

Bylaws and Legal Governing Document of

Great Lakes Church, Amherst Ohio

Amherst, Ohio

Preamble

We, the Congregation of Great Lakes Church, an Ohio not-for-profit corporation, recognizing the Holy Bible as the only divine standard of faith and practice and as the final authority of life and conduct, hereby adopt these Bylaws as our legal governing document to govern and facilitate our business affairs according to the civil law of the State of Ohio and our Church affairs according to the divine guidance provided for in the Word of God.

Section 1 – Name

Great lakes Church is associated with Church of God Ministries, Anderson, Indiana, a 501(c)(3) tax exempt organization and Ohio Ministries of the Church of God and will annually register for the yearbook of the Church of God. The present location of business is at 600 Shupe Ave.

Amherst, OH 44001

Section 2 – Mission

We exist to honor God and serve others.

Section 3 – Vision

To shape the moral and spiritual climate of Lorain County by gathering a community of Christ followers who emulate Christ, embrace one another, engage the culture, and empty themselves into others.

Section 4 – Values

RESTORATION - (2 Corinthians 5:19) We are first and foremost about God's redemptive purpose in the world. Through the finished work of Christ there can be a restoring of what has been separated: People from God; People from Themselves; People from Others; People from the Environment.

INTEGRATION - (1 Corinthians 10:31) Life, as God intended it, is not compartmentalized. God is the Lord of all areas of our lives. Therefore our spirituality should be integrated in all that we do. Because of this reality, we will emphasize the importance of letting prayer, worship, the spiritual disciplines and the work of the Holy Spirit flow into all areas of our lives.

INNOVATION - (Isaiah 43:18-19) Having been made in the image of the Creator God we are to express creativity. As we combine this creativity with God -given vision and spiritual gifts we will build ministries that are innovative and on the cutting edge.

MULTIPLICATION - (Matthew 28:18-20) God has given us a mandate to be fruitful and multiply. We will seek at all levels to fulfill this mandate by multiplying disciples, small groups, leaders, and churches.

Section 5 – Organizational Structure

It is the purpose of these Bylaws to provide a stable and effective organizational structure to aid this Church in accomplishing its mission and vision. The sections that follow specify a model that keeps the roles of Lead Pastor, Guidance Team, Staff, and Congregation distinct and effective for church health and church growth. These Bylaws shall be reviewed annually by the

Guidance Team for any changes to the structure that may increase the effectiveness of the Pastor and the Church.

- a) The role of the Lead Pastor is to lead the Congregation to accomplish the mission.
- b) The role of the Staff is to equip the congregation to facilitate the ministries of the Church as it accomplishes the mission.
- c) The role of the Guidance Team is to hold the Lead Pastor accountable to accomplishing the church's mission, proper conduct (outlined in Guiding Principles section), and advise Lead Pastor on ministries.
- d) The role of the Congregation is to serve as the primary ministers of the Church to accomplish the mission.

Section 6 – Congregational Voting Membership

Congregational voting membership privileges shall be extended to a person who has made a profession of faith in the Lord Jesus Christ and has worshipped regularly with this congregation for not less than the preceding six (6) months, is 18 years of age or older, has accepted the We Believe statement; supports through serving in Christian ministry; gives financially; and considers it his or her church home.

Section 7 – Congregational Role

The primary role of the congregation shall be to serve in ministry opportunities of the gospel of Jesus Christ: reaching out to disconnected people.

Section 8 – Guidance Team Selection

The Guidance Team shall consist of at least five (5) members, including the Lead Pastor. The other four members shall be active Church Members selected for annual terms by the Lead Pastor and current Guidance Team.

Section 9 – Church Guidance Team’s Role

The primary role of the Guidance Team shall be to provide accountability and support for the Pastor by writing clear Guiding Principles in three categories:

- a) Mission and Strategy Principles shall define for the Lead Pastor what ends the Church exists to achieve.
- b) Integrity Principles shall define for the Lead Pastor what means may not be used in pursuit of achieving those ends.
- c) Accountability Principles shall define for the Chairperson how the Guidance Team is to establish the Guiding Principles, monitor the Lead Pastor’s compliance with the principles, and focus on strategies and vision not management.
- d) Approving New Guidance Team members appointed by the Lead Pastor.

The Guidance Team shall determine the compensation of the Lead Pastor. The Guidance Team shall develop all other operating and financial decisions through written policy in the Guiding Principles. The Guidance Team shall leave the leadership of the Church to the Lead Pastor and shall leave the management of the Church to the Staff under the direction of the Lead Pastor. Action of the Guidance Team shall be by simple majority of all members. A majority of the Guidance Team present, which includes participation by electronic or written means, shall constitute a quorum for action by the Guidance Team. Meetings shall occur at least quarterly and

at other special times as needed when called by the Lead Pastor or the Chairperson. All Guidance Team members shall be sent at least 24 hour notice of every meeting by electronic, verbal, or written means. However, such notice may be waived by unanimous consent.

Section 10 – Guidance Team Members

Each year the Lead Pastor shall appoint a Chairperson and Secretary. To fulfill state law, the Lead Pastor shall routinely be designated as President of the corporation and the Guidance Team Secretary shall routinely be designated as Secretary and Chief Financial Officer of the corporation; these designations shall in no way alter the functioning of the Guidance Team as defined in these Bylaws. The Chairperson shall enforce the Accountability Principles and shall lead the Guidance Team when discussing the Pastor's performance and compensation; the Lead Pastor shall lead the Guidance Team in all other discussions. The Secretary shall maintain and distribute the current edition of the Guiding Principles and other Guidance Team documents.

Section 11 – Lead Pastor Hire and Dismissal

In the event of a vacancy in the position of the Lead Pastor, the Chairperson shall invite the Ohio Ministries of the Church of God to guide the Guidance Team in the process of finding and hiring a new Lead Pastor who has demonstrated the ability to lead this Church to the next level of effectiveness in the achievement of its mission. Hiring a new Lead Pastor shall require a vote by the Guidance Team to propose the candidate, a letter from the State Pastor to recommend the candidate, and approval by the Congregation to hire the candidate.

Dismissing a Lead Pastor shall require a vote by the entire Guidance Team to propose the action, non-binding consultation between Ohio Ministries of the Church of God, the Guidance Team and the Congregation, and final approval by the Congregation.

When a Lead Pastor is dismissed or resigns, the Guidance Team shall consider a severance package in consultation with Ohio Ministries of the Church of God based on the outgoing Pastor's past service, reason for leaving, and cooperative spirit. Severance shall not continue for less than one (1) month or greater than nine (9) months. If the dismissal is the result of moral failure, the church shall have no further financial responsibility with the Lead Pastor. In the case of death or retirement, a parting gift comparable to severance shall be given to the Lead Pastor or the Lead Pastor's family.

Section 12 – Lead Pastor Role

The role of the Lead Pastor is to lead the congregation to accomplish its mission. The Lead Pastor shall lead the Congregation by teaching biblical truth, casting vision, and advancing the mission. The Lead Pastor shall lead the Guidance Team by guiding its discussion of mission and integrity principles. The Lead Pastor shall lead the Staff by directing them in their management of their area of ministry. The Lead Pastor shall hire, direct, compensate, and dismiss any and all Church Staff in compliance with the Guiding Principles established by the Guidance Team. The Lead Pastor nominates potential Guidance Team members for approval by the current Guidance Team. Guidance Team members will be used to confirm the decisions of hiring, firing, and compensation by a 3/4 vote.

Section 13 – Church Staff

A Staff person appointed by the Lead Pastor shall manage the assigned area of ministry. The term "Staff" shall apply to ministry leaders appointed for this management purpose, whether they are unpaid, part-time, or full-time with regard to compensation.

Staff positions shall be created, filled, vacated, or discontinued based on how effectively they accomplish designated parts of the Mission and Strategy Principles within the means allowed by the Integrity Principles. All such decisions are the responsibility and prerogative of the Lead Pastor, who is held accountable to the Guidance Team for the effectiveness of the Staff.

Section 14 – Limitation of Liability

- a) Guidance Team members shall not be personally liable for the debts, liabilities, or other obligation of the Church.
- b) To the extent that a person who is, or was, a Guidance Team Member, officer, employee, or other agent of Great Lakes Church has been successful on the merits in defense of any civil, criminal, administrative or investigative proceeding brought to procure a judgment against such person by reason of the fact that he/she is, or was, an agent of the Church, or has been successful in defense of any claim, issue or matter, therein, such person shall be indemnified against expenses actually and reasonably incurred by the person in connection with such proceeding.
- c) If such person either settles any such claim or sustains a judgment against him/her, then indemnification against expenses, judgments, fines, settlements and other amounts reasonably incurred in connection with such proceedings shall be provided by this Church but only to the extent allowed by, and in accordance with state law.

Section 15 – Amendments to the Bylaws

The Bylaws may be amended in whole or in part if the following requirements are met:

- a) The amendment is proposed by the Lead Pastor or the Guidance Team.
- b) The amendment is approved by a 3/4 vote of the Guidance Team.

c) Amendments may not be made to these By-Laws while there is a vacancy in the Lead Pastor position.

Section 16 – Plan for Dissolution

In the event of the dissolution of this Congregation or the severing of its affiliation with the Church of God, Anderson, Indiana, no officer, Guidance Team member(s), employee Congregational member, or any private individual shall be entitled to share in the disposition of assets and properties, real and personal, of the Congregation, and all its assets shall become the property of Ohio Ministries of the Church of God, Inc., or its successor.

In the event of a division of this Congregation, its property, real and personal, shall belong to that part, regardless of size, which remains faithful to the practices and teachings of the Church of God, with general operating offices located in Anderson, Indiana.