virgin, being both fully human and fully divine. *Matthew 1:18-25; Luke 1:26-38; John 1:1-14; Hebrews 1:1-14; Isaiah 9:6-7; Philippians 2:5-11; Hebrews 4:14-16*
- 3.4 In the beginning, God created all things by his Son. He made humanity in the divine image, with free will, moral character, and a spiritual nature. *Genesis 1; Colossians 1:15-16; Psalm 104:1-35; Psalm 139:1-18; I Corinthians 15:42-49; Romans 1:18-20; Proverbs 16:1-3*
- 3.5 Humanity fell into sin, bringing depravity and death upon the race; as a sinner, each person is self-centered and self-willed, unwilling and unable to break with sin, which leads to eternal separation from God. *Genesis 3:1-24; Romans 3:9-18; Psalm 14:1-3; Ecclesiastes 7:20; Jeremiah 17:9-10; 2 Timothy 3:1-5; Psalms 51; I John 3:4-10*
- 3.6 On the cross, Jesus Christ took each person's place, bore our sins, died our death; and for that reason alone God freely forgives through the cleansing power of his blood atonement those who repent and believe in faith. *Ephesians 2:1-10;*

John 10:14-18; Romans 3:21-26; Colossians 1:13-14; 2:13-15; Romans 6:1-14; John 2:16-17; Acts 4:8-13

- 3.7 The Holy Spirit convicts of sin, guides for life, and empowers for service. His supernatural work makes new life and new birth possible. *Galatians 5:16-26; John 16:7-15; Romans 8:5-17, 26-27; I Samuel 16:13; Luke 4:18-19; Acts 1:4-8; 2:17-21; Luke 11:9-13*
- 3.8 The church is the body of Christ, a redeemed people, obedient to God, a people of love, prayer, and healing. *Ephesians 2:19-22; I John 2:3-6; John 17:6-26; Philippians 2:3-4; Galatians 6:1-5; I Peter 2:21-25; Colossians 4:2-6*
- 3.9 God gave the whole church and every member of it the task of making Christ known throughout the world. *Matthew 28:16-20; John 15:15-17; Colossians 4:5-6; 2 Corinthians 5:11-6:6; Acts 4:18-31; I Timothy 6:11-16; Acts 8:4*
- 3.10 Gifts of the Holy Spirit, which are in operation today, are given to all who follow Christ, so that men and women, married or single, young and old, can work together to build up the church and bring the world to Christ. *Luke 24:45-49; Ephesians 4:7-16; I Corinthians 12:1-31; Ephesians 3:7-8; Romans 12:1-8; Ephesians 4:29-32; I Peter 4:8-11*
- 3.11 Spiritual warfare demands spiritual weapons; the word must be preached in the power of the Holy Spirit; and believers must intercede for Christ's victory to be established over principalities and powers of evil. *Ephesians 6:10-20; 2 Corinthians 10:3-4; Daniel 10:10-14, 20; Matthew 18:18-20; I Peter 5:8-11; Luke 8:26-39; I Timothy 2:1-8*
- 3.12 Believers must demonstrate God's love visibly by caring for those who were deprived of justice, dignity, food, and shelter. They will love their enemies by overcoming evil with good and being peacemakers. *I John 3:16-18; Matthew 5:13-16; Colossians 3:12-17; Matthew 5:43-48; Romans 12:9-21; Matthew 25:31-46; James 2:14-19*
- 3.13 Those that repent and believe will be baptized with water as a symbol of cleansing from sin, new life and commitment to Christ. *Matthew 28:19-20; John 3:1-8; Matthew 3:13-17; Acts 2:36-39; Acts 8:36-40; Acts 10:44-48; Romans 6:1-14; Hebrews 10:19-23*
- 3.14 The church observes the Lord's Supper as a symbol of Christ's broken body and shed blood, and the fellowship of his Church until his return. *Luke 9:18-22; Mark 10:32-34; Mark 12:1-12; Luke 22:7-23; I Corinthians 10:14-17; 11:23-34; Acts 2:46-47*
- 3.15 Both singleness and marriage are honored by God, who designed marriage to be the union of one man and one woman for life. Homosexual practice rejects this

celebration of diversity God intended. Sexual relationship is intended for one man and one woman in the context of marriage only. *Genesis 2:20-25; Ephesians 5:22-33; Song of Songs 2:3-13; I Corinthians 6:9-11; Romans 1:18-32; I Corinthians 7:10-16; Matthew 19:3-12*

- 3.16 Jesus Christ's personal return will be visible in power and glory and will consummate salvation and judgment, thus the church serves sacrificially and joyfully anticipating eternal life with God. *Mark 13:5-31; Revelation 1:5-8; Matthew 13:37-43; I Corinthians 15:20-26, 51-56; Revelations 21:1-5; 2 Timothy 4:6-8; Revelation 22:12-21*

ARTICLE IV

CORE VALUES

As a growing Church with a living Message, we proclaim that we hold in high value and are deeply committed to the following core values.

- 4.1 Honor God's Word, the Bible, as the foundation for life, teaching, preaching, and every form of ministry. *II Timothy 3:16; Acts 17:11*
- 4.2 Exalt Jesus Christ as Lord and make Him central to every activity and mission of the church. *I Corinthians 1:18, 23-24; Colossians 1:15-20*
- 4.3 Keep Missions, Evangelism, and Discipleship as the highest priorities of the church. *Matthew 28:18-20; II Corinthians 5:11-16*
- 4.4 Devote quality time in passionate prayer for hearing God's voice for comfort and direction, developing intimacy with the Father, and interceding for the lost, our brothers and sisters in Christ, and all whom God places on our heart. *Mark 1:35; Colossians 4:1, 12*
- 4.5 Invest time and energy into equipping and reproducing leaders for the advancement of God's Kingdom. *Ephesians 4:11-13; II Timothy 2:1-2*
- 4.6 Respect authority at all levels as God-ordained leadership. *Romans 13:1-6*
- 4.7 Earn respect as leaders by developing quality relationships and demonstrating Christ-like character. *I Thessalonians 2:1-13; Hebrews 10:24-25; Matthew 20:24-28*
- 4.8 Demonstrate strong faith in God by means of positive attitudes, God-inspired vision, and life-giving actions. *Hebrews 11:1; Ephesians 3:20*

- 4.9 Allow ministry to flow out of continual worship to God for all that He is. *Acts 4:23-31; Revelation 5; Psalm 103*
- 4.10 Submit daily to the supernatural power of the Holy Spirit in order to manifest the current day ministry of Jesus Christ in word and deed. *Acts 1:8; I Corinthians 2:4-5*
- 4.11 Manifest Kingdom living through living a life of integrity in all aspects of life, including the sacredness of marriage, honoring the value of life that begins at conception, demonstrating compassion and love in all relationships, and rejecting violence and participation in warfare in accordance with the Anabaptist tradition. *II Corinthians 3:2; Hebrews 13:4; Matthew 5:38:41; I Peter 1:22; Psalms 139:13-16*
- 4.12 Seek unity in Christ at the foot of the cross but respect differences where it does not compromise basic Bible doctrine. *Ephesians 4:1-7; John 17:20-26*
- 4.13 Encourage all to hear God but trust and empower governing leaders to lead in giving overall direction to the church. *I Peter 1:9; Acts 15:1-29*
- 4.14 Build strong disciples of Jesus Christ by individual mentoring, prayerfully helping believers to heal from hindering influences, teaching sound doctrine and practical Christian principles, instituting small group activities, and by fostering loving relationships. *Acts 2:42-47; Matthew 28:18-20; Mark 1:17-18*
- 4.15 Assist every believer to discover their God-given calling and potential in life and equip them in developing their unique gifts and talents. *Matthew 25:14-30; I Corinthians 12*
- 4.16 Recognize the validity and seek to fulfill the function of the five-fold ministry gifts that Jesus gave to the church to fulfill her mission, as the Lord leads. *Ephesians 4:7-17*
- 4.17 Submit willingly to radical obedience and costly discipleship. *Genesis 12:1-3; Isaiah 6:8; Matthew 10:37-39*
- 4.18 Live with a spirit of humility in thought and deed. *I Peter 5:11; Philippians 2:1-11*

ARTICLE V LEADERSHIP STRUCTURE

- 5.1 NATIONAL SUPERINTENDENT: There shall be a National Superintendent, whose function will be primarily to provide spiritual guidance and advice to the Senior Pastor regarding church administration. He will also assist in the area of

preaching, counselling and training of church leaders, and other church administrative functions as defined by the Senior Pastor.

- 5.2 SENIOR PASTOR: The function of the senior pastor, in conjunction with the Pastoral committee, is the following:

Prayerfully discern how to best serve the Church through encouragement, provide training and equipping events for “**LOWCF**”, promote regional mission and vision.

Expansions, and fellowship, lead in setting goals for fulfilling vision strategy, give oversight to discerning and processing those who are call to be ordain or license.

Preach the word of God in and out of season and give general oversight to the spiritual well-being of the members of the congregation.

Deal with matters of discipline when needed; be a bridge builder to other Churches with similar vision; be accountable by writing reports of activities, and giving to appropriate persons to include our National Superintendent.

Upon request, for Sunday services or other events; be available for counsel, or for a listening ear.

- 5.3 PASTORAL COMMITTEE: The pastoral committee will consist of at least two or more Associate Pastors and Deacons who will assist the Senior Pastor in fulfilling the tasks described in this Constitution, Article 5.1, or as delegated by the Senior Pastor. The pastoral team will serve as corporate officers of “**LOWCF**” and give spiritual administrative oversight to the finances and records of “**LOWCF**”. The committee will serve as a mutual encouragement to one another for fulfilling the God-given vision and mission of “**LOWCF**.” The Pastoral Committee will function under the headship of Jesus Christ.

- 5.4 BOARD OF TRUSTEES: The board of trustees (also known as the Church Board) will consist of Elders, Heads of various ministries, and an ex-officio member, will be appointed by the Senior Pastor, to serve as persons the Senior Pastor can turn to for counseling and accountability beyond the pastoral committee. These persons will have no governing authority. However, in cases of concern, conflict, or need for discipline, these persons can assist the pastoral committee or the general governing body (Bylaw 1.1) in resolving issues. The Board of Trustees, selected in consultation with the pastoral committee, must be approved by two thirds of the governing body (By-laws, 1.1).

- 5.4 SENIOR PASTOR SELECTION: The Senior Pastor, an ordained minister of “**LOWCF**” will be discerned and affirmed, by at least two thirds of the governing body. The Senior Pastor’s evaluation will be conducted to discern if he/she is worthy of the call. The oversight of this evaluation must be conducted by the

Board of Trustees as described in this Constitution, Article 5.3 in cooperation with the pastoral committee and the Oversight team of the governing body.

- 5.5 PASTORAL COMMITTEE SELECTION: The persons on the pastoral committee will be ordained ministers (Associate Pastors and Deacons of Light of the World Christian Fellowship. These members will be recommended by the Senior Pastor and approved by two thirds of the governing body (Bylaws 1.1). The process of evaluation will be conducted in the same way as the Senior Pastor, using the services of the Board of Trustees.
- 5.6 SENIOR PASTOR ACCOUNTABILITY: The Senior Pastor will be accountable to the Pastoral Committee and to the Church Board. He will also have a Trustees Board of at least Elders and Leaders the purpose of counseling, and encouragement (Constitution, Article 5.3). This group will not have governmental authority. Accountability will include personal spiritual growth and family well-being, setting of goals, and reporting.

ARTICLE VI

CHURCH GOVERNMENT

- 6.1 CHURCH GOVERNMENT: This congregation will function under its individual set of by-laws as it relates to church government and decision-making. This Church government shall be according to New Testament understandings of pastoral leadership, elders and/or deacons. When any question or concern arises with members of the congregation regarding church government structure, it will be reviewed by appropriate section of responsibility (see By-laws 1.1).

ARTICLE VII

MEMBERSHIP

- 7.1 BASIS OF MEMBERSHIP: Persons who will affirm the mission, vision, statement of faith, core values, and overall constitution and by-laws, will be welcomed to be part of “**LOWCF**” as members. Each individual statement of faith shall be in alignment with Light of the World Christian Fellowship’s statement of faith. The pastoral committee will make sufficient inquiry of any person that desires to join “**LOWCF**” with limited prior relationship with it. Membership shall be extended to all those who accept the articles of faith and practice. During an induction ceremony, a member will receive a certificate of membership.

Categories of membership

Members will be admitted into three categories of membership:

(a) Full membership: Adults seventeen years and above who meet the requirements in the Discipline for full membership.

(b) Junior Membership: Those under seventeen:

© **Associate Membership:** Those who do not wish to become full members or fail to meet the requirements of full membership.

7.2 **PROCEDURE FOR MEMBERSHIP:** Persons desiring membership in Light of the World Christian Fellowship will submit a completed membership application form stating their desire to be a part of the fellowship. They will affirm in writing their agreement with the mission, vision, statement of faith, core values, and overall constitution and bylaws of Light of the World. They will state their reason(s) for membership. All necessary additional forms of application provided by the church must be completed by persons desiring membership and submitted to the Senior Pastor of the same.

7.3 **VOLUNTARY TERMINATION OF MEMBERSHIP:** Membership in “**LOWCF**” may be terminated by an individual’s decision to terminate membership. Such termination shall be made orally or by delivering to the Senior Pastor a written statement of such decision.

7.4 **INVOLUNTARY TERMINATION OF MEMBERSHIP:** Membership in “**LOWCF**” may also be terminated by the Church for a serious violation, without a demonstrable willingness to change, of the statement of faith or other provisions of this Constitution or the By-laws of “**LOWCF**.” The termination process shall be led by the Senior Pastor in conjunction with the pastoral committee. The Board of Trustees shall be informed in writing of the issues involved and be a part of the discernment and termination process. Final termination may occur only upon the agreement of two thirds of the members of the oversight team and two thirds of the member congregations.

ARTICLE VIII ANNUAL MEETING

8.1 **ANNUAL MEETING:** An annual business and inspirational meeting will be held one time per year for the following purposes: share reports and testimonies of God’s faithfulness during the past year; provide inspiration and encouragement; share vision and goals for the coming year; present membership reports on me status, goals, giving, significant events, leadership changes, etc., according to a standard report form. Annual reports submitted would be kept in the “**LOWCF**” official archives. This annual meeting will be held on a suitable date as decided by the church leaders.

ARTICLE IX DISSOLUTION

- 9.1 **DISPOSAL OF ASSETS:** Should the dissolution of **“LOWCF”** occur, the pastoral committee shall, after making provisions for the payment of liabilities of **“LOWCF,”** dispose of the assets of **“LOWCF”** to an organization(s) organized and operated exclusively for charitable or religious purposes as shall at the time qualify as an exempt organization(s) under Section 501 © (3) of the Internal Revenue Code of 1986, and its applicable regulations, as they now exist or as they may hereafter be amended.

ARTICLE X AMENDMENTS

- 10.1 **AMENDMENTS:** This Constitution and these Bylaws reflect **“LOWCF”** present understanding of what we believe to be God’s order for this Church. We realize that as the church grows and develops, changes will have to be made to accommodate the growth. Amendments to this Constitution and Bylaws may be made by the approval of 2/3 of the governing body (see Bylaw 1.1). However, no amendments may be made to the Statement of Faith or the Core Values that would diminish their spiritual value and/or authority.

ARTICLE XI EXEMPT ACTIVITIES; LIMITATION OF LIABILITY; INDEMNITY

- 11.1 **EXEMPT ACTIVITIES:** Notwithstanding any other provision of this Constitution and Bylaws, no member, leader, Pastor, employee, or representative of **“LOWCF”** shall take any action or carry on any activity by or on behalf of **“LOWCF”** not permitted to be taken or carried on by an organization exempt under Section 501(c)(3) of the Internal Revenue Code of 1986, as it now exists or as they may hereafter be amended, or by an organization, contributions to which are deductible under Section 170(c) (2) of such Code and Regulations as they now exist or as they may hereafter be amended. The tax-exempt status of the ministry should not and may not be construed as a waiver of any and all First Amendment rights of the ministry to address any issue in society, culture or government.
- 11.2 **PURPOSES:** **“LOWCF”** is planted exclusively for charitable, religious, educational and scientific purposes, including for such purposes, the making of distributions to organizations under 501(c) (3) of the Internal Revenue Code (or corresponding section of any future Federal tax code).
- 11.3 **USE OF NET INCOME:** No part of the net earnings of **“LOWCF”** shall inure to the benefit of, or be distributed to its members, trustees, officers or other private persons, except that **“LOWCF”** shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and

distributions in furtherance of section 501(c) (3) purposes. No substantial part of the activities of **“LOWCF”** shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and **“LOWCF”** shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidates for public office.

Notwithstanding any other provisions of this Constitution, **“LOWCF”** shall not carry on any other activities not permitted to be carried (a) by a corporation/organization exempt from Federal income tax under 501(c)(3) of the Internal Revenue Code (or corresponding section of any future Federal tax code) or (b) by a corporation/organization, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code (or corresponding section of any Federal tax code).

- 11.4 DISTRIBUTION OF ASSETS UPON DISSOLUTION: Upon dissolution of **“LOWCF”** assets shall be distributed for one or more exempt purposes within the meaning of section of 501(c) (3) of the Internal Revenue Code, or corresponding section of any future Federal tax code, or shall be distributed to the Federal government or to a state or local government for a public purpose.

ARTICLE XII NONDISCRIMINATION

- 12.1 NONDISCRIMINATION: The **“LOWCF”** and, by becoming a member of **“LOWCF”**, its affiliates hereby adopts a racially nondiscriminatory policy. **“LOWCF”** and its members of the congregation will accept all people of any race into all church programs, rights, privileges and activities of **“LOWCF”** and each member of the congregation. Neither **“LOWCF”** nor its members will discriminate on the basis of race in administration of the duties of **“LOWCF”** and its members.

ARTICLE XIII PROPERTY

- 13.1 PROPERTY: **“LOWCF”** shall have the right to enter into legally binding contracts and to acquire property and moneys by gift, tithe, purchase, bequest or otherwise, either directly or as trustee, and to own, hold in trust, use, sell, convey, mortgage, lease, or hypothecate the same.

BYLAWS

ARTICLE I MANAGEMENT

- 1.1 CHURCH GOVERNMENT/MANAGEMENT: The Church will have different levels of government.
- a. GOVERNING BODY: The governing body (those giving primary leadership) in “**LOWCF**” decision making will consist of the National Superintendent, Senior Pastor, the pastoral committee and the Board of Trustees as may be required. The Governing Body will meet once every quarter.
 - b. PASTORAL COMMITTEE: The National Superintendent, the Senior Pastor and the other pastors will form the Pastoral Committee. The Pastoral committee will give primary spiritual direction to “**LOWCF**”(see Constitution, Article 5.2). They will meet formally once a month, but emergency meetings may be called to address certain issues.
 - c. BOARD OF TRUSTEES: The Board of Trustees (also referred to as the Church Board) will decide on administrative matters in the church. It will be the main organ concerned with the day-to-day running of the church. All church ministries or committees should be represented on the Board. The Senior Pastor and the pastoral committee will present for approval to the Board of trustees: nominations for appointment of the Senior Pastor and pastoral committee members, the budget and major financial decisions, applications for membership, recommendations for membership termination, major discipline issues and such other major matters as the Senior Pastor and the pastoral committee shall deem appropriate. A quorum of 51% must be present to vote on issues as described. Because of distance and job schedule of members, consideration to absentee votes will be considered in certain circumstances.
 - d. ANNUAL GENERAL MEETING (AGM): There will be an AGM of the entire church once a year where the entire membership will review the church’s activities. All committees/ministries and all sections of the Church Governing Body will present annual reports to the AGM. Ordination and Commissioning services of Pastors will be decided at the AGM.
 - e. CHURCH COMMITTEES/MINISTRIES: Various committees or ministries will be set up by the Senior Pastor to appropriately cover important areas in the church. These committees/ministries will include, but not be limited to, Men’s ministry, Women’s ministry, Children’s ministry, Music ministry, Pastoral committee and Hospitality committee. Such committees/ministries should hold elections to fill executive positions every two years. In the event that an executive member is not performing his duties, the chairman of that committee or a representative of the executive so mandated will discuss the

issue with the defaulting member and find ways to improve the situation. In the event that the defaulting member fails to improve on his commitment, he will be replaced at a Committee meeting by a simple vote.

- 1.2 **COMPENSATION:** The majority of the governing body will be non-salaried and will not be related to salaried personnel or to persons providing services. Compensation decisions will be made by the governing body. The Board of Trustees will decide at what point pastors and other officers will start receiving stipends as the financial strength of the church increases. Salaried members of the governing body shall not be permitted to vote on their own compensation.

ARTICLE II

CALLING OF LEADERS

- 2.1 **STEPS FOR CALLING A PRIMARY LEADER:** When a congregation is seeking to call and credential a pastor, an associate pastor, or if credentials are desired for an elder, deacon, evangelist, or missionary, the following steps shall be taken:
- 2.1.1 The specified leader as described above, must meet the qualifications for leadership as described in I Timothy 3:1-13; Titus 1:5-9.
 - 2.1.2 The congregation (pastor or assigned leadership seeking a pastor) will notify the primary overseer in writing the request for a stated leader (pastor, associate pastor, deacon, elder, evangelist, etc.)
 - 2.1.3 The primary overseer will inform the oversight team members and send a doctrinal form to be completed, both by the leader and their spouse, if married.
 - 2.1.4 The person called to leadership, and spouse, if married, will complete the form and return it to the oversight team for evaluation. The primary overseer will meet with the candidate for a personal interview and to address any questions or concerns.
 - 2.1.5 If the oversight team gives their blessing for the candidate to be installed, plans will be made with the pastor, or the leadership of the church looking for a pastor, for a service of installation.
 - 2.1.5 If the candidate has extended service in leadership, is trained, and committed to long-term service, they will be ordained. If the person has limited experienced, or is unsure about long-term commitment, or has a special assignment to be fulfilled, they will be licensed. The oversight team will work with each congregation to discern what is best for the person and the congregation involved.

- 2.1.6 The ordination or licensing service will be presided over by the primary overseer or a mutually agreed upon member of the oversight team.
- 2.2 **CALLING OF ELDERS/DEACONS WHEN NOT CREDENTIALING:**
If a congregation is calling an elder or deacon to serve in assisting the pastor to oversee the life of the congregation, it is important that the individual fulfills the qualifications of leadership as described in I Timothy 3:1-13 and Titus 1:5-9. The primary overseer stands ready to assist in this process of discernment and installation, if called upon. For the purpose of accountability and reporting, it is important to inform the primary overseer of planned changes in leadership of deacons or elders.
- 2.3 **ADDITIONAL LEADERS:** Local pastors, elders, and deacons, have full responsibility to appoint any additional leaders for the congregation according to the congregational process and Biblical qualifications.

ARTICLE III MEMBERSHIP EXPECTATIONS AND BENEFITS

- 3.1 **MEMBERSHIP EXPECTATIONS:** Member of the various ministry, led by their respective leaders, will be expected to contribute the following: participation, as much as possible, in planned events that enhance the vision of **“LOWCF”**; share financially in the mission of **“LOWCF”**; pray for and encourage others in the Church as they have opportunity; pray for and encourage the leaders of the church.
- 3.2 **MEMBERSHIP BEFITS:** Leaders of **“LOWCF”** will provide the following: Quality oversight and pastoral care, including prayer, by your Senior Pastor; mutual fellowship with families, dynamic training and equipping; working together to fulfill vision beyond what can be done by one congregation; resorting through seminars, materials, and speakers; accountability structures for helping to fulfill vision personally and congregationally; shared wisdom and insight in times of need; links to other networks of similar vision; etc.

ARTICLE IV LEADERSHIP ISSUES

- 4.1 **PROCESS FOR DISCIPLINE:** When issues arise in regards to ordained or licensed pastoral leaders, and are found to have merit by the local elders/deacons, it shall be shared with the Senior Pastor. The Matthew 18 principle will be followed. If the matter can be resolved in a one-on-one discussion with the pastoral leader, in cooperation with the leaders of the church,

it will not be taken further, if there is due repentance and resolve for change. If there is a major issue that needs broader discernment on what to do, the pastoral committee will be contacted. If the leader is unrepentant, it will be brought to the governing body (Bylaw 1.1) for discussion and action. Every effort possible will be made for healing, restoration, and reconciliation.

- 4.2 **DISCIPLINE FOR SENIOR PASTOR:** When integrity issues arise in regards to the senior pastor, and are found to have merit, the matter shall be brought to the oversight team. The oversight team members may discuss the matter with the Board of Trustees (see Constitution, 5.3) in an effort to seek appropriate action, including in extreme cases, removal from office. Similar steps will be taken as described in Bylaw 4.1.
- 4.3 **PROCESS FOR RESOLVING ADDITIONAL SENIOR PASTOR ISSUES:** In the event of the death, resignation, or removal of the primary overseer, a new primary overseer will be chosen pursuant to Constitution, Article 5.3.
- 4.4 **CONFLICT RESOLUTION:** If a conflict arises among members of the pastoral committee, the board of trustees will be called upon to offer help in mediation or offer ideas of what to do. If conflict arises in the organization that is difficult to resolve, the senior pastor will seek council from the board of trustees or from other spiritual leaders in the network of relationships. If the primary overseer is the source of conflict, the oversight team will take responsibility to seek council.

ARTICLE V FINANCES

- 5.1 **FUNCTION OF TREASURER:** The treasurer of Light of the World Christian Fellowship shall be responsible to make deposits of all funds designated for the general account. Payments will be made in accordance with normal expenses. Apart from normal withdrawal to pay rent and other regular bills, no other withdrawal of money shall be made from the church's account without the expressed approval of the Board Chairman. Designated funds will be established for mission outreach which will be monitored by the oversight team in discussion with the governing decision making body. Designated funds or expenses could include: mission outreaches made as a corporate decision (example, a church planting); mission trips; relief needs; oversight expenses; oversight gifts or salary.
- 6.2 **APPOINTMENT OF TREASURER:** The treasurer may be a member of the pastoral committee, excluding the Senior Pastor, but may also be a qualified lay member of Light of the World Christian Fellowship who is approved and appointed by the pastoral committee.

6.2.1 FINANCIAL REPORTING: The treasurer, in cooperation with the senior pastor and the pastoral committee, will present an annual financial report. Clear records will be maintained and an audit made.

- ***Constitution and Bylaws were adopted by Light of the World Christian Fellowship on March 1, 2015***
- ***Light of the World Christian Fellowship was approved as a 501 (c) (3) organization on October 29, 2003. A copy of this document is available for review by request***



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APOSTLE Dr. Randolph Stanley
General Overseer