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KENNEDY ROAD TABERNACLE MINISTRIES

CONSTITUTION

&

BY-LAWS

1987

141 Kennedy Road North, Brampton, Ontario, Canada L6V 1X9



KENNEDY ROAD TABERNACLE MINISTRIES

CONSTITUTION

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BY-LAWS

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BY-LAW NO. 1
OF KENNEDY ROAD TABERNACLE MINISTRIES
BRAMPTON, ONTARIO

ARTICLE I AFFILIATION

SECTION 1

PREAMBLE

For the purpose of establishing and maintaining a place for the worship of Almighty God, our Heavenly Father; to provide for Christian fellowship for those of like precious faith where the Holy Spirit may be honored according to our distinctive testimony; to assume our share of responsibility and the privilege of propagating the Gospel of Jesus Christ by all available means, both at home and in foreign lands, we, whose names appear upon the Assembly roster under above date, do hereby recognize ourselves as a local Assembly in fellowship with The Pentecostal Assemblies of Canada, and shall adopt the following articles of church order and submit ourselves to be governed by them.

While recognizing its inherent rights to sovereignty in the conduct of its own affairs, this Assembly shall voluntarily enter into full cooperative fellowship with Assemblies of like precious faith in the Western Ontario District Conference and the General Conference of The Pentecostal Assemblies of Canada, with headquarters at Toronto, Ontario; and shall share in the privileges and assume the responsibilities enjoined by that affiliation.

This Assembly shall have the right to govern itself according to the Constitution and By-Laws of the General and District Constitution and By-Laws in force by order of the General and District Conferences.

SECTION 2

We recognize that Christ is the head of the Christian Church, and that all believers, whatever their denominational affiliation are members of His body, the Church. To the greatest degree possible, we do encourage fellowship to all born-again Christians, welcoming such to the regular meetings and to the communion table, so long as their presence tends to unity, and they do not seek to promote their own doctrines or practices contrary to The Pentecostal Assemblies of Canada. This church, by virtue of its affiliation with The Pentecostal Assemblies of Canada, shall accept "The Statement of Fundamental and Essential Truths" as approved by The Pentecostal Assemblies of Canada.

ARTICLE II ORGANIZATION

SECTION 1

BOARD OF DIRECTORS

a. Pursuant to the Ontario Corporations Act, the business affairs of the Corporation shall be managed by a Board of Directors.

b. Duties

The Board of Directors of the church shall constitute the Deacon Board. The Board of Deacons is chosen to serve the church and therefore shall act in an advisory capacity with the Senior Pastor in matters pertaining to the Corporation and its spiritual life and financial affairs. They shall act in the examination of applicants for membership and also in the administration of the discipline of the Assembly.

A majority present in any meeting of the Board of Directors shall constitute a quorum, provided that all the members have been notified to be present.

It shall be the duty of the Board of Deacons to see that the Senior Pastor and any employees of the church are adequately remunerated, taking into consideration the cost of living and the assembly's financial ability.

The Board of Deacons shall receive no remuneration for acting as such.

c. Numbers

The Board of Directors shall be thirteen (13) in number, or such greater or lesser number as the Corporation shall or may determine by proper resolution and by-law from time to time. Of the thirteen directors required, twelve shall be elected. The thirteenth director shall be the Senior Pastor who by virtue of his office, shall be a Director, Chairman of the Board of Directors, and President of the Corporation.

d. Qualifications

The Board of Deacons shall be composed of persons with the necessary Scriptural qualifications of Deacons, Acts 6:1-3, I Tim. 3:8-13.

They shall have been regular attendants in good standing at the services of the Assembly for one year and be Senior Members of the Corporation at the time of their election.

e. Term of Office

The term of office of all lay members of the Board of Directors shall be for 3 years.

After a Director has served for six consecutive years he will not be considered eligible for re-election for a period of one year.

Terms of office will overlap, with one-third of the Directors being elected each year.

f. Removal

Membership on the Board of Directors shall cease if any Board Member, during the term of his office, shall resign, move away, become bankrupt, be declared mentally incompetent, or cease to be a member of the Corporation.

Provision is hereby made for a quorum of the Board to appoint successors until the next Annual Business meeting. At this meeting a successor will be elected to complete the term of the previous member.

g. Nominations Committee

(1) Composition

The Nominating Committee shall consist of the Senior Pastor, two Deacons who are not eligible for re-election, and two Elders to be selected by the Board of Directors.

(2) Duties

i) Require that all nominations for the Board of Directors be submitted in writing 21 days prior to the date of the Annual Business Meeting.

ii) Require all written nominations to be submitted, on the prepared form, signed by the Nominator.

iii) The Nominations Committee shall accept submissions from the Senior Membership, and shall present an appropriate number of candidates on the slate for Board of Directors.

iv) Determine which submissions do not qualify under the heretofore mentioned by-laws. The decision of the Nominations Committee in consultation with the Board of Directors shall be final.

v) The Nominations Committee shall post the slate of candidates for the perusal of the congregation.

h. Voting

The lay members of the Board of Directors, shall be elected by a majority of all votes cast at the Annual Business Meeting of the Corporation, on a single ballot.

(1) Procedure

The lay members of the Board of Directors shall be elected by a simple majority of all the votes cast at the annual business meeting of the Corporation. If all positions are not filled by candidates receiving a simple majority on the first ballot, a second ballot shall be taken. Only those candidates receiving a higher total of votes and numbering two more than the remaining number of positions to be filled shall be eligible for the second ballot. All the rest of the candidates shall be removed from the ballot. If all the positions are still not filled by candidates receiving a simple majority on the second ballot a third and final ballot will be taken. Only those candidates receiving a higher total of votes and numbering one more than the remaining number of positions to be filled shall be eligible for the third ballot. The remaining candidate; that is, the one receiving the lowest number of votes shall be removed from the ballot.

i. Meetings of Directors

(1) Meetings of the Board of Directors may be held at the head office of the Corporation or any place within Ontario. A meeting of Directors may be convened by the Chairman, Vice Chairman at the direction of the Chairman, or the District Superintendent at the request of a majority of the Directors at any time as polled independently by the Secretary. Notice of any such meetings shall be conveyed to each Director at least five days exclusive of the day on which the notice is conveyed before the meeting is to take place; provided always that meetings of the Board of Directors may be held at any time without formal notice if all of the Directors are present or those absent have waived notice or have signified their consent to the meeting being held in their absence. Notice of any meeting or any irregularity in any meeting or the notice therefore may be waived by any Director. For the first meeting of the Board of Directors to be held immediately following the election of Directors at the general meeting of the Members or for a meeting of the Board of Directors at

which a Director is appointed to fill a vacancy in the Board, no notice of such meeting shall be necessary to the newly elected or appointed Director or Directors in order legally to constitute the meeting provided that a quorum of the Directors be present.

(2) Quorum

A majority of the Board of Directors shall constitute a quorum for the transaction of business. Questions arising at any meeting of Directors shall be decided by a majority of votes.

SECTION 2

INDEMNIFICATION OF DIRECTORS

The Corporation hereby consents that each and every Director of the Corporation shall be deemed to have assumed office on the express understanding and agreement and condition that every Director of the Corporation and his heirs, executors and administrators, and estate and effects respectively shall from time to time and at all times be indemnified and saved harmless out of the funds of the Corporation from and against all costs, charges and expenses whatsoever which such Director sustains or incurs in or about any action, suit or proceeding which is brought, commenced, or prosecuted against him for or in respect of any act, deed, matter or thing whatsoever made, done or permitted by him in good faith, in or about the execution of the duties of his office, and also from and against all other costs, charges and expenses which he maintains or incurs in or about or in relation to the affairs thereof except such costs, charges or expenses as are occasioned by his own wilful neglect or default.

The Directors of the Corporation are hereby authorized from time to time to give indemnities to any Director or other person who has undertaken or is about to undertake any liability on behalf of the Corporation or any Corporation controlled by it and to secure such Director or other person against loss by mortgage and charge upon the whole or any part of the real and personal property of the Corporation by way of security and any action from time to time by the Directors under this paragraph shall not require approval or confirmation by the members of the Corporation.

SECTION 3

CHURCH ELDERS

a. There shall be a Board of Elders, the number to be determined and appointed by the Senior Pastor and the Board

of Directors for a one year term at the first meeting of the Board of Directors. The office of an Elder shall be recognized as honorary.

b. Qualifications

An Elder shall qualify after having been a member of this congregation for one year, and whose spiritual qualifications and maturity are recognized by the Senior Pastor and the Board of Deacons.

c. Duties

The duties of the Board of Elders shall be that of spiritual advisors. They shall assist with the serving of the Lord's Supper when asked, they shall serve with the Board of Deacons upon their request whenever their counsel can be of strength to any matter of major importance.

d. Disqualification

Members of the Board of Church Elders will be automatically removed from office when they no longer comply with the qualifications, or if they become members of the Board of Directors.

SECTION 4

THE SENIOR PASTOR

a. The Senior Pastor must be one who holds credentials with The Pentecostal Assemblies of Canada, or one who the District Executive Officers of The Pentecostal Assemblies of Canada approve.

b. The Senior Pastor shall be considered the spiritual overseer of the Assembly and shall operate in this capacity in consultation and cooperation with the Board of Deacons. His status as New Testament leader, democratically elected, is set out in I Timothy 3: 2-7; Titus 1:7-9.

c. The Senior Pastor by virtue of his office shall be Chairman of the Board of Directors and of the Church Elders. The Senior Pastor shall be honorary Chairman of all Committees within the framework of the Corporation and the church.

d. (1) While the Senior Pastor has freedom of the pulpit, he may utilize the support and advice of the Board of Deacons and the church Elders pertaining to prolonged special meetings, missionary conventions and other activities of this nature.

(2) No person shall be invited to speak or preach in the assembly without his approval. No meeting shall be held in his absence without his authorization.

e. Staff

The Senior Pastor shall be responsible for the selection of and for obtaining and hiring all staff members, full or part time, and the replacement and release of staff from time to time, in cooperative consultation with the Board of Directors. He shall be responsible as to the assigning of portfolios to each of the staff members and developing a program that will engender church growth in their departments. The Board of Directors in cooperative consultation with the Senior Pastor shall accept the recommendations of the Senior Pastor, subject to the right of the Board of Directors to review and approve the salaries and wages to be paid to the said staff.

f. Resignation

The Senior Pastor may resign by giving 30 days written notice to the Board of Directors by a letter addressed to the Secretary of the Board of Directors. He must also immediately notify the District Superintendent of his resignation.

g. Vacancy

- (1) When the pastorate becomes vacant, the District Superintendent or his authorized representative, in cooperative consultation with the Board of Directors, shall be empowered to act in the full legal capacity of the Senior Pastor. It shall be the responsibility of the Board of Directors in cooperative consultation with the District Superintendent or his authorized representative, to supply the pulpit with suitable pulpit ministry until such time as a new Senior Pastor has been duly installed.
- (2) In event of the Senior Pastor's resignation, the church staff shall report directly to the Board of Directors until the new Senior Pastor is installed.

h. Procedure for Calling a Senior Pastor

- (1) The Board of Directors shall consult with the District Superintendent and may choose to consult with the retiring Senior Pastor.
- (2) Both Directors and Elders will be responsible for

nominating candidates for consideration.

- (3) After discussions, interviews and prayer, the Board of Deacons and the Board of Elders acting together will choose a single candidate to present to the congregation at a duly called Business Meeting.
- (4) A call shall be extended to a Senior Pastor when he receives a two-thirds majority of the ballots cast at a special Business Meeting duly convened for that purpose in accordance with Article IV.

h. Procedure for Removal of a Senior Pastor

The Senior Pastor may be removed in keeping with the provision of the District Constitution of the Pentecostal Assemblies of Canada by the following procedures: -

- (1) When difficulties have arisen between the Senior Pastor and the Assembly which do not involve his credentials but only his position as Senior Pastor and, which apparently cannot be resolved at the local level, the Senior Pastor or the District Superintendent at the request of a majority of the Directors or one-third of the Senior Members of the Assembly as decided at a meeting duly called for that purpose [Article IV, Section (1)], shall have the right to appeal to the District Executive.

The refusal of a Senior Pastor to call a meeting of the Board of Directors shall constitute the right to appeal to the District Executive. The appeal of the Board of Directors to the District Executive shall be filed by the Secretary of the Board of Directors.

If a satisfactory settlement cannot be reached, the District Superintendent shall call a special Business Meeting to be presided over by himself or his authorized representative.

A simple majority of votes of the Senior Members present and voting shall be required to remove the Senior Pastor. The effective date of removal shall be determined by the Board of Directors. In such an event, the retiring Senior pastor shall be given at least one month's salary.

- (2) Charges in matters involving his right to hold Pentecostal Assemblies of Canada credentials, his morality, integrity or doctrinal soundness, must be made to the District Executive in writing and properly signed by one who is willing to appear in person and give

testimony concerning these charges. Charges thus preferred against a minister shall be dealt with according to provision made in the District Constitution.

SECTION 5

OFFICERS

a. Officers Generally

The Board of Directors shall annually or more often as may be required, select a Secretary, and if deemed advisable may select annually or more often as may be required one or more Vice Chairmen and the Board shall appoint a Treasurer. None of the said officers, except the Vice Chairman, need be a member of the Board of Directors. The same person may hold the office of Secretary and Treasurer. The Board of Directors may from time to time appoint such other officers as it shall deem necessary who shall perform such duties as may from time to time be prescribed by the Board of Directors. In the event of absence or the inability to act of the Chairman, or a Vice Chairman or any other officer of the Corporation, or for any other reason that the Board may deem sufficient, the Board may delegate all or any of the powers of such officer to any other officer or to any Director for the time being.

b. Chairman

The Senior Pastor shall be Chairman of the Board of Directors, shall preside at all meetings and shall be President of the Corporation.

c. President

The President shall be one of the signing officers of the Corporation; he shall see that the membership list is in order and ready for any specially called or annual business session; he shall sign all instruments which require his signature to maintain the business function of the Corporation and shall perform all duties incident to this office and shall have such other duties as may from time to time be assigned to him by the Board.

d. Vice Chairman

The Vice Chairman, if any, shall be vested with all the powers and shall perform all the duties of the Chairman and the President in the absence or disability or refusal to act of the Chairman and the President.

e. Secretary

The Secretary shall issue or cause to be issued notices for all meetings of the Board of Directors when directed to do so by the Chairman; shall have charge of the minute books of the Corporation; shall sign with the President or other signing officer or officers of the Corporation such instruments as require his signature and shall perform such other duties as the terms of his engagement call for and for which the Board of Directors may from time to time properly require of him. The Secretary shall receive individual requests from a majority of the Directors to petition the District Superintendent. Article II Section 1, i, (1).

f. Treasurer

The Treasurer shall have the care and custody of all the funds and securities of the Corporation and deposit the same in the name of the Corporation in such bank or such depository as the Board of Directors may direct. He may sign cheques along with other officers or personnel as may be decided upon by the Corporation and the Board of Directors. He shall at all reasonable times exhibit his books and accounts and shall submit financial statements to any Director of the Corporation and to the Corporation President. He shall prepare an annual financial report consisting of a statement of assets and liabilities, a statement of source and application of funds, a statement of surplus, and any other financial details as the Board of Directors may from time to time require. The said financial report having been audited shall be submitted to the general membership of the congregation at the Annual Meeting after it is approved by the Board of Directors of the Corporation. The Treasurer shall sign or countersign such instruments as require his signature and shall perform all duties incident to his office or that are properly required of him by the Board of Directors.

g. Vacancies

In the event that the office of the Vice Chairman, Secretary or Treasurer, one or more, or any other office shall be or become vacant by reason of death, resignation, disqualification, or otherwise, the Directors may elect or appoint an officer to fill such vacancy for the balance of the term then remaining and to hold office until his successor is elected or appointed.

SECTION 6

MEMBERSHIP

a. Qualifications

In order to qualify as a member of Kennedy Road Tabernacle Ministries a person must be born again, in harmony with the Statements of Faith of the Pentecostal Assemblies of Canada desire affiliation with the Corporation, have been in attendance for three months, and have been issued a membership card. Subject to the definition of Senior and Junior Memberships set out below, all Members shall be twelve (12) years of age or over and shall have witnessed their confession of faith and be in regular attendance at services.

b. Senior and Junior Membership

(1) Senior Membership

Persons who have qualified as Members as set out in Article II, Section 6, a, are of the age of eighteen (18) years and over and have been accepted for membership by the Board of Directors, shall be known as Senior Members. They shall have all the rights and privileges of membership and shall have the right to vote at any business meeting of the Corporation. All incorporators are Senior Members.

(2) Junior Membership

Persons who have qualified as Members and who are of the age of twelve (12) to seventeen (17) inclusive shall be known as Junior Members. They shall have all the rights and privileges of membership save and except they shall not have the right to vote at any business meeting of the Corporation or to receive notice of meetings.

(3) Associate Membership

A Senior or Junior Member who by reason of (i) prolonged illness, (ii) attendance at a learning institution, (iii) being aged, or other similar reason, and so unable to attend services and meetings shall be placed on an inactive list of members known as Associate Members, but shall be reactivated at any time they are able to attend, and shall have all the rights and privileges of a Member when so attending, providing they have kept the Statement of Faith. Associate Members shall not be considered active Members for quorum purposes at congregational business meetings of the Corporation.

c. Transfer from Affiliated Church

A person shall be granted immediate membership rights if that person transfers from an affiliated church where that person was a member in good standing, upon receipt of transfer letter from the Pastor of the affiliated church.

d. Procedure for Application

- (1) Application for membership shall be received on a suitable form of application. All persons who are presently in active fellowship of Kennedy Road Tabernacle at the date of the adoption of this Constitution are exempt from application.
- (2) Applicants who have been approved by the Board of Directors for membership in this assembly shall be received into the church (Galations 2:9) and shall receive a membership card which shall be renewed annually.

e. New Converts

Those newly converted to Jesus Christ and who observe the doctrines of The Pentecostal Assemblies of Canada, must have been in attendance at services of the congregation for a period of at least three months prior to submission of a request for a Membership in the Corporation to the Board of Directors and the Senior Pastor.

f. Termination of Membership

Grounds for termination of membership in this church shall include the following:

- 1) Voluntary withdrawal from membership in this assembly.
- 2) Absence from the regular services of the assembly for three months without a valid reason.
- 3) Ceases to hold the beliefs set forth in the Statement of Fundamental and Essential Truths approved by The Pentecostal Assemblies of Canada and conducts himself in a contentious manner.
- 4) Conducts himself in such a manner as to cause dissension, strife or discontent in the assembly.
- 5) Issuance of a Transfer Certificate.

- 6) Any proven immoral act or unchristian-like conduct.

g. Annual Review

The Membership of the Corporation shall be reviewed annually, or as circumstances may require, by the Board of Directors and the Senior Pastor who shall make all decisions regarding qualification of members, rights, privileges and duties of members, and applications for membership. The list shall be published and available for review by all members in the church office at least 10 days prior to each Annual Business Meeting of the Corporation.

h. Attendance

All Members will be expected to attend church services regularly unless prevented from so doing by reasons of ill health or other matters beyond their control, and to support the work of the church with their tithes and offerings and they shall keep the unity of the faith.

i. Discipline

- (1) In the event of a serious difference arising between members of the assembly and if reconciliation cannot be effected by the parties involved, they shall have the right to appeal to the Senior Pastor and Board of Deacons.
- (2) Should a member be alleged to be guilty of misconduct of a serious nature, or of an act justifying termination of membership, the Senior Pastor may use his discretion in proceeding with an investigation.
- (3) No charges of misconduct or improper act shall be considered by the Board of Deacons unless made in writing and duly signed.
- (4) When formal charges have been laid against a Member, and when the Senior Pastor and Board of Deacons have decided that disciplinary action must be taken, the Member so charged shall be advised in writing and a date set for a hearing before the Senior Pastor and Board of Deacons in the presence of the one laying the charge, at which time the evidence shall be considered and a verdict shall be determined by secret ballot. A unanimous vote of the Deacons present shall be necessary to establish guilt.
- (5) If guilt is established, the Senior Pastor and the Board of Deacons shall decide what disciplinary action shall be taken. If contrition, sorrow and repentance

are not evident, temporary suspension of membership privileges may be considered as disciplinary action.

Whenever any disciplinary action has been taken it would be considered remedial and every effort made to restore the offender. Written appeal may be made by one found guilty at any time to the church Board of Deacons.

ARTICLE III BUSINESS MEETINGS

SECTION 1

ANNUAL MEETING

a. The Annual Business Meeting of the Corporation, which shall be termed the "Annual Meeting" as required by the Ontario Corporation Act, shall be held not later than in the month of February of each year at the church premises, the Annual Meeting being held as soon as possible after the fiscal year ending of the Corporation, which fiscal year ending shall be on the 31st day of December of each year. Notice of the Annual Business Meeting, containing the date, time, place and purpose, shall be mailed or delivered to all Members at least 14 days prior to the meeting and shall be announced in the regular Sunday services on two Sundays prior to the meeting.

b. Order of Business

The business for the Annual Meeting of this assembly shall include the following:

- (a) Devotional
- (b) Reading of previous minutes by the Secretary
- (c) Report of the Treasurer
- (d) Report of Committees
- (e) Unfinished Business
- (f) Election of Officers
- (g) New Business
- (h) Adjournment

SECTION 2

a. Quorum

The people present holding Senior Membership cards, numbering not less than 25% of the senior membership shall constitute the quorum of any meeting of the assembly in accordance with Article III, Section I and Article IV.

b. Voting

Every question submitted to any meeting of Members, except the calling of a Senior Pastor, shall be decided by a majority of votes of voting Members present.

c. Voting Bar

When the church assembly is voting on business matters, a definite voting bar shall be made between those who are entitled to vote and those who are not so entitled. A member of the Corporation wishing to challenge the right of another to vote may do so. In the event of such a challenge, the membership list shall be consulted by the Chairman of the meeting and shall be determinative of the issue.

ARTICLE IV SPECIAL BUSINESS MEETINGS

SECTION 1 -

Special business meetings may be called by:

- (1) The Senior Pastor
- (2) The Secretary of the Board of Directors upon receipt of individually written requests of a majority of the Board of Deacons.
- (3) The Senior members of the congregation on individually written requests by no less than one third of the congregation. Such personal and individual requests shall be directed to the Secretary of the Board of Directors whose duty it shall be to request the District Superintendent to call a meeting within 30 days of the written request.
- (4) The District Superintendent or his authorized representative only if required under Article II, Section 4 (h).

Notice of such meetings stating time, date, place and purpose, shall be mailed or delivered to each member at least ten days prior to the date of the meeting.

ARTICLE V - LEGAL INSTRUMENTS

SECTION 1

EXECUTION OF INSTRUMENTS

Contracts, documents or any instruments in writing requiring the signature of the Corporation shall be signed by the President and by the Secretary and all contracts, documents or instruments in writing so signed shall be binding upon the Corporation without any further authorization or formality. The Board of Directors shall have the power from time to time, by resolution, to appoint any other officer or officers on behalf of the Corporation either to sign contracts, documents and instruments in writing generally or to sign specific contracts, documents or instruments in writing.

SECTION 2

SEAL

The Seal of the Corporation may, when required, be affixed to contracts, documents and instruments in writing signed as aforesaid or by any officers or officer appointed by resolution of the Board of Directors.

ARTICLE VI - ORDINANCES AND PRACTICES

SECTION 1

ORDINANCES

a. The ordinance of baptism by immersion in water, Matthew 28:19, shall be administered to all those who have repented of their sins, and have believed on the Lord Jesus Christ to the saving of their souls, and who give clear evidence of their salvation. Romans 6:3-5; Col. 2:12.

b. The ordinance of the Lord's Supper shall be regularly observed as enjoined in the Scriptures, Luke 22: 19-22; I Cor. 11: 23-26.

SECTION 2

PRACTICES

1. Dedication of Children
2. Prayer for the Baptism with the Holy Spirit
3. Prayer for the sick.
4. Christian marriage
5. Christian burial of the dead.

ARTICLE VII AMENDMENTS

These By-laws may be amended at any Annual Business Meeting of the Corporation, or any special Business Meeting duly called for that specific purpose, provided that a copy of the proposed amendment has been presented in writing to the Board of Directors and to the District Superintendent at least thirty days before the date of the Business Meeting, and providing that notice of said proposed amendment shall have been given in the announcements of the said Business Meeting. The District Superintendent or his authorized representative shall have the right to speak at the Business Meeting.

A copy of the proposed amendment or amendments shall be available to any voting Member between the time of announcement and the time of the Business Meeting on application to the Secretary.


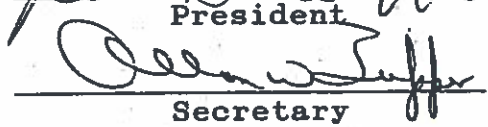
An amendment to be adopted shall require seventy-five percent majority vote. Such amendment shall not be contrary to the by-laws of the General Conference or the Constitution and the by-laws of the District Conference of The Pentecostal Assemblies of Canada.

ARTICLE VIII INTERPRETATION

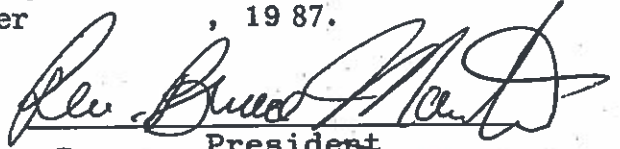
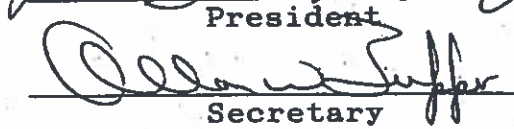
In this Constitution and By-law herein and in all By-laws of the Corporation, the singular shall include the plural and the plural the singular; the word "person" shall include firms and corporation, and the masculine shall include the feminine.

ENACTED

THE 6th day of October 1987.


President

Secretary

The foregoing by-laws were passed by the Board of Directors this 6th day of October, 1987.


President

Secretary

CONFIRMED at a meeting of Members in accordance with the Act the 6th day of October, 1987.


Secretary

