

Greater Works Outreach Center
Bylaws & Doctrinal statement

I. Name

The name of our church will be called Greater Works Outreach Center.

II. Articles of Faith

Statement of biblical Authority

At the center of Christian faith in practice stands the belief that God has spoken to the world and the people and work of Jesus Christ, which is accurately and authoritatively revealed in the Holy Bible (“the Bible”, “Scripture” or “the Scriptures”).

The Bible is the inspired, inerrant and sufficient Word of God and is thus the ultimate authority for life, faith and morals. Through the various theological statements of the Church reflect succinct summaries of biblical boundaries, it is the Bible itself to which we are in ultimate submission.

Members have the responsibility and opportunity to engage the Senior Pastor and Church staff on areas of theological disagreement. However, membership carries with it the implicit understanding that the Senior Pastor shall function as the interpretive authority on biblical meaning and applications for the purpose of Church doctrine, practice, policy and discipline.

III. Statement of Basic Belief

The following statement of Basic Belief represents the core Orthodox beliefs of the church from a Biblical and historical perspective. While Church Members are not required to fully understand or articulate all aspects of the Statement of Basic Belief, the implicit rejection of any part of it disqualifies one from membership in Greater Works Outreach Center. Revisions to the Statement of Basic Belief in order to be more clearly aligned to Scripture shall be at the sole discretion of the Senior Pastor, with the understanding that such changes will be communicated to the Members of the Church.

We believe.....

Christ is God's grace. John 1:16

Love has no limits. Romans 8:38

Sight is the opposite of faith. 2 Corinthians 5:7

Thankfulness multiplies blessings. Matthew 14:19-21

We expect a miracle everyday. Hebrews 10:25

Generosity is a way of life. 2 Corinthians 9:6-7

Jesus paid it ALL! John 3:16

To serve God is a privilege. Romans 12:1

IV. Membership

To become a member of Greater Works Outreach Center you must express your desire to increase the influence of Christ upon your life and the willingness to serve others as a testimony to the love of Christ.

Responsibilities

Membership within a local church carries both privileges and responsibilities. Members of the church are held accountable to the responsibilities of general Christian obligations comprehensively though not exhaustively outlined within the Church's Membership Covenant. These responsibilities include praying for and pursuing both corporate health and individual holiness.

Members attest that they have completed the membership process as instructed, read the Membership Covenant and willingly agree to the following:

- To extend the same measure of Grace as has been given to them by Christ. (John 13: 34)
- To submit to the authority of the scriptures as the final arbitrary on all issues.(Psalm 119; 2 Timothy 3 :14-17; 2 Peter 1:19- 21)
- To pursue the Lord Jesus Christ through regular Bible reading, prayer, fellowship and practice of spiritual disciplines. (Luke 18: 1; Acts 17:11; 1 Corinthians 9: 24-27; Ephesians 5: 1-21; 1 Thessalonians 5:12 - 22)
- To follow the command and example of Jesus by participating in the Ordinances prescribed to His Church:
 - Being baptized after conversion.
 - Regularly remembering and celebrating the person and work of Christ through communion.
 - Steward the resources God has given each Member, including time, talents, spiritual gifts and finances. This stewardship includes regular financial giving, service and participation in a community that is sacrificial, cheerful and voluntary (Matthew 25:14-30; Romans 12:1-2; 2 Corinthians 8-9 ; 1 Peter 4:10-11).
- By God's grace through the power of the Holy Spirit, to walk in holiness in all areas of life as an act of worship to Jesus Christ (1 Peter 1: 13-16, 4 1-3). Members should strive to put certain attitudes and actions to death while stirring and stimulating love and good deeds through the Spirit below are a few examples of actions addressed in the Scriptures:
 - Members will refrain from illegal drug use, drunkenness, gossip and other sinful Behavior as the Bible dictates (Romans 1: 28-32, 13:13; Galatians 5 19-21; Ephesians 5:18; James 3: 3-18).
 - To refrain from such activities that the scriptures would deem foolish (Romans 14: 14-23).
 - To take seriously the responsibilities of Christian freedom, especially actions or situations that could present a stumbling block to another (1 Corinthians 8:1-13).

- To submit to the discipline of God through his Holy Spirit by:
 - Following the biblical procedures for church discipline where sin is evident in another, the hope of such discipline being repentance and restoration.
 - Receiving righteous and loving discipline when approached biblically by fellow believers (Psalm 141:5; Matthew 18:15-20; 1 Corinthians 5: 9-13; Hebrews 12: 5-11).
 - Seek help for issues of sin (Romans 8:13; Colossians 3:5; James 5:16; 1 John 1:6-10).
 - To submit to the Senior Pastor and other appointed leaders of the Church and diligently strive for unity and peace within the Church (Ephesians 4: 1-3; Hebrews 13:17; 1 Peter 5:5).
- To do the following should I leave the Church for righteous reasons:
 - Notify the appropriate staff member on the campus I attend.
 - Seek another church with which I can carry out my biblical responsibilities as a believer.

V. Termination of Membership

Termination of membership can be performed as outlined in Matthew 18:15 - 17

15. Moreover, if thy brother shall trespass against thee, go and tell him his fault between thee and him alone: if he shall hear thee, thou hast gained thy brother.

16. But if he will not hear thee, then take with thee one or two more, that in the mouth of two or three witnesses every word may be established.

17. And if he shall neglect to hear them, tell it unto the church: but if he neglects to hear the church, let him be unto thee as a heathen man and a publican.

VI. Election of Pastor

The pastor of Greater Works Outreach Center will be elected by the membership for an indefinite period of time. The general duties of the pastor are “to prepare God's people for the work of the service so the body of Christ may be built up” (Ephesians 4:12), and to plan and organize the service of the church.

VII. Termination of Pastor

A pastor may be terminated by a 3/4 vote of the general church membership. If the pastor is suspected of an offense the accusing party must provide evidence and have followed the termination of membership procedure before a general member vote is performed. Offenses that constitute a criminal offense should be reported immediately to legal authorities and church Elders. The termination procedure of Matthew 18: 15-17 should be resolved following a legal resolution.

VIII. Suspension of Pastor

The pastor may be placed on suspension by a 3/4 vote of the Council of Ministers, Leadership Team and Board Members.

The Council of Ministers and/or Leadership Team may place the pastor on suspension for a period not to exceed four weeks (with pay). The Council must also recommend a course of required rehabilitation to be undertaken by the pastor during the period of suspension. At the end of the suspension, the Council of Ministers must reinstate the pastor, appoint an interim pastor for a period voted upon by the general membership or put forth a vote for termination.

IX. Board of Directors

Definition of Authority

The overall policy, control, direction and management of the ministry, operations and finances of the church shall be vested in three governing bodies, Operations team, Ministry Council and Board of Directors. The members of these governing bodies are appointed by the Senior Pastor or a majority vote of the fellow members of the respective team. As used in this and throughout these bylaws, the terms "Ministry Council", "Board of Directors" and "Operations Team" are used. The Board of Directors shall consist of the Head of the Operations Team, the Head of the Ministry Council (Associate Pastor) and those appointed to the Board of Directors by the Senior Pastor. The total number of members of the Board of Directors shall not be less than five (5) and not exceed thirteen (13). Board of Directors are entrusted with the long-term planning of the church leading the church from a centralized vantage point.

Duties

The duties of the Board members shall include, but not be limited to, leading the Church to fulfill the purposes of the Church.

The Board of Directors of the church shall vote on the matters of (a) appointment of the Senior Pastor / Board Member (b) vision and planning issues, (c) removal of any Senior Pastor / Board Member and (d) other actions deemed major and extraordinary by the Board. Board Members' vote on any matter may be communicated to the church at the sole discretion of the Chairman of the Board, other than a vote on the appointment of any Senior Pastor.

The Senior Pastor shall make the final determination in regards to any vision or planning questions in the event of a tie vote. The Board of Directors shall use the standards of: (a) the best spiritual, financial, and operating interest of the Church in the light of the Bible and the tenants of faith of the Church; and (b) the furtherance of the religious purposes of the Church as discerned by the Senior Pastor according to the teachings of the Bible.

The Board Members serve at the pleasure of the Senior Pastor. Any Board Member may be removed from the office of Board of Directors for valid cause. Discipline of a Board Member must be consistent with the standards set forth in these bylaws. The

removal of a Board Member must meet the standard of 3/4 majority vote of all Board Members in good standing.

A written notice of the proposed removal of any Board Member shall be given to the Board Members at least ten (10) days prior to the meeting at which an action to effectuate such removal is to be taken to ensure that the Board Member is given a reasonable opportunity to defend themselves. The Board Members will have the opportunity to answer the charges in the presence of their accusers, but shall not be present during discussion and vote on their removal. Such removal shall take place only upon and after a passing vote of the Board of Directors.

X. Council of Ministers

Purpose

The purpose of the Council of Ministers is to direct the spiritual growth of Greater Works Outreach Center. The Council of Ministers primary responsibility is to advise the Senior Pastor regarding the spiritual health of the church members and the community served by the church. The council is also tasked with maintaining the culture and vision set forth by the Senior Pastor. Additionally the Council of Ministers is responsible for advocating for the well-being of the Pastor and his family.

The Council of Ministers must also help to spiritually guide the long-term vision of Greater Works Outreach Center. To that in two members of the council will serve on the Board of Directors to assist with the long-term planning as it relates to the spiritual endeavors of the church. Those members are appointed by the Senior Pastor.

In their role of advocating for the Pastor and his family, the Council of Ministers has the ability to temporarily suspend (two weeks maximum) the Pastor for reasons pertaining to his / her health or the health of his / her family or conduct unbecoming of a Pastor as outlined in the bylaws. The Council of Ministers has the authority to suspend the Pastor, by a 3/4 majority vote (two weeks maximum, once per calendar year). They must also formally explain the rationale for their suspension in writing and submit that document to the General Leadership (Board of Directors, Council of Ministers and Operations team). The General Leadership must come to a 3/4 vote in order to suspend the Pastor for a period longer than two (2) weeks (see the bylaws for guidelines for Pastoral termination and extended suspension).

The Pastor has the sole right to suspend and / or excommunicate ministers for dereliction of duties. The Council of Ministers also has the ability to suspend a fellow Minister (with Pastoral approval) for a period of up to two (2) months for their personal health, family health or conduct unbecoming a minister.

XI. Church Operations

Daily operations of Greater Works Outreach Center will be governed and organized by an Operations Team. The Operations Team of the church will be appointed by the

Senior Pastor. The Operations Team will assist the pastor in the development of ministries that encourage and bless the church membership. The Operations Team is responsible for the day-to-day operations and management of the church ministries, programs, facilities and finances. Operation Team members serve a one-year term. Subsequent terms are appointed and terminated by the Senior Pastor.

XII. Paid Employees

The financial department, with the advice of the Senior Pastor, is responsible for proposing and interviewing for positions that merit full and part-time compensation.

Salaries

Salaries are to be determined by the Financial Department with the advice of the Senior Pastor (with the exception of the Pastor's salary). Salary increases are to be determined by the results of a documented annual review. No employee salary should exceed that of the Pastor unless approved by the Pastor. The Financial Team must assign salaries that are financially responsible and do not threaten the solvency of the church.

Hiring

All paid employees must submit to an interview by the Financial Team and the Pastor.

Termination

Regular employees (those other than the Pastor) must have two subsequent unsatisfactory performance reviews prior to determination. All terminations conducted after two unsatisfactory reviews must be approved by the Pastor and Financial Team. The Pastor may immediately terminate an employee for actions that are deemed harmful to the general membership of the church.

XIII. Business Meetings

Business meetings will be held at least monthly or as deemed needed by the financial department. All church members are permitted to attend business meetings; however only appointed members can vote on financial proposals. Attendance of financial meetings may be satisfied via telephone or video conferencing.

XIV. Board Meetings

Board meetings are held as needed at the request of the Senior Pastor and/or Chairman of the Board. General member attendance of Board Meetings is determined by the Senior Pastor.

XV. Ministry

Greater Works Outreach Center seeks to exemplify the work of Jesus by assisting the community to realize God's grace as displayed by the sacrificing of his son Jesus Christ. Ministry should go forth as guided by the Holy Spirit. To that end, the church will endeavor to engage in partnerships with the individuals and organizations inspired by

the Holy Spirit to support visions of service that uplift, and power and edify the body of Christ.

XVI. Amendments

Amendments to bylaws may be made at scheduled board meetings. A 2/3 vote of the Board of Directors with Senior Pastor approval is necessary to amend a bylaw.