

BYLAWS OF:

*My Oasis Church Inc.
Mailing Address:
1000 East Ave North
Sarasota, FL 34237*

Amended and updated as of Dec. 9, 2015

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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, the members of this assembly, do hereby recognize ourselves as a local assembly in fellowship with, and as a part of, the General Council of the Assemblies of God, and the Pen Florida District Council of the Assemblies of God; and that we do hereby adopt the following articles of church order and submit ourselves to be governed by them.

ARTICLE I. NAME

The official name of this assembly shall be *My Oasis Church Inc.* This assembly will also be doing business at times as *Oasis Church*

ARTICLE II. PREROGATIVES AND PURPOSES

The prerogatives and purposes of a General Council affiliated assembly shall be:

Section 1. To Govern

This assembly shall have the right to govern itself and to conduct its own affairs according to the standard of the New Testament Scriptures and of the Pen Florida District Council and the General Council of the Assemblies of God. This right shall specifically include such matters as the calling of a pastor, the election of the church Board of Trustees, and the discipline of its members and the conducting of its own services and church program.

Section 2. To Acquire and Dispose

In connection therewith, or incidental thereto, this assembly 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, convey, mortgage, lease, or otherwise dispose of any real estate or chattels as may be necessary for the furtherance of its purposes, and to exercise all other powers conferred upon it by its charter or by the applicable nonprofit corporation law of this state; all in accordance with its bylaws as the same may be hereafter amended.

Section 3. To Worship, Fellowship, and Propagate

The purpose of this assembly shall be to establish and maintain 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, and 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.

Section 4. To Cooperate

This assembly shall cooperate with the District Council and the General Council to extend the work and kingdom of God throughout the world. It shall support the missionary program as agreed upon. It shall participate in District Council and General Council sessions through its chosen delegates and share in the support of the ministries of these bodies.

Section 5. To Recognize

This assembly shall recognize that the District Council and the General Council have the authority and right to approve scriptural doctrine and conduct; also to disapprove unscriptural doctrine and conduct and to withdraw their certificates of membership if deemed necessary. See Article IX of the Bylaws of The General Council of the Assemblies of God.

ARTICLE III. AFFILIATION

While maintaining its inherent rights to sovereignty in the conduct of its own affairs as herein set forth, this assembly shall voluntarily enter into full cooperative fellowship with assemblies of like precious faith, associated in the Pen Florida District Council of the Assemblies of God, and the General Council of the Assemblies of God, with headquarters in Springfield, Missouri; and shall share in the privileges and assume the responsibilities enjoined by that affiliation. Officers of the District Council and General Council shall be recognized and respected by the pastor and members of this assembly.

As a member of the General Council, this assembly has the right to request the assistance of both the General Council and the District Council in dealing with any of its problems, upon the request of the pastor, a majority of the board of trustees.

It is understood and agreed that this assembly shall conform its standards of membership, and requirements for a pastor to those standards set by the District Council and the General Council.

By its affiliation, the assembly—directors, officers, and members—agree that no provision of these Bylaws shall be inconsistent with the Constitution and Bylaws of both the Pen Florida District Council of the Assemblies of God and the General Council of the Assemblies of God as now in effect or hereafter amended.

ARTICLE IV. TENETS OF FAITH

The Bible is our all-sufficient rule for faith and practice. This Statement of Fundamental Truths is intended simply as a basis of fellowship among us (i.e., that we all speak the same thing, 1 Corinthians 1:10; Acts 2:42). The phraseology employed in this statement is not inspired or contended for, but the truth set forth is held to be essential to a full-gospel ministry. No claim is made that it contains all biblical truth, only that it covers our need as to these fundamental doctrines.

1. The Scriptures Inspired

The Scriptures, both the Old and New Testaments, are verbally inspired of God and are the revelation of God to man, the infallible, authoritative rule of faith and conduct (2 Timothy 3:15-17; 1 Thessalonians 2:13; 2 Peter 1:21).

2. The One True God

The one true God has revealed himself as the eternally self-existent "I AM," the Creator of heaven and earth and the Redeemer of mankind. He has further revealed himself as embodying the principles of relationship and association as Father, Son, and Holy Spirit (Deuteronomy 6:4; Isaiah 43:10, 11; Matthew 28:19; Luke 3:22).

The Adorable Godhead

(a) Terms Defined

The terms *trinity* and *persons*, as related to the Godhead, while not found in the Scriptures, are words in harmony with Scripture, whereby we may convey to others our immediate understanding of the doctrine of Christ respecting the Being of God, as distinguished from "gods many and lords many." We therefore may speak with propriety of the Lord our God, who is One Lord, as a Trinity or as one Being of three persons, and still be absolutely scriptural (examples, Matthew 28:19; 2 Corinthians 13:14; John 14:16,17).

(b) Distinction and Relationship in the Godhead

Christ taught a distinction of persons in the Godhead which He expressed in specific terms of relationship, as Father, Son, and Holy Spirit, but that this distinction and relationship, as to its mode is inscrutable and incomprehensible, because unexplained (Luke 1:35; 1 Corinthians 1:24; Matthew 11:25-27; 28:19; 2 Corinthians 13:14; 1 John 1:3,4).

(c) Unity of the One Being of Father, Son, and Holy Spirit

Accordingly, therefore, there is **that** in the Father which constitutes Him **the Father** and not the Son; there is **that** in the Son which constitutes Him **the Son** and not the Father; and there is **that** in the Holy Spirit which constitutes Him **the Holy Spirit** and not either the Father or the Son. Wherefore the Father is the Begetter; the Son is the Begotten; and the Holy Spirit is the One proceeding from the Father and the Son. Therefore, because these three persons in the Godhead are in a state of unity, there is but one Lord God Almighty and His name one (John 1:18; 15:26; 17:11,21; Zechariah 14:9).

(d) Identity and Cooperation in the Godhead

The Father, the Son, and the Holy Spirit are never **identical** as to **person**; nor **confused** as to **relation**; nor **divided** in respect to the Godhead; nor **opposed** as to **cooperation**. The Son is **in** the Father and the Father is **in** the Son as to relationship. The Son is **with** the Father and the Father is **with** the Son, as to fellowship. The Father is not **from** the Son, but the Son is **from** the Father, as to authority. The Holy Spirit is from the Father and the Son proceeding, as to nature, relationship, cooperation, and authority. Hence no person in the Godhead either exists or works separately or independently of the others (John 5:17-30, 32, 37; 8:17,18).

(e) The Title, Lord Jesus Christ

The appellation **Lord Jesus Christ** is a proper name. It is never applied in the New Testament either to the Father or to the Holy Spirit. It therefore belongs exclusively to the **Son of God** (Romans 1:1-3, 7; 2 John 3).

(f) The Lord Jesus Christ, God with us

The Lord Jesus Christ, as to His divine and eternal nature, is the proper and only Begotten of the Father, but as to His human nature, He is the proper Son of Man. He is, therefore, acknowledged to be both God and man; who because He is God and man, is "Immanuel," God with us (Matthew 1:23; 1 John 4:2,10,14; Revelation 1:13,17).

(g) The Title, Son of God

Since the name *Immanuel* embraces both God and man, in the one person, our Lord Jesus Christ, it follows that the title *Son of God* describes His proper deity, and the title *Son of Man*, His proper humanity. Therefore, the title *Son of God* belongs to the **order of eternity**, and the title *Son of Man* to the **order of time** (Matthew 1:21-23; 2 John 3; 1 John 3:8; Hebrews 7:3; 1:1-13).

(h) Transgression of the Doctrine of Christ

Wherefore, it is a transgression of the doctrine of Christ to say that Jesus Christ derived the title *Son of God* solely from the fact of the Incarnation, or because of His relation to the economy of redemption. Therefore, to deny that the Father is a real and eternal Father, and that the Son is a real and eternal Son, is a denial of the distinction and relationship in the Being of God; a denial of the Father and Son; and a displacement of the truth that Jesus Christ is come in the flesh (2 John 9; John 1:1,2,14,18,29,49; 1 John 2:22,23; 4:1-5; Hebrews 12:2).

(i) Exaltation of Jesus Christ as Lord

The Son of God, our Lord Jesus Christ, having by himself purged our sins, sat down on the right hand of the Majesty on high, angels and principalities and powers having been made subject unto Him. And having been made both Lord and Christ, He sent the Holy Spirit that we, in the name of Jesus, might bow our knees and confess that Jesus Christ is Lord to the glory of God the Father until the end, when the Son shall become subject to the Father that God may be all in all (Hebrews 1:3; 1 Peter 3:22; Acts 2:32-36; Romans 14:11; 1 Corinthians 15:24-28).

(j) Equal Honor to the Father and to the Son

Wherefore, since the Father has delivered all judgment unto the Son, it is not only the **express duty** of all in heaven and on earth to bow the knee, but it is an **unspeakable** joy in the Holy Spirit to ascribe unto the Son all the attributes of deity, and to give Him all the honor and the glory contained in all the names and titles of the Godhead except those which express relationship (see paragraphs b, c, and d), and thus honor the Son even as we honor the Father (John 5:22,23; 1 Peter 1:8; Revelation 5:6-14; Philippians 2:8,9; Revelation 7:9,10; 4:8-11).

3. The Deity of the Lord Jesus Christ

The Lord Jesus Christ is the eternal Son of God. The Scriptures declare:

- a) His virgin birth (Matthew 1:23; Luke 1:31,35).
- b) His sinless life (Hebrews 7:26; 1 Peter 2:22).
- c) His miracles (Acts 2:22; 10:38).
- d) His substitutionary work on the cross (1 Corinthians 15:3; 2 Corinthians 5:21).
- e) His bodily resurrection from the dead (Matthew 28:6; Luke 24:39; 1 Corinthians 15:4).
- f) His exaltation to the right hand of God (Acts 1:9,11; 2:33; Philippians 2:9-11; Hebrews 1:3).

4. The Fall of Man

Man was created good and upright; for God said, "Let us make man in our image, after our likeness." However, man by voluntary transgression fell and thereby incurred not only physical death but also spiritual death, which is separation from God (Genesis 1:26,27; 2:17; 3:6; Romans 5:12-19).

5. The Salvation of Man

Man's only hope of redemption is through the shed blood of Jesus Christ the Son of God.

(a) Conditions to Salvation

Salvation is received through repentance toward God and faith toward the Lord Jesus Christ. By the washing of regeneration and renewing of the Holy Spirit, being justified by grace through faith, man becomes an heir of God according to the hope of eternal life (Luke 24:47; John 3:3; Romans 10:13-15; Ephesians 2:8; Titus 2:11; 3:5-7).

(b) The Evidences of Salvation

The inward evidence of salvation is the direct witness of the Spirit (Romans 8:16). The outward evidence to all men is a life of righteousness and true holiness (Ephesians 4:24; Titus 2:12).

6. The Ordinances of the Church

(a) Baptism in Water

The ordinance of baptism by immersion is commanded in the Scriptures. All who repent and believe on Christ as Savior and Lord are to be baptized. Thus they declare to the world that they have died with Christ and that they also have been raised with Him to walk in newness of life (Matthew 28:19; Mark 16:16; Acts 10:47,48; Romans 6:4).

(b) Holy Communion

The Lord's Supper, consisting of the elements--bread and the fruit of the vine--is the symbol expressing our sharing the divine nature of our Lord Jesus Christ (2 Peter 1:4); a memorial of His suffering and death (1 Corinthians 11:26); and a prophecy of His second coming (1 Corinthians 11:26); and is enjoined on all believers "till He come!"

7. The Baptism in the Holy Spirit

All believers are entitled to seek the promise of the Father, the baptism in the Holy Spirit. This was the normal experience of all in the early Christian church. With it comes the endowment of power for life and service, the bestowment of the gifts and their uses in the work of the ministry (Luke 24:49; Acts 1:4,8; 1 Corinthians 12:1-31). This experience is distinct from and subsequent to the experience of the new birth (Acts 8:12-17; 10:44-46; 11:14-16; 15:7-9). With the baptism in the Holy Spirit come such experiences as an overflowing fullness of the Spirit (John 7:37-39; Acts 4:8), a deepened reverence for God (Acts 2:43; Hebrews 12:28), an intensified consecration to God and dedication to His work (Acts 2:42), and a more active love for Christ, for His Word, and for the lost (Mark 16:20).

8. The Initial Physical Evidence of the Baptism in the Holy Spirit

We believe the spiritual gifts as described in the New Testament are still available today for those who desire them. We believe all the gifts are equal and one should not be elevated over the others. One of the gifts listed, however, that can cause some debate is the gift of speaking in tongues. While we do not feel the acknowledgement of spiritual gifts is necessary for salvation or membership, we believe they are provided for us to help us and they are available to those who desire to seek them. Believers who are baptized with the Holy Spirit receive an empowerment and boldness to live a Godly life and fulfill the Great Commission (Matthew 28:16-20). This may include the physical sign of speaking with other tongues as the Spirit of God gives them utterance (Acts 2:4). The speaking in tongues in this instance is the same in essence as the gift of tongues (1 Corinthians 12:4-10,28), but different in purpose and use.

9. Sanctification

Sanctification is an act of separation from that which is sinful, and of dedication unto God (Romans 12:1,2; 1 Thessalonians 5:23; Hebrews 13:12). Scriptures teach a life of "holiness without which no man shall see the Lord" (Hebrews 12:14). By the power of the Holy Spirit we are able to obey the command: "Be ye holy, for I am holy" (1 Peter 1:15,16).

Sanctification is realized in the believer by recognizing his identification with Christ in His death and resurrection, and by faith reckoning daily upon the fact of that union, and by offering every faculty continually to the dominion of the Holy Spirit (Romans 6:1-11,13; 8:1,2,13; Galatians 2:20; Philippians 2:12,13; 1 Peter 1:5).

10. The Church and Its Mission

The Church is the body of Christ, the habitation of God through the Spirit, with divine appointments for the fulfillment of her Great Commission. Each believer, born of the Spirit, is an integral part of the general assembly and church of the firstborn, which are written in heaven (Ephesians 1:22,23; 2:22; Hebrews 12:23).

Since God's purpose concerning man is to seek and to save that which is lost, to be worshiped by man, to build a body of believers in the image of His Son, and to demonstrate His love and compassion for all the world, our priority is:

- a. To be an agency of God for evangelizing the world (Acts 1:8; Matthew 28:19,20; Mark 16:15,16).
- b. To be a corporate body in which man may worship God (1 Corinthians 12:13).
- c. To be a channel of God's purpose to build a body of saints being perfected in the image of His Son (Ephesians 4:11-16; 1 Corinthians 12:28; 14:12).
- d. To be a people who demonstrate God's love and compassion for all the world (Psalm 112:9; Galatians 2:10; 6:10; James 1:27).

11. The Ministry

A divinely called and scripturally ordained ministry has been provided by our Lord for the fourfold purpose of leading the Church in: (1) evangelization of the world (Mark 16:15-20), (2) worship of God (John 4:23,24), (3) building a Body of saints being perfected in the image of His Son (Ephesians 4:11,16), and (4) meeting human need with ministries of love and compassion (Psalm 112:9; Galatians 2:10; 6:10; James 1:27).

12. Divine Healing

Divine healing is an integral part of the gospel. Deliverance from sickness is provided for in the Atonement, and is the privilege of all believers (Isaiah 53:4, 5; Matthew 8:16, 17; James 5:14-16).

13. The Blessed Hope

The resurrection of those who have fallen asleep in Christ and their translation together with those who are alive and remain unto the coming of the Lord is the imminent and blessed hope of the Church (1 Thessalonians 4:16,17; Romans 8:23; Titus 2:13; 1 Corinthians 15:51, 52).

14. The Millennial Reign of Christ

The second coming of Christ includes the rapture of the saints, which is our blessed hope, followed by the visible return of Christ with His saints to reign on the earth for one thousand years (Zechariah 14:5; Matthew 24:27,30; Revelation 1:7; 19:11-14; 20:1-6). This millennial reign will bring the salvation of national Israel (Ezekiel 37:21, 22; Zephaniah 3:19, 20; Romans 11:26, 27) and the establishment of universal peace (Isaiah 11:6-9; Psalm 72:3-8; Micah 4:3,4).

15. The Final Judgment

We believe in the reality of a final judgment and the lake of fire as described in (Matthew 25:46; Mark 9:43-48; Revelation 19:20; 20:11-15; 21:8). This urgency is what drives us to spread God's love so that none should perish.

16. The New Heavens and the New Earth

"We, according to His promise, look for new heavens and a new earth, wherein dwelleth righteousness" (2 Peter 3:13; Revelation 21 and 22).

ARTICLE V. ORDINANCES

Section 1. Baptism in Water

The ordinance of baptism by immersion in water (Matthew 28:19) shall be administered to all who 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; Colossians 2:12).

Section 2. Holy Communion

The ordinance of the Lord's Supper shall be observed regularly as enjoined in the Scriptures (Luke 22:19,20; 1 Corinthians 11:23-26).

ARTICLE VI. MEMBERSHIP

As a non-profit, we must have an identifiable membership. We think of a church member as more of a Team Member, someone who considers Oasis his or her church family. A team member is someone who wants to come alongside us, working together to achieve a common goal for however long God has him or her attending. To some it is assumed that the word membership is an exclusive group, while we feel the word carries with it the concept of teammates working together, part of the same family, willing to help do their part.

A. Qualifications

Members of Oasis Church are defined as any person of at least 18 years of age who:

1. Professes Jesus Christ as Lord and Savior;
2. Pursues a Christ honoring life with biblical morals;
3. Desires to be in regular fellowship with other Members of Oasis Church;
and
4. Makes known this profession and desire by following the application procedures established by the Senior Pastor.

Junior Members are those who are under 18. They do not receive any of the benefits of a regular member until they reach the age of 18. They have completed all the qualifications and have shown a willingness to serve and be a part of Oasis.

B. Election

1. Upon completion of the application process, the applicant will be notified of their approval by the leadership under the direction of the Secretary-Treasurer and will be added to the official membership list.
2. The Secretary-Treasurer shall maintain an active membership list. A membership shall be terminated when the member has been absent long enough to not receive that previous year's annual contribution statement or by a majority vote of the Board of Trustees (*see Art. 7 Sec. 5*)

C. Benefits

1. To have a vote in the election of any future Senior Pastor;
2. To have a vote in the purchase or improvement of real estate (building, land, etc.) that will incur debt
3. To receive an annual/bi-annual financial statement of the church;
4. To be invited to and have a say in any special meetings (*Art. IX, Sec. 2*) where the leadership needs feedback on important decisions or where sensitive matters need addressed.

D. Responsibilities

1. Commit to be supportive with their attendance and finances.
2. Pledge to get involved; find a place to serve and be a part of the team.
3. Become a champion for unity in the body. Take ownership over the necessity for treating each other as Christ would and finding resolve in a healthy manner.

ARTICLE VII. GOVERNMENT

Section 1. Officers, Official Board and Board Meetings

The Church Officers shall consist of a Senior Pastor and a Secretary-Treasurer. The Board of Directors will be referred to as the Board of Trustees or "The Board" (*Art.*

VII, Sec. 4) and there shall be a minimum of 4. Only Board Members can vote. As Chairman of the Board the Senior Pastor will be a voting member.

A quorum for a Board Meeting is defined as greater than 50% of the Board of Trustees. Notice for a Board Meeting must be given at least seven days prior to the meeting to all Board Members. The Senior Pastor shall call all Board Meetings; however, a Board Meeting may be called by a Trustee to request a vote for financial audit or pastoral investigation by the District Council.

Section 2. Senior Pastor

The Senior Pastor shall serve as the Chief Executive Officer of the Corporation and Chair of the Board of Trustees. The Senior Pastor is responsible for the oversight of the Church's ministries. As such, he

A. Qualifications:

1. He shall be qualified as an ordained minister in good standing with the Assemblies of God.

B. Election:

1. Is appointed by a vote of no less than 75% of the Church Members;
2. May be suspended or terminated by a vote of greater than 50% of the Board of Trustees upon the recommendation of the district Presbyter, or in the absence of a recommendation from the district Presbyter, with a vote of 100% of the Board of Trustees, excluding the Senior Pastor;

C. Duties:

1. Sets and documents policies and procedures for Oasis Church, consistent with and limited by these bylaws;
2. Submits a church budget to the Board of Trustees for the approval of salary caps and building caps (*see 4 for budget restrictions*). The presented budget will also show a breakdown of forecasted ministry expenses for their counsel;
3. Confers with executive pastors and team members to help make decisions on ministerial purchases and budget surplus;
4. Cannot do the following without approval of the Board of Trustees: Set his own salary or those that might be a conflict of interest (*Art. XII, Sec. 7*), purchase or sale of real estate/vehicles, raise the salary or building caps on the budget, or put the church in any financial debt;
5. Shares a regular financial report with the Board of Trustees, never to be less than once a quarter. And shares a financial report with the Oasis Church Members at least once annually;
6. Hires staff and determines their compensation within the salary cap to assist in the execution of the ministries of Oasis Church;
7. Chairs a Board of Trustees meeting no less than once per quarter; and
8. Conducts any other activities, if not limited in these bylaws, in execution of the ministries of Oasis Church.

Section 3. Secretary-Treasurer

The Secretary-Treasurer is responsible for the record-keeping of the Church's ministries. As such, she or he

A. Qualifications:

1. Must be a Church Member in good standings with the church

B. Election:

1. The Secretary-Treasurer shall be nominated by the Senior Pastor and approved by the board of trustees through a majority vote;
2. Will serve in an ongoing capacity until they choose to step down. If conflict arises, they may be removed only by a majority vote of the board.

C. Duties:

1. Maintains a roster of all members of Oasis Church;
2. Maintains the minutes of all Board of Trustees meetings and all legal documents of the church;
3. Oversee the provision of financial statements to the Board and church members;
4. Participates as a non-voting member in the Official Board meeting of the Church, unless they are an elected board member;
5. Performs other duties as assigned by the Senior Pastor.

Section 4. Board of Trustees

Financial Accountability

The Trustees serve as the Board of Directors and are responsible for assisting the Senior Pastor in financial matters by providing accountability and counsel. The Trustees are not involved in the day-to-day ministry decisions of the church; their role is broad in nature. As such, they

A. Qualifications

1. Must be an official Church Member in good standings;
2. Must display a Christ-like character towards God and others.
3. An Elder (*see section 5*) can serve as a trustee if needed.

B. Election:

1. Senior Pastor presents prospective board of trustee candidate to the existing board;
2. Are invited to sit in on a board meeting upon invitation by the Senior Pastor. This is to allow feedback from the existing board members;
3. Are nominated to the Church Council (*see section 6*) by the Senior Pastor for a majority vote;

4. Are appointed to the board by a vote of no less than 75% of the Church Council, excluding the Pastor and the person being nominated. The nominee is not present during the official vote;
5. Serve a two-year term, unless staggering is needed to maintain a balance in the rotation. At the end of the term, they can be re-nominated and continue or choose to step down. There is no limit on how many terms they serve.

C. Duties:

1. Pray for, encourage, support, and offer sound advice in financial matters.
2. Provide accountability and feedback to the pastors by being a regular set of outside eyes on the financial reports;
3. Approve the salary cap and building cap of the church budget, as well as provide counsel over the ministry areas of the budget;
4. Attend the Trustee Meetings which will be no less than once a quarter;
5. Vote on any matter submitted by the Senior Pastor for approval, without that vote setting a future precedent;
6. Approve the compensation of the Senior Pastor AND for anyone for whom the Senior Pastor would have a conflict of interest, AND for any employee whose compensation would exceed that of the Senior Pastor. They will not set the salaries for the overall staff;
7. Approve any and all debts of Oasis Church by a vote of no less than 75% of the board, including the approval of the Senior Pastor;
8. Approve any and all purchase or disposal of real estate by Oasis Church by a vote of no less than 75% of the board, including the approval of Senior Pastor (*see Article XI, Section C*);
9. May be removed by a vote of no less than 75% of the Church Council, if removal is recommended by the Senior Pastor;
10. May call for an external financial audit of the church's accounts, with a positive vote of no less than 50% of the board members without the vote or permission of the Senior Pastor;
11. Contact the District to initiate investigation should the need for financial correction or discipline for the Senior Pastor arise;
12. Participate in any pastoral change through means of assisting in the pastoral search committee, being involved with keeping existing ministries stable, provide spiritual covering in the absence of a pastor or interim.
13. Approve any lease that
 - a. Exceeds two year commitment;
 - b. Deals with vehicles;
 - c. Moves Sunday Morning location

Section 5. Lay Elders
Spiritual Accountability

The Elders of the Church are responsible for assisting the Senior Pastor and the pastoral staff in the spiritual leadership of the church. Elders are neither a governing

nor a corporate board, but a spiritual group called to create and maintain stability in potentially negative situations. This is a recognized calling more than it is a term of service; therefore there is no limit to the time they serve in this capacity. As such, they

A. Qualifications:

1. Have proven to have a mantle of godliness, wisdom, and a shepherd's heart. (1 Tim. 3:1-7; Tit. 1:5-9; and 1 Pet. 5:1-3)
2. Must be an official Church Member in good standings
3. Have a proven record through time they have a capacity to minister to the body. The title of elder is not something they are asked to become; it is recognition of what they already have been.
4. An Elder can simultaneously serve as a trustee if needed, since being a trustee is a service verses a title. But being a trustee is not necessary to be considered an elder.

B. Election:

1. Are nominated to the Church Council (*see section 6*) by the Senior Pastor or;
2. Are recommended to the Senior Pastor by existing lay elders or pastoral staff;
3. Are recognized by a vote of no less than 75% of the Church Council;
4. The reasons for an Elder to lose this position would be two fold; they choose to step down for personal reasons or they are asked to step down by a majority vote of the existing Elders, if removal is recommended by the Senior Pastor;

C. Duties:

1. Priority 1: To be a safe-haven, prayer shield and encouragement to the pastoral staff.
2. They need to be actively involved with service and ministry to the body, examples of which are:
 - a. Praying at the altar after service and with leaders before service
 - b. Reaching out to the sick and those who have been missing
 - c. Actively involved in church ministries
 - d. Help maintain unity and mutual respect within the body
3. Offer sound advice to the Senior Pastor in church matters;
4. Attend Church Council Meetings;
5. Participate in electing future trustee members and lay elders
6. Would have the right to address the Senior Pastor with any areas of concern they see or brought to them by a trustee member, or staff pastor;
7. Would have the right to contact the District to initiate investigation should the need for spiritual correction or discipline for the Senior Pastor arise;
8. Participate in any pastoral transition through means of assisting in the pastoral search committee, being involved with keeping existing

ministries stable, provide spiritual covering in the absence of a pastor or interim.

Section 6. Church Council

The Church Council is made up of the board of trustees, lay elders, pastoral team and their spouses. The Church Council is essentially the leadership core of the church. The Church Council would come together on a predetermined basis for prayer, fellowship, and vision casting. A quorum is no less than 50% of the church council members. The Council is responsible for voting in Trustees and Elders. As such they:

- a. Elect Board of Trustees with no less than 75% vote of the quorum
- b. Approve the recognition of Lay Elders by no less than 75% vote of the quorum
- c. Approve the removal of a Trustee by no less than 75% vote of the quorum should matters of discipline arise
- d. Anyone who falls under the category of board of trustee, lay elder, pastoral team, or any of the spouses of these listed positions are eligible to vote in the election process.
- e. Amend Bylaws when necessary with no less than 75% vote of the quorum. For purposes of amending bylaws a quorum will be no less than 75% of the Church Council (see Article XIII).

Section 7. Fiduciary Duties

The law imposes several fiduciary duties on officers and trustees, including the duties of due care and diligence, loyalty, avoidance of self-dealing, expending designated contributions for the purposes specified, and not commingling personal and corporate funds. Oasis Church will not be used as a conduit to give to a third party. In order to protect our tax status, *My Oasis Church Inc.* reserves the right to maintain control of any designated gifts. For a gift to be considered a charitable contribution by the IRS, *it must become the property of the charity and the charity must have the discretion to determine how best to use all the contributions to carry out its function and purpose.* We will make every effort to honor any gift that is designated. If we decide we cannot accept a designated gift, it will be returned to the donor or we will ask the donor if they would release that gift to be put in the general fund.

Section 8. Temporary Church Board

Should irreconcilable differences arise between the Senior Pastor and other members of the Board of Trustees, destroying the unity and the successful ministry of the local assembly, the District Executive Presbytery along with the sectional presbyter (the investigating committee), upon request from the Senior Pastor or a majority of the board members, shall investigate such differences. Upon a majority vote of the investigating committee they may declare the church under District supervision. The term "District supervision" means that the investigating committee

has the authority to (1) suspend the constitution and bylaws of the church, (2) suspend the board of trustees, (3) reclassify the church as a District Council affiliated church, and (4) appoint and establish a temporary church board invested with the authority to manage both the secular and ecclesiastical affairs of the church until such strife shall cease. If the Senior Pastor is also the sectional presbyter, the assistant sectional presbyter shall be a member of the investigating committee in his place.

Section 9. Local Church Credential

This assembly may grant a local church credential to persons wishing to pursue ministerial recognition pursuant to guidelines established by the General Presbytery of The General Council of the Assemblies of God and the district council with which this assembly is affiliated. It is understood that this credential is to endorse ministry which is undertaken under the auspices of this church and implies no certification by the district council or the General Council, and is not transferable to other churches or ministries.

ARTICLE VIII. CONFLICT OF INTEREST

Section 1. Purpose

The purpose of the conflict of interest policy is to protect this tax exempt corporation's (Corporation) interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the Corporation or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to non- profit and charitable organizations.

Section 2. Definitions

A. Interested Person

Any director, principal officer or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below.

B. Financial Interest

A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

1. An ownership or investment interest in any entity with which the Corporation has a transaction or arrangement.
2. A compensation arrangement with the Corporation or with any entity or individual with which the Corporation has a transaction or arrangement, or

3. A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Corporation is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

A financial interest is not necessarily a conflict of interest. Under Section 3 part B, a person who has a financial interest may have a conflict of interest only if the appropriate governing board or committee decides that a conflict of interest exists.



Section 3. Procedures

A. Duty to Disclose

In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the directors and members of committees with the governing board delegated powers considering the proposed transaction or arrangement.

B. Determining Whether a Conflict of Interest Exists

After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.

C. Procedures for Addressing the Conflict of Interest

1. An interested person may make a presentation at the governing board or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.
2. The chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
3. After exercising due diligence, the governing board or committee shall determine whether the Corporation can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.

4. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the governing board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Corporation's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.

D. Violations of the Conflicts of Interest Policy

1. If the governing board or committee has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.
2. If, after hearing the member's response, and after making further investigation as warranted by the circumstances, the governing board or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

~~Section 4.~~ Section 4. Records of Proceedings

The minutes of the governing board and all committees with board delegated powers shall contain:

- A. The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the governing board's or committee's decision as to whether a conflict of interest in fact existed.
- B. The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

Section 5. Compensation

- A. A voting member of the governing board who receives compensation, directly or indirectly, from the Corporation for services is precluded from voting on matters pertaining to that member's compensation.
- B. A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or

indirectly, from the Corporation for services is precluded from voting on matters pertaining to that member's compensation.

- C. No voting member of the governing board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Corporation, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

Section 6. Annual Statements

Each director, principal officer and member of a committee with governing board delegated powers shall annually sign a statement which affirms such person:

- A. Has received a copy of this "Conflicts of Interest Policy".
- B. Has read and understand the policy.
- C. Has agreed to comply with the policy.
- D. Understands the Corporation is charitable and in order to maintain it federal tax exemption it must engage primarily in activities which accomplish one or more of its tax- exempt purposes.

Section 7. Periodic Reviews

To ensure the Corporation operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

- A. Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the results of arm's length bargaining.
- B. Whether partnerships, joint ventures, and arrangements with management organizations conform to the Corporation's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

Section 8. Use of Outside Experts

When conducting the periodic reviews as provided for in Section 7, the Corporation may, but is not required to use outside advisors. If outside experts are used, their use shall not relieve the governing board of its responsibility for ensuring periodic review are conducted.

ARTICLE IX. VACANCIES, AND REMOVALS

Section 1. Pastor

When a vacancy in the office of the pastor shall occur, a temporary replacement shall be arranged for by the board of trustees until a pastor shall be chosen. The counsel of the district superintendent will be sought, as well as the existing lay elders. When the Senior Pastor position is vacant, the remaining Trustees will vote in a new chairman of the Board, selected from the existing Trustees.

Section 2. Secretary-Treasurer

The office of Secretary-Treasurer shall be deemed vacant upon the majority vote of the board of trustees.

Section 3. Filling Vacancies

Any office or position of leadership in the church (other than that of the Senior Pastor) may be filled by appointment of the board of trustees for the unexpired term if the Senior Pastor is absent.

Section 4. Selecting a Pulpit Search Committee

When a pulpit search committee needs to be formed, the board of trustees shall call for a church council meeting where the remaining church council members shall elect a combination of trustees, elders, remaining pastoral staff, and active church members. Once that group is selected, the committee chosen shall elect their own chair and co-chair. The counsel of the District Office should be sought, as well as from the departing pastor so long as that pastor's departure is healthy and his credentials have not been removed. Once a candidate has been found, it will be up to the pulpit search committee to oversee the process of allowing him to speak on a Sunday morning and calling for a special meeting of the church members to vote.

Section 5. Staff Administration During Transition

Once an interim leader is established by the board, a Church Council transition meeting should be called to establish new clear lines of communication and responsibility. During the transition period, members of the church staff should continue in their positions. Should staff or financial problems arise, the board has authority to alter the roles of staff members, including dismissal if necessary. Any decisions of dismissal should be done with the approval of the district officials involved with the transition. Once the new Senior Pastor is in place, he has full authority to select his own staff or replacing existing staff members, if he should choose.

ARTICLE X. MEETINGS

Section 1. Meetings for Worship

Meetings for public worship shall be held weekly on Sundays as may be provided for under direction of the Senior Pastor or the board if there is no pastor.

Section 2. Special Meetings

Special meetings of the assembly may be called by the pastor, or by a majority of the board of trustees. Notice of the date, time, place, and purpose of each meeting that affect the church members shall be announced from the pulpit during morning worship services on each of the two Sundays immediately preceding the date of the meeting as well as notification will be sent to all active church members. No business other than that specified in the notice of meeting shall be transacted at any special meeting of the assembly. Notice of any special meeting that only affects the Church Council shall be given with at least one weeks notice through any reasonable means of communication.

Section 3. Parliamentary Order

All special meetings of the church that require a vote from the church members shall be governed by parliamentary procedure as set forth in the current edition of *Robert's Rules of Order Revised*, in keeping with the spirit of Christian love and fellowship.

ARTICLE XI. FINANCE

Section 1. In General

All funds for the maintenance of the assembly shall be provided by the voluntary contributions, tithes, and offerings of the members and friends of the organization. Offerings shall be accepted by the assembly at such times and in such ways as agreed upon by the Board of Trustees and shall be administered under the direction of the Senior Pastor. Finances will be administered with an open book policy, with regular reports given to the Board of Trustees showing where money is being spent. The Board of Trustees will be responsible for determining the salary of the Senior Pastor (*Art. X Sec. 3*), any purchase or sale of property and vehicles (*Art. XI, Sec. 2*), as well as approving any debt or loans the Church would need to take on (*Art. X, Sec. 4*). They would be the authority on the salary cap and building cap of the church budget and would provide counsel on the remaining portions of the budget. (*Art. XII Section 4-C*). The Senior Pastor will be responsible for financial decisions that are of a ministry nature, leaning on the counsel of his pastoral staff and church leadership. Should the Board of Trustees find through the financial reports or other means that there is a suspicion of a mishandling of money or inappropriate behavior, they are empowered to call for a ministerial investigation by the district or a financial audit without the approval of the Senior Pastor (*Art. XII Section 4-C9-C10*)

Section 2. Handling of Offerings

All offerings shall be counted by at least two authorized persons before the funds are removed from the church building. An offering receipt form shall be signed by all counting parties, duplicated with one copy going to the treasurer and the other kept on file. A record shall be kept of all receipts and disbursements of the local assembly and of all individual giving.

Section 3. Pastoral Remuneration

A. Regular Remuneration

The pastor shall be remunerated for his services by a salary or by other means agreed upon by the board of trustees and himself. The board shall review the pastor's remuneration at least annually.

B. Severance Pay

In the event the Senior Pastor is removed from office, he shall be given a minimum of 2 months regular or average remuneration as severance pay, except in the case of moral failure.

Section 4. Church Loans, Contracts, or Binding Obligations.

The Senior Pastor, board of trustees, or official signors on the church account are the only ones who have the ability to bind the corporation to any contract or financial obligation.

ARTICLE XII. PROPERTY

Section 1. Title

All property of the assembly shall be deeded to the assembly and held in its name or, if required by law, to trustees acting on behalf of the assembly and their successors in office. Should the assembly choose to do so, it may request the Pen Florida District Council of the Assemblies of God to act as its trustee to hold title.

Section 2. Purchases and Sales of Property

All purchases and sales of Church Owned Real Estate and Vehicles shall be authorized by a vote of at least two-thirds of the Board of Trustees.

Section 3. Dissolution

Upon the dissolution of the assembly, none of its funds or assets shall be distributed to any officer, trustee, or any other individual. The Board of Trustees shall, after paying or making provision for the payment of all of the liabilities of the assembly, dispose of all of the funds and assets of the assembly by conveying the same to the Pen Florida District Council of the Assemblies of God, for the purposes of the

assembly, and provided that said District Council at the time qualifies as an exempt organization under section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provisions of any future United States Internal Revenue Law). Any such funds or assets not so disposed of shall be disposed of by the Circuit Court of the county in which the principal office of the corporation is then located, to such organization as said Court shall determine, which is organized and operated exclusively for religious purposes.

ARTICLE XIII. AMENDMENTS

These bylaws can be amended by a majority vote of the church council (*Article XII, Sec. 5*) at a special meeting (*Art. IX, Sec. 2*). A two weeks notice must be given to ALL Church Council members through any reasonable means before the meeting along with the topic being voted on.